LEGAL AD #1

CITY OF NEW BRUNSWICK

HEARING NOTICE: The following Ordinance No. **O-032603** was introduced at a Regular Meeting of the New Brunswick City Council on **March 18, 2026** and was read for the first time. This ordinance will be further considered for final passage by the New Brunswick City Council at the New Brunswick City Hall Council Chambers located at City Hall- 78 Bayard Street, New Brunswick, New Jersey at a meeting beginning at **5:30 P.M. on April 1, 2026** or at any time and place to which such meeting may be adjourned. All persons interested will be given the opportunity to be heard concerning such ordinance.

AMEND THE MANAGEMENT SALARY ORDINANCE

The purpose of this Ordinance is to amend the salaries and wages of various employees, officials of the City of New Brunswick, providing for the manner of payment, and repealing ordinances or parts of ordinances inconsistent herewith.

AN ORDINANCE TO AMEND AND SUPPLEMENT AN ORDINANCE ENTITLED, "AN ORDINANCE FIXING THE SALARIES AND WAGES OF VARIOUS EMPLOYEES, OFFICIALS OF THE CITY OF NEW BRUNSWICK, PROVIDING FOR THE MANNER OF PAYMENT," AND REPEALING ORDINANCES OR PARTS OF ORDINANCES INCONSISTENT HEREWITH

BE IT ORDAINED, by the City Council of the City of New Brunswick, County of Middlesex, State of New Jersey, as follows:

SECTION I

The Salaries hereinafter set forth shall be paid in bi-weekly installments. Nothing hereinafter set forth shall prevent payment for services of a special nature beyond the regular or routine business of the official or employee. The maximum salary established for each position is intended to cover base salary only and not to limit longevity, stipends or over-time pay with respect to those officials and employees entitled to the same.

Furthermore, the salary ranges apply to full time appointments. Part time appointments shall receive compensation at an appropriate prorated portion of the full-time salary range under the range entitled “Special”.

SECTION II

The attached salary ranges in the following schedule containing minimum and maximum rates of compensation for employment classes shall be paid to qualifying officials and employees of the City of New Brunswick according to specific rates of compensation already determined and agreed upon by such employees in conjunction with the Mayor of the City of New Brunswick, based on the length of service, work performed, the quality of service rendered, and an ascending increment rate established between minimum and maximum salaries.

TITLE	RANGE NUMBER
Aide to the Mayor	92
Assessor Trainee	84

Assistant Business Administrator	97
Assistant Director of Finance	94
Assistant Library Director	92
Assistant Municipal Engineer	95
Assistant Municipal Attorney	Special I
Assistant Municipal Tax Collector	91
Assistant Personnel Technician	93
Assistant Public Works Superintendent	92
Assistant Superintendent of Parks	93
Assistant Superintendent of Public Property	92
Assistant Tax Assessor	92
Assistant Superintendent of Recreation	93
Assistant Supervisor of Motor Pool	91
Assistant Supervisor Traffic Maintenance	**92**
Assistant to the Administrator	92
Assistant Water Treatment Plant Superintendent	**92**
Assistant Water & Sewer Utilities Supervisor	**93**
Attorney	91
Board of Adjustment Attorney	Special I
Business Administrator	98
Business Manager	93
Cafeteria Manager	84
Chairperson Rent Control Board F/T	93
Chairperson Rent Control Board P/T	Special I
Chief Code Enforcement Officer	93
Chief Financial Officer	96
Chief Housing Inspector	93
Chief of Police	98
Chief Sanitation Inspector	84
Chief Water Treatment Plant Operator	94
City Administrator	98
Community Arts Coordinator	91
Community Organization Specialist	91
Confidential Aide	92
Confidential Assistant	92
Confidential Secretary	91
Construction Official	95
Coordinator of Monitoring and Evaluation	94
Data Processing Coordinator	95
Deputy Director of Human Services	94
Deputy Director of Police	98
Deputy Police Chief	98
Deputy Registrar of Vital Statistics	86
Deputy Municipal Clerk	88
Deputy Municipal Court Administrator	91
Director of Finance	97
Director of Fire	98
Director of Human & Community Services	95
Director of International Programs	93
Director of Law	97
Director of Neighborhood Preservation Program	92
Director of Police	98
Director of Policy and Development	**96**
Director of Public Affairs	93
Director of Public Works	**96**
Director of Engineering and Public Works	96

Director of Senior Resource Center	93
Director of Recreation/Community Center	**91**
Director of Social Services	95
Director of Water Utility	95
Fire Official	92
General Supervisor Parks	92
General Supervisor Sanitation	**92**
Housing Coordinator/Zoning Officer	94
Inspector Road Openings	91
Librarian 3	93
Library Director	95
Maintenance Superintendent	94
Management Assistant	**93**
Management Specialist	92
Mayor	98
Municipal Clerk	95
Municipal Court Administrator	93
Municipal Court Director	97
Municipal Court Judge	97
Municipal Court Judge P/T	**97**
Municipal Engineer	97
Municipal Emergency Management Coordinator	Special II
Municipal Magistrate	93
Municipal Parks Superintendent	94
Municipal Prosecutor	Special I
Municipal Recycling Coordinator	91
Office Supervisor	91
Payroll Supervisor	88
Personnel Assistant	91
Personnel Officer	93
Personnel Technician	92
Planner/Scheduler - Computerized Maintenance Management	92
Planner Trainee	**86**
Planning Board Attorney	Special I
Principal Librarian	93
Principal Planner	93
Program Coordinator - Non-Emergency Transportation	91
Project Coordinator, Crime Prevention Program	95
Program Development Specialist, Comm. Service	84
Public Defender	Special I
Public Information Assistant	92
Public Information Officer	93
Public Information Officer P/T	Special I
Purchasing Agent	92
Purchasing Manager	88
Recreation Center Director	91
Recreation Supervisor	86
Registrar of Vital Statistics	93
Rent Control Board Attorney	Special I
Rent Regulation Officer	86
Road Repair Supervisor	91
Secretarial Assistant	86
Secretary to Department Head	88
Senior Program Development Specialist, Comm.	92
Senior Personnel Assistant	92
Senior Security Guard	94

Senior Technician Information Systems	94
Sewer Superintendent	92
Site Facilitator	84
Special Law Enforcement Officer (Class 2)	84
Superintendent of Public Property	94
Superintendent of Recreation	94
Supervising Accountant	91
Supervising Mechanic	92
Supervising Omnibus Operator	**86**
Supervising Water Treatment Plant Operator	92
Supervising Water Treatment Plant Repairer	92
Supervisor of Billing and Collecting	91
Supervisor of Buildings and Grounds	88
Supervisor of Senior Citizen Activities	94
Supervisor Pumping Station Repair	91
Supervisor Sanitation (Public Works)	91
Supervisor Trees	92
Supervisor Water	92
Supervisor, Water Meters & Water Services	93
Supervisor Water Meter Reading / Water Meter Repair	91
Tax Assessor	94
Tax Collector	94
Technical Assistant Land Use	**86**
Technical Assistant to the Construction Official	**93**
Water Supervisor	92
Water Treatment Plant Superintendent	95
Youth Activities Supervisor	91
Youth Opportunity Coordinator	92

ATTACHMENT B
2026 SALARY RANGES FOR MANAGEMENT, SUPERVISORY AND CONFIDENTIAL EMPLOYEES

RANGE NUMBER	**SALARY RANGES**	
	Minimum	**Maximum**
S01	$ 3,500	$69,000
S02	30,000	74,000
084	32,000	66,000
086	34,000	76,000
088	36,000	78,000
091	38,000	87,000
092	40,000	93,000
093	42,000	107,000

094	46,000	120,000
095	56,000	150,000
096	66,000	160,000
097	79,000	210,000
098	90,000	280,000

ATTACHMENT B
2027 SALARY RANGES FOR MANAGEMENT, SUPERVISORY
AND CONFIDENTIAL EMPLOYEES

RANGE NUMBER	**SALARY RANGES**	
	Minimum	**Maximum**
S01	$ 3,500	$71,000
S02	30,000	76,000
084	32,000	68,000
086	34,000	78,000
088	36,000	80,000
091	38,000	89,000
092	40,000	95,000
093	42,000	110,000
094	46,000	123,000
095	56,000	154,000
096	66,000	164,000
097	79,000	210,000
098	90,000	280,000

ATTACHMENT B
2028 SALARY RANGES FOR MANAGEMENT, SUPERVISORY
AND CONFIDENTIAL EMPLOYEES

RANGE NUMBER	SALARY RANGES	
	Minimum	**Maximum**
S01	$ 3,500	$73,000
S02	30,000	78,000
084	32,000	70,000
086	34,000	80,000
088	36,000	82,000
091	38,000	91,000
092	40,000	97,000
093	42,000	113,000
094	46,000	126,000
095	56,000	157,000
096	66,000	167,000
097	79,000	210,000
098	90,000	280,000

Eligibility for Longevity exists only at levels 86 and 88 and only for those employees hired prior to January 1, 1999.

Eligibility for overtime exists only at levels 86, 88, 91 and 92.

The compensation for dual title holders, when said situations exist, may exceed the maximum salary established for the primary title when authorized by the Mayor. In no case shall additional income exceed the maximum by greater than twenty (20%) percent.

SECTION III

In addition to compensation authorized pursuant to other sections of this Ordinance, there is hereby authorized to be paid an amount by way of a lump sum payment for accumulated sick leave (terminal leave) to employees who qualify for retirement under membership in the Public Employees Retirement System and who retire in good standing, provided that (1) the retirement becomes effective upon completion of employment with the City, (2) such employee has not resigned or been terminated for cause, (3) the calculation of the lump sum has been calculated in accordance with N.J.A.C. 5:30-15, and (4) the amount of the lump sum payment does not exceed the amounts determined in accordance with the following:

(a) Employees hired prior to January 1, 1991 are capped at an accumulation of one hundred fifty (150) days (1,050 hours for those who work seven (7) hour days and 1,200 hours for those who work eight

(8) hour days). Exemption from this cap is given to any employee who had accumulated more than one hundred fifty (150) days as of January 1, 1991.

(b) Employees hired after January 1, 1991 are capped at an accumulation of Fifteen Thousand and 00/100 ($15,000.00) Dollars upon retirement.

(c) Employees qualifying for terminal leave benefits shall make an appointment with the City Administrator for the purpose of developing a terminal leave payout schedule that is in the best interests of the City and the employee.

(d) Upon the death of an employee prior to retirement while in City employment and in good standing, regardless of age, the estate of said employee will be entitled to payment in the amount of fifty (50%) percent of the employee's accrued sick time at that time.

In addition to compensation authorized pursuant to other sections of this Ordinance, there is hereby authorized to be paid an amount by way of a lump sum payment for the value of all unused/accumulated vacation time which will be paid to an employee in good standing upon retirement or resignation from the City. An employee discharged for just cause is not eligible for this benefit.

The City Administrator is authorized to adopt and promulgate procedures to effectuate and carry out the provisions of this Section. Before any payment is made, the Chief Financial Officer, or his designee, must certify that sufficient documentation exists as to the amount of the accumulated absence, and that funds are available to pay for the amount due.

SECTION IV

All Ordinances or parts of Ordinances and the rules and regulations of the City of New Brunswick inconsistent with the provisions of this Ordinance are repealed to the extent of such inconsistency.

SECTION V

This Ordinance shall become effective twenty (20) days following final adoption and publication as required by law.

ADOPTED ON FIRST READING:
DATED: MARCH 18, 2026
COUNCIL PRESIDENT MANUEL CASTANEDA

POSTED DATE: 03/20/2026