

CITY OF NEWARK
CONSOLIDATED EMPLOYEE SALARY SCHEDULE *
Effective July 1, 2016

Classification (Reg. Full-Time)	Range	Unit	Monthly Hourly	(Minimum) Step 1	Monthly / Hourly Salary			(Maximum) Step 5
					Step 3	Step 4		
Accountant	9	MGMT	M	\$6,211			\$9,004	
			H	\$35.83			\$51.95	
Accounting Assistant I		NAME	M	\$5,157	\$5,379	\$5,621	\$5,870	\$6,143
			H	\$29.75	\$31.03	\$32.43	\$33.87	\$35.44
Accounting Assistant II		NAME	M	\$5,671	\$5,923	\$6,184	\$6,459	\$6,755
			H	\$32.72	\$34.17	\$35.68	\$37.26	\$38.97
Accounting Manager	15	MGMT	M	\$8,324				\$12,073
			H	\$48.02				\$69.65
Accounting Technician I - Confidential		CONF	M	\$6,003	\$6,272	\$6,553	\$6,840	\$7,154
			H	\$34.63	\$36.18	\$37.81	\$39.46	\$41.27
Accounting Technician II - Confidential		CONF	M	\$6,603	\$6,899	\$7,208	\$7,524	\$7,870
			H	\$38.09	\$39.80	\$41.57	\$43.41	\$45.40
Administrative Analyst	9	MGMT	M	\$6,211				\$9,004
			H	\$35.83				\$51.95
Administrative Assistant		CONF	M	\$5,984	\$6,279	\$6,590	\$6,916	\$7,267
			H	\$34.52	\$36.22	\$38.02	\$39.90	\$41.92
Administrative Services Director	24	MGMT	M	\$12,915				\$18,725
			H	\$74.51				\$108.03
Administrative Support Specialist I		NAME	M	\$4,673	\$4,876	\$5,085	\$5,313	\$5,540
			H	\$26.96	\$28.13	\$29.34	\$30.65	\$31.96
Administrative Support Specialist II		NAME	M	\$5,102	\$5,329	\$5,565	\$5,816	\$6,073
			H	\$29.43	\$30.74	\$32.11	\$33.55	\$35.04
Animal Control Officer		NPA	M	\$5,816	\$6,105	\$6,411	\$6,733	\$7,062
			H	\$33.55	\$35.22	\$36.99	\$38.84	\$40.74
Aquatics Coordinator		NAME	M	\$5,914	\$6,179	\$6,457	\$6,742	\$7,038
			H	\$34.12	\$35.65	\$37.25	\$38.90	\$40.60
Assistant City Engineer	19	MGMT	M	\$10,118				\$14,671
			H	\$58.37				\$84.64
Assistant City Manager	24	MGMT	M	\$12,915				\$18,725
			H	\$74.51				\$108.03
Assistant Engineer - Civil	9	MGMT	M	\$6,211				\$9,004
			H	\$35.83				\$51.95
Assistant Planner	8	MGMT	M	\$5,919				\$8,578
			H	\$34.15				\$49.49
Associate Civil Engineer	13	MGMT	M	\$7,552				\$10,948
			H	\$43.57				\$63.16
Associate Planner	10	MGMT	M	\$6,522				\$9,458
			H	\$37.63				\$54.57
Building Inspector/ Zoning Enforcement		NAME	M	\$7,602	\$7,947	\$8,316	\$8,705	\$9,105
			H	\$43.86	\$45.85	\$47.98	\$50.22	\$52.53
Building Mechanic I		NAME	M	\$5,695	\$5,981	\$6,280	\$6,595	\$6,925
			H	\$32.85	\$34.51	\$36.23	\$38.05	\$39.95
Building Mechanic II		NAME	M	\$6,274	\$6,588	\$6,917	\$7,264	\$7,625
			H	\$36.20	\$38.01	\$39.91	\$41.91	\$43.99

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Cashier		NAME	M	\$5,198	\$5,429	\$5,674	\$5,927	\$6,186
			H	\$29.99	\$31.32	\$32.73	\$34.19	\$35.69
Chief Building Official/ City Architect	18	MGMT	M	\$9,637				\$13,974
			H	\$55.60				\$80.62
Child Care Instructor		NAME	M	\$3,636	\$3,819	\$4,011	\$4,212	\$4,424
			H	\$20.98	\$22.03	\$23.14	\$24.30	\$25.52
Child Care Supervisor	7	MGMT	M	\$5,633				\$8,169
			H	\$32.50				\$47.13
City Attorney	24	MGMT	M	\$12,915				\$18,725
			H	\$74.51				\$108.03
City Clerk	14	MGMT	M	\$7,930				\$11,495
			H	\$45.75				\$66.32
City Manager	28	MGMT	M	\$15,698				\$22,760
			H	\$90.57				\$131.31
Collections Assistant		NAME	M	\$5,671	\$5,923	\$6,184	\$6,459	\$6,755
			H	\$32.72	\$34.17	\$35.68	\$37.26	\$38.97
Communications Supervisor	10	MGMT	M	\$6,522				\$9,458
			H	\$37.63				\$54.57
Community Development Director	24	MGMT	M	\$12,915				\$18,725
			H	\$74.51				\$108.03
Community Preservation Specialist		NAME	M	\$6,338	\$6,626	\$6,928	\$7,249	\$7,585
			H	\$36.57	\$38.23	\$39.97	\$41.82	\$43.76
Community Service Officer		NPA	M	\$5,882	\$6,171	\$6,481	\$6,811	\$7,142
			H	\$33.94	\$35.60	\$37.39	\$39.29	\$41.20
Engineering Aide I		NAME	M	\$5,526	\$5,772	\$6,031	\$6,299	\$6,584
			H	\$31.88	\$33.30	\$34.79	\$36.34	\$37.98
Engineering Technician I		NAME	M	\$6,558	\$6,851	\$7,164	\$7,493	\$7,834
			H	\$37.83	\$39.52	\$41.33	\$43.23	\$45.20
Engineering Technician II		NAME	M	\$7,025	\$7,347	\$7,682	\$8,038	\$8,410
			H	\$40.53	\$42.39	\$44.32	\$46.37	\$48.52
Engineering Technician III		NAME	M	\$7,602	\$7,947	\$8,316	\$8,705	\$9,105
			H	\$43.86	\$45.85	\$47.98	\$50.22	\$52.53
Equipment Mechanic I		NAME	M	\$5,856	\$6,148	\$6,457	\$6,779	\$7,118
			H	\$33.78	\$35.47	\$37.25	\$39.11	\$41.07
Equipment Mechanic II		NAME	M	\$6,447	\$6,769	\$7,108	\$7,463	\$7,835
			H	\$37.19	\$39.05	\$41.01	\$43.06	\$45.20
Executive Assistant		CONF	M	\$6,653	\$6,979	\$7,326	\$7,690	\$8,071
			H	\$38.38	\$40.26	\$42.27	\$44.37	\$46.56
Field Assistant		NAME	M	\$3,984	\$4,191	\$4,395	\$4,615	\$4,845
			H	\$22.98	\$24.18	\$25.36	\$26.62	\$27.95
Finance Technician I		NAME	M	\$7,396	\$7,766	\$8,156	\$8,563	\$8,990
			H	\$42.67	\$44.80	\$47.05	\$49.40	\$51.87

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				Step 3	Step 4			
Finance Technician II		NAME	M	\$8,036	\$8,435	\$8,858	\$9,300	\$9,763
			H	\$46.36	\$48.66	\$51.10	\$53.65	\$56.32
General Laborer		NAME	M	\$4,257	\$4,470	\$4,694	\$4,929	\$5,176
			H	\$24.56	\$25.79	\$27.08	\$28.44	\$29.86
Human Resources Director	24	-	M	\$12,915				\$18,725
			H	\$74.51				\$108.03
Human Resources Technician		CONF	M	\$6,111	\$6,411	\$6,731	\$7,062	\$7,417
			H	\$35.26	\$36.99	\$38.83	\$40.74	\$42.79
Information Systems Manager	15	MGMT	M	\$8,324				\$12,073
			H	\$48.02				\$69.65
Information Systems Specialist		NAME	M	\$7,513	\$7,858	\$8,219	\$8,604	\$8,999
			H	\$43.34	\$45.33	\$47.42	\$49.64	\$51.92
Information Systems Technician		NAME	M	\$6,453	\$6,774	\$7,110	\$7,466	\$7,841
			H	\$37.23	\$39.08	\$41.02	\$43.07	\$45.24
Junior Engineer - Civil	7	MGMT	M	\$5,633				\$8,169
			H	\$32.50				\$47.13
Landscape Inspector		NAME	M	\$5,466	\$5,739	\$6,027	\$6,327	\$6,644
			H	\$31.53	\$33.11	\$34.77	\$36.50	\$38.33
Landscape-Parks Maintenance Worker I		NAME	M	\$5,320	\$5,586	\$5,866	\$6,159	\$6,468
			H	\$30.69	\$32.23	\$33.84	\$35.53	\$37.32
Landscape-Parks Maintenance Worker II		NAME	M	\$5,859	\$6,151	\$6,460	\$6,784	\$7,122
			H	\$33.80	\$35.49	\$37.27	\$39.14	\$41.09
Legal Assistant		CONF	M	\$5,984	\$6,279	\$6,590	\$6,916	\$7,267
			H	\$34.52	\$36.22	\$38.02	\$39.90	\$41.92
Maintenance Superintendent	16	MGMT	M	\$8,742				\$12,674
			H	\$50.43				\$73.12
Maintenance Supervisor	12	MGMT	M	\$7,192				\$10,428
			H	\$41.49				\$60.16
Planning Manager	15	MGMT	M	\$8,324				\$12,073
			H	\$48.02				\$69.65
Police Chief	24	MGMT	M	\$12,915				\$18,725
			H	\$74.51				\$108.03
Police Commander	19	MGMT	M	\$10,118				\$14,671
			H	\$58.37				\$84.64
Police Lieutenant	18	MGMT	M	\$9,637				\$13,974
			H	\$55.60				\$80.62
Police Officer		NPA	M	\$8,034	\$8,434	\$8,856	\$9,294	\$9,765
			H	\$46.35	\$48.66	\$51.09	\$53.62	\$56.34
Police Records Supervisor		NPA	M	\$6,368	\$6,687	\$7,022	\$7,371	\$7,738
			H	\$36.74	\$38.58	\$40.51	\$42.52	\$44.64
Police Sergeant		NPA	M	\$9,559	\$10,033	\$10,536	\$11,056	\$11,617
			H	\$55.15	\$57.88	\$60.78	\$63.78	\$67.02
Public Safety Clerk		NPA	M	\$5,535	\$5,809	\$6,103	\$6,413	\$6,731
			H	\$31.93	\$33.51	\$35.21	\$37.00	\$38.83

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					Step 3	Step 4	Step 5	
Public Safety Dispatcher		NPA	M	\$6,601	\$6,934	\$7,280	\$7,647	\$8,027
			H	\$38.08	\$40.00	\$42.00	\$44.12	\$46.31
Public Works Director	24	MGMT	M	\$12,915				\$18,725
			H	\$74.51				\$108.03
Public Works Inspector		NAME	M	\$7,983	\$8,345	\$8,733	\$9,140	\$9,560
			H	\$46.06	\$48.14	\$50.38	\$52.73	\$55.15
Rec & Comm. Serv. Director	24	MGMT	M	\$12,915				\$18,725
			H	\$74.51				\$108.03
Recreation Coordinator		NAME	M	\$5,914	\$6,179	\$6,457	\$6,742	\$7,038
			H	\$34.12	\$35.65	\$37.25	\$38.90	\$40.60
Recycling Assistant		NAME	M	\$5,671	\$5,923	\$6,184	\$6,459	\$6,755
			H	\$32.72	\$34.17	\$35.68	\$37.26	\$38.97
Red Light Photo Enforcement Technician		NPA	M	\$5,644	\$5,928	\$6,223	\$6,534	\$6,862
			H	\$32.56	\$34.20	\$35.90	\$37.70	\$39.59
Senior Accountant	12	MGMT	M	\$7,192				\$10,428
			H	\$41.49				\$60.16
Senior Administrative Analyst	12	MGMT	M	\$7,192				\$10,428
			H	\$41.49				\$60.16
Senior Administrative Support Specialist		NAME	M	\$5,612	\$5,862	\$6,129	\$6,396	\$6,683
			H	\$32.38	\$33.82	\$35.36	\$36.90	\$38.56
Senior Building Mechanic		NAME	M	\$6,908	\$7,251	\$7,616	\$7,996	\$8,398
			H	\$39.85	\$41.83	\$43.94	\$46.13	\$48.45
Senior Civil Engineer	15	MGMT	M	\$8,324				\$12,073
			H	\$48.02				\$69.65
Senior Equipment Mechanic		NAME	M	\$7,098	\$7,452	\$7,825	\$8,215	\$8,628
			H	\$40.95	\$42.99	\$45.14	\$47.39	\$49.78
Senior Information Systems Manager	17	MGMT	M	\$9,179				\$13,307
			H	\$52.96				\$76.77
Senior Landscape-Parks Maintenance Worker		NAME	M	\$6,453	\$6,775	\$7,113	\$7,469	\$7,842
			H	\$37.23	\$39.09	\$41.04	\$43.09	\$45.24
Senior Planner	13	MGMT	M	\$7,552				\$10,948
			H	\$43.57				\$63.16
Senior Recreation Supervisor	12	MGMT	M	\$7,192				\$10,428
			H	\$41.49				\$60.16
Senior Street Maintenance Worker		NAME	M	\$6,453	\$6,775	\$7,113	\$7,469	\$7,842
			H	\$37.23	\$39.09	\$41.04	\$43.09	\$45.24
Street Maintenance Worker I		NAME	M	\$5,320	\$5,586	\$5,866	\$6,159	\$6,468
			H	\$30.69	\$32.23	\$33.84	\$35.53	\$37.32
Street Maintenance Worker II		NAME	M	\$5,859	\$6,151	\$6,460	\$6,784	\$7,122
			H	\$33.80	\$35.49	\$37.27	\$39.14	\$41.09
Street Maintenance Worker Lead		NAME	M	\$6,156	\$6,464	\$6,788	\$7,127	\$7,482
			H	\$35.52	\$37.29	\$39.16	\$41.12	\$43.17

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Classification (Reg. Full-Time)	Range	Unit	Monthly (Minimum) Hourly Step 1	Monthly / Hourly Salary Step 3	Step 4	Step 5	(Maximum) Step 5	
Youth Instructor I		NAME	M	\$2,912	\$3,057	\$3,208	\$3,368	\$3,537
			H	\$16.80	\$17.64	\$18.51	\$19.43	\$20.41
Youth Instructor II		NAME	M	\$3,636	\$3,819	\$4,011	\$4,211	\$4,424
			H	\$20.98	\$22.03	\$23.14	\$24.29	\$25.52

* Monthly salaries listed on the Consolidated Employee Salary Schedule are based on a 40-hour workweek for NAME, CONF, & non-sworn MGMT employee groups. Salaries listed for Sworn Management and NPA are monthly salaries for workweeks as defined in appropriate MOU or Compensation & Benefit plan.

CONF = Confidential Employee Group
MGMT = City Officials and the Management, Supervisory, & Professional Employee Group
NAME = Newark Association of Miscellaneous Employees
NPA = Newark Police Association