

CITY OF NEWARK
Salary Schedule Effective 07/01/2024

Classification	Step 1 Minimum			Step 2			Step 3			Step 4			Step 5 Maximum		
	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual
Accountant	52.54	4,203.20	109,283.20	55.17	4,413.60	114,753.60	57.93	4,634.40	120,494.40	60.82	4,865.60	126,505.60	63.87	5,109.60	132,849.60
Accounting Assistant I	36.59	2,927.20	76,107.20	38.15	3,052.00	79,352.00	39.87	3,189.60	82,929.60	41.63	3,330.40	86,590.40	43.57	3,485.60	90,625.60
Accounting Assistant II	40.23	3,218.40	83,678.40	42.01	3,360.80	87,380.80	43.86	3,508.80	91,228.80	45.81	3,664.80	95,284.80	47.93	3,834.40	99,694.40
Accounting Manager	71.36	5,708.80	148,428.80	Range 15									85.64	6,851.20	178,131.20
Accounting Technician I	42.57	3,405.60	88,545.60	44.49	3,559.20	92,539.20	46.48	3,718.40	96,678.40	48.51	3,880.80	100,900.80	50.74	4,059.20	105,539.20
Accounting Technician II	46.83	3,746.40	97,406.40	48.93	3,914.40	101,774.40	51.13	4,090.40	106,350.40	53.36	4,268.80	110,988.80	55.82	4,465.60	116,105.60
Administrative Assistant	42.45	3,396.00	88,296.00	44.54	3,563.20	92,643.20	46.73	3,738.40	97,198.40	49.06	3,924.80	102,044.80	51.55	4,124.00	107,224.00
Administrative Support Specialist I	33.15	2,652.00	68,952.00	34.58	2,766.40	71,926.40	36.07	2,885.60	75,025.60	37.70	3,016.00	78,416.00	39.29	3,143.20	81,723.20
Administrative Support Specialist II	36.18	2,894.40	75,254.40	37.80	3,024.00	78,624.00	39.47	3,157.60	82,097.60	41.26	3,300.80	85,820.80	43.07	3,445.60	89,585.60
Animal Control Officer	41.25	3,300.00	85,800.00	43.32	3,465.60	90,105.60	45.48	3,638.40	94,598.40	47.76	3,820.80	99,340.80	50.14	4,011.20	104,291.20
Assistant City Manager	116.25	9,300.00	241,800.00	Range 25									139.50	11,160.00	290,160.00
Assistant Engineer-Civil	52.54	4,203.20	109,283.20	55.17	4,413.60	114,753.60	57.93	4,634.40	120,494.40	60.82	4,865.60	126,505.60	63.87	5,109.60	132,849.60
Assistant Planner	48.20	3,856.00	100,256.00	50.61	4,048.80	105,268.80	53.14	4,251.20	110,531.20	55.80	4,464.00	116,064.00	58.59	4,687.20	121,867.20
Assistant to the City Manager	61.63	4,930.40	128,190.40	Range 12									73.96	5,916.80	153,836.80
Associate Civil Engineer	63.88	5,110.40	132,870.40	67.07	5,365.60	139,505.60	70.42	5,633.60	146,473.60	73.94	5,915.20	153,795.20	77.64	6,211.20	161,491.20
Associate Planner	55.18	4,414.40	114,774.40	57.94	4,635.20	120,515.20	60.83	4,866.40	126,526.40	63.88	5,110.40	132,870.40	67.07	5,365.60	139,505.60
Building Inspector I	53.91	4,312.80	112,132.80	56.36	4,508.80	117,228.80	58.99	4,719.20	122,699.20	61.75	4,940.00	128,440.00	64.58	5,166.40	134,326.40
Building Inspector II	56.61	4,528.80	117,748.80	59.18	4,734.40	123,094.40	61.93	4,954.40	128,814.40	64.83	5,186.40	134,846.40	67.82	5,425.60	141,065.60
Building Maintenance Mechanic I	40.39	3,231.20	84,011.20	42.43	3,394.40	88,254.40	44.54	3,563.20	92,643.20	46.78	3,742.40	97,302.40	49.12	3,929.60	102,169.60
Building Maintenance Mechanic II	44.50	3,560.00	92,560.00	46.72	3,737.60	97,177.60	49.07	3,925.60	102,065.60	51.53	4,122.40	107,182.40	54.09	4,327.20	112,507.20
Chief Building Official	82.60	6,608.00	171,808.00	Range 18									99.11	7,928.80	206,148.80
Chief Information Officer/Information Technology Director	110.69	8,855.20	230,235.20	Range 24									132.82	10,625.60	276,265.60
Child Care Instructor	27.07	2,165.60	56,305.60	28.44	2,275.20	59,155.20	29.87	2,389.60	62,129.60	31.36	2,508.80	65,228.80	32.95	2,636.00	68,536.00
City Attorney	110.69	8,855.20	230,235.20	Range 24									132.82	10,625.60	276,265.60

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	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual
City Clerk	78.65	6,292.00	163,592.00	Range 17									94.37	7,549.60	196,289.60
City Engineer	91.05	7,284.00	189,384.00	Range 20									109.26	8,740.80	227,260.80
City Manager	134.52	10,761.60	279,801.60	Range 28									161.42	12,913.60	335,753.60
Community Development Director	110.69	8,855.20	230,235.20	Range 24									132.82	10,625.60	276,265.60
Community Engagement Manager	61.63	4,930.40	128,190.40	Range 12									73.96	5,916.80	153,836.80
Community Preservation Manager	71.36	5,708.80	148,428.80	Range 15									85.64	6,851.20	178,131.20
Community Preservation Specialist	44.95	3,596.00	93,496.00	47.00	3,760.00	97,760.00	49.14	3,931.20	102,211.20	51.41	4,112.80	106,932.80	53.80	4,304.00	111,904.00
Community Service Officer	41.72	3,337.60	86,777.60	43.80	3,504.00	91,104.00	45.99	3,679.20	95,659.20	48.29	3,863.20	100,443.20	50.71	4,056.80	105,476.80
Crime Analyst	52.54	4,203.20	109,283.20	55.17	4,413.60	114,753.60	57.93	4,634.40	120,494.40	60.82	4,865.60	126,505.60	63.87	5,109.60	132,849.60
Deputy Community Development Director	82.60	6,608.00	171,808.00	Range 18									99.11	7,928.80	206,148.80
Deputy Economic Development Director	82.60	6,608.00	171,808.00	Range 18									99.11	7,928.80	206,148.80
Deputy Finance Director	82.60	6,608.00	171,808.00	Range 18									99.11	7,928.80	206,148.80
Engineering Technician I	46.53	3,722.40	96,782.40	48.59	3,887.20	101,067.20	50.81	4,064.80	105,684.80	53.15	4,252.00	110,552.00	55.56	4,444.80	115,564.80
Environmental Service Manager	71.36	5,708.80	148,428.80	Range 15									85.64	6,851.20	178,131.20
Equipment Mechanic I	41.54	3,323.20	86,403.20	43.60	3,488.00	90,688.00	45.80	3,664.00	95,264.00	48.08	3,846.40	100,006.40	50.49	4,039.20	105,019.20
Equipment Mechanic II	45.73	3,658.40	95,118.40	48.01	3,840.80	99,860.80	50.42	4,033.60	104,873.60	52.94	4,235.20	110,115.20	55.57	4,445.60	115,585.60
Executive Assistant	47.18	3,774.40	98,134.40	49.50	3,960.00	102,960.00	51.96	4,156.80	108,076.80	54.55	4,364.00	113,464.00	57.25	4,580.00	119,080.00
Facilities Supervisor	58.46	4,676.80	121,596.80	61.39	4,767.76	123,961.80	64.46	5,156.80	134,076.80	67.68	5,414.40	140,774.40	71.06	5,684.80	147,804.80
Finance Director	110.69	8,855.20	230,235.20	Range 24									132.82	10,625.60	276,265.60
General Laborer	30.19	2,415.20	62,795.20	31.71	2,536.80	65,956.80	33.30	2,664.00	69,264.00	34.97	2,797.60	72,737.60	36.71	2,936.80	76,356.80
Housing Policies and Programs Manager	74.91	5,992.80	155,812.80	Range 16									89.89	7,191.20	186,971.20
Human Resources Director	110.69	8,855.20	230,235.20	Range 24									132.82	10,625.60	276,265.60
Human Resources Technician	43.35	3,468.00	90,168.00	45.47	3,637.60	94,577.60	47.74	3,819.20	99,299.20	50.10	4,008.00	104,208.00	52.61	4,208.80	109,428.80
Information Technology Analyst	57.95	4,636.00	120,536.00	60.84	4,867.20	126,547.20	63.89	5,111.20	132,891.20	67.08	5,366.40	139,526.40	70.43	5,634.40	146,494.40

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Information Technology Technician I	42.47	3,397.60	88,337.60	44.58	3,566.40	92,726.40	46.80	3,744.00	97,344.00	49.15	3,932.00	102,232.00	51.61	4,128.80	107,348.80
Information Technology Technician II	47.57	3,805.60	98,945.60	49.95	3,996.00	103,896.00	52.43	4,194.40	109,054.40	55.05	4,404.00	114,504.00	57.82	4,625.60	120,265.60
Junior Engineer-Civil	47.66	3,812.80	99,132.80	50.05	4,004.00	104,104.00	52.55	4,204.00	109,304.00	55.18	4,414.40	114,774.40	57.94	4,635.20	120,515.20
Landscape & Parks Maintenance Worker I	37.74	3,019.20	78,499.20	39.62	3,169.60	82,409.60	41.61	3,328.80	86,548.80	43.68	3,494.40	90,854.40	45.88	3,670.40	95,430.40
Landscape & Parks Maintenance Worker II	41.56	3,324.80	86,444.80	43.62	3,489.60	90,729.60	45.82	3,665.60	95,305.60	48.11	3,848.80	100,068.80	50.51	4,040.80	105,060.80
Landscape Inspector	38.78	3,102.40	80,662.40	40.71	3,256.80	84,676.80	42.75	3,420.00	88,920.00	44.88	3,590.40	93,350.40	47.12	3,769.60	98,009.60
Lead Child Care Instructor	31.15	2,492.00	64,792.00	32.70	2,616.00	68,016.00	34.36	2,748.80	71,468.80	36.08	2,886.40	75,046.40	37.90	3,032.00	78,832.00
Lead Public Safety Dispatcher	50.57	4,045.60	105,185.60	53.09	4,247.20	110,427.20	55.75	4,460.00	115,960.00	58.54	4,683.20	121,763.20	61.46	4,916.80	127,836.80
Maintenance Superintendent	74.91	5,992.80	155,812.80	Range 16									89.89	7,191.20	186,971.20
Maintenance Supervisor	58.46	4,676.80	121,596.80	61.39	4,911.20	127,691.20	64.46	5,156.80	134,076.80	67.68	5,414.40	140,774.40	71.06	5,684.80	147,804.80
Management Analyst I	47.29	3,783.20	98,363.20	49.65	3,972.00	103,272.00	52.14	4,171.20	108,451.20	54.74	4,379.20	113,859.20	57.48	4,598.40	119,558.40
Management Analyst II	52.54	4,203.20	109,283.20	55.17	4,413.60	114,753.60	57.93	4,634.40	120,494.40	60.82	4,865.60	126,505.60	63.87	5,109.60	132,849.60
Permit Technician	42.19	3,375.20	87,755.20	44.08	3,526.40	91,686.40	46.07	3,685.60	95,825.60	48.08	3,846.40	100,006.40	50.24	4,019.20	104,499.20
Police Captain	100.41	8,032.80	208,852.80	Range 22									120.50	9,640.00	250,640.00
Police Chief	116.25	9,300.00	241,800.00	Range 25									139.50	11,160.00	290,160.00
Police Lieutenant	86.71	6,936.80	180,356.80	Range 19									104.05	8,324.00	216,424.00
Police Officer	58.98	4,718.40	122,678.40	61.93	4,954.40	128,814.40	65.03	5,202.40	135,262.40	68.28	5,462.40	142,022.40	71.69	5,735.20	149,115.20
Police Records Supervisor	46.53	3,722.01	96,772.21	48.85	3,908.23	101,614.03	51.29	4,103.52	106,691.52	53.86	4,308.70	112,026.10	56.56	4,524.58	117,639.18
Police Sergeant	71.53	5,722.40	148,782.40	75.11	6,008.80	156,228.80	78.86	6,308.80	164,028.80	82.80	6,624.00	172,224.00	86.94	6,955.20	180,835.20
Police Support Service Manager	71.36	5,708.80	148,428.80	Range 15									85.64	6,851.20	178,131.20
Principal Civil Engineer	78.65	6,292.00	163,592.00	Range 17									94.37	7,549.60	196,289.60
Principal Planner	74.91	5,992.80	155,812.80	Range 16									89.89	7,191.20	186,971.20
Property and Evidence Technician *	40.24	3,219.20	83,699.20	42.25	3,380.00	87,880.00	44.36	3,548.80	92,268.80	46.59	3,727.20	96,907.20	48.91	3,912.80	101,732.80
Public Safety Clerk	39.26	3,140.80	81,660.80	41.22	3,297.60	85,737.60	43.28	3,462.40	90,022.40	45.44	3,635.20	94,515.20	47.72	3,817.60	99,257.60
Public Safety Dispatcher	46.81	3,744.80	97,364.80	49.16	3,932.80	102,252.80	51.61	4,128.80	107,348.80	54.19	4,335.20	112,715.20	56.90	4,552.00	118,352.00
Public Safety Dispatcher Supervisor	54.11	4,328.80	112,548.80	56.81	4,544.80	118,164.80	59.65	4,772.00	124,072.00	62.63	5,010.40	130,270.40	65.77	5,261.60	136,801.60
Public Works Director	110.69	8,855.20	230,235.20	Range 24									132.82	10,625.60	276,265.60
Public Works Inspector	56.62	4,529.60	117,769.60	59.19	4,735.20	123,115.20	61.94	4,955.20	128,835.20	64.83	5,186.40	134,846.40	67.82	5,425.60	141,065.60

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	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual
Recreation and Community Service Director	110.69	8,855.20	230,235.20	Range 24									132.82	10,625.60	276,265.60
Recreation and Community Service Manager	71.36	5,708.80	148,428.80	Range 15									85.64	6,851.20	178,131.20
Recreation Coordinator	43.44	3,475.20	90,355.20	45.38	3,630.40	94,390.40	47.43	3,794.40	98,654.40	49.51	3,960.80	102,980.80	51.68	4,134.40	107,494.40
Recreation and Community Services Supervisor I	55.18	4,414.40	114,774.40	57.94	4,635.20	120,515.20	60.83	4,866.40	126,526.40	63.88	5,110.40	132,870.40	67.07	5,365.60	139,505.60
Recreation and Community Services Supervisor II	60.84	4,867.20	126,547.20	63.89	5,111.20	132,891.20	67.08	5,366.40	139,526.40	70.43	5,634.40	146,494.40	73.95	5,916.00	153,816.00
Red Light Photo Enforcement Technician	40.03	3,202.40	83,262.40	42.03	3,362.40	87,422.40	44.13	3,530.40	91,790.40	46.34	3,707.20	96,387.20	48.66	3,892.80	101,212.80
Senior Accountant	60.84	4,867.20	126,547.20	63.89	5,111.20	132,891.20	67.08	5,366.40	139,526.40	70.43	5,634.40	146,494.40	73.95	5,916.00	153,816.00
Senior Administrative Support Specialist	39.81	3,184.80	82,804.80	41.58	3,326.40	86,486.40	43.48	3,478.40	90,438.40	45.36	3,628.80	94,348.80	47.40	3,792.00	98,592.00
Senior Building Inspector	59.15	4,732.00	123,032.00	61.93	4,954.40	128,814.40	64.58	5,166.40	134,326.40	67.87	5,429.60	141,169.60	71.05	5,684.00	147,784.00
Senior Building Maintenance Mechanic	49.01	3,920.80	101,940.80	51.42	4,113.60	106,953.60	54.02	4,321.60	112,361.60	56.71	4,536.80	117,956.80	59.56	4,764.80	123,884.80
Senior Civil Engineer	70.45	5,636.00	146,536.00	73.97	5,917.60	153,857.60	77.68	6,214.40	161,574.40	81.57	6,525.60	169,665.60	85.63	6,850.40	178,110.40
Senior Equipment Mechanic	50.35	4,028.00	104,728.00	52.86	4,228.80	109,948.80	55.50	4,440.00	115,440.00	58.27	4,661.60	121,201.60	61.20	4,896.00	127,296.00
Senior Information Technology Analyst	63.88	5,110.40	132,870.40	67.07	5,365.60	139,505.60	70.42	5,633.60	146,473.60	73.94	5,915.20	153,795.20	77.64	6,211.20	161,491.20
Senior Landscape & Parks Maintenance Worker	45.76	3,660.80	95,180.80	48.05	3,844.00	99,944.00	50.46	4,036.80	104,956.80	52.97	4,237.60	110,177.60	55.62	4,449.60	115,689.60
Senior Landscape Inspector	45.76	3,660.80	95,180.80	48.05	3,844.00	99,944.00	50.46	4,036.80	104,956.80	52.97	4,237.60	110,177.60	55.62	4,449.60	115,689.60
Senior Management Analyst	63.48	5,078.40	132,038.40	66.66	5,332.80	138,652.80	69.99	5,599.20	145,579.20	73.49	5,879.20	152,859.20	77.16	6,172.80	160,492.80
Senior Planner	63.88	5,110.40	132,870.40	67.07	5,365.60	139,505.60	70.42	5,633.60	146,473.60	73.94	5,915.20	153,795.20	77.64	6,211.20	161,491.20
Senior Street Maintenance Worker	45.77	3,661.60	95,201.60	48.06	3,844.80	99,964.80	50.46	4,036.80	104,956.80	52.98	4,238.40	110,198.40	55.63	4,450.40	115,710.40
Street Maintenance Worker I	37.74	3,019.20	78,499.20	39.62	3,169.60	82,409.60	41.61	3,328.80	86,548.80	43.68	3,494.40	90,854.40	45.88	3,670.40	95,430.40
Street Maintenance Worker II	41.56	3,324.80	86,444.80	43.62	3,489.60	90,729.60	45.82	3,665.60	95,305.60	48.11	3,848.80	100,068.80	50.51	4,040.80	105,060.80
Urban Forest Supervisor *	53.61	4,288.80	111,508.80	56.29	4,503.20	117,083.20	59.11	4,728.80	122,948.80	62.06	4,964.80	129,084.80	65.17	5,213.60	135,553.60
Vehicle Abatement Officer	32.97	2,637.60	68,577.60	34.61	2,768.80	71,988.80	36.35	2,908.00	75,608.00	38.15	3,052.00	79,352.00	40.07	3,205.60	83,345.60

City Council approved position, Effective 07/26/2024*