

CITY OF NEWARK
Salary Schedule Effective 04/12/2026

Classification	Step 1			Step 2			Step 3			Step 4			Step 5		
	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual
Accountant	54.64	4,371.20	113,651.20	57.38	4,590.40	119,350.40	60.25	4,820.00	125,320.00	63.25	5,060.00	131,560.00	66.42	5,313.60	138,153.60
Accounting Assistant I	38.05	3,044.00	79,144.00	39.96	3,196.80	83,116.80	41.95	3,356.00	87,256.00	44.05	3,524.00	91,624.00	46.26	3,700.80	96,220.80
Accounting Assistant II	41.84	3,347.20	87,027.20	43.93	3,514.40	91,374.40	46.12	3,689.60	95,929.60	48.43	3,874.40	100,734.40	50.86	4,068.80	105,788.80
Accounting Technician I	44.27	3,541.60	92,081.60	46.49	3,719.20	96,699.20	48.81	3,904.80	101,524.80	51.25	4,100.00	106,600.00	53.81	4,304.80	111,924.80
Accounting Technician II	48.70	3,896.00	101,296.00	51.14	4,091.20	106,371.20	53.70	4,296.00	111,696.00	56.38	4,510.40	117,270.40	59.20	4,736.00	123,136.00
Administrative Assistant	44.15	3,532.00	91,832.00	46.35	3,708.00	96,408.00	48.67	3,893.60	101,233.60	51.11	4,088.80	106,308.80	53.66	4,292.80	111,612.80
Administrative Support Specialist I	34.48	2,758.40	71,718.40	36.20	2,896.00	75,296.00	38.01	3,040.80	79,060.80	39.92	3,193.60	83,033.60	41.90	3,352.00	87,152.00
Administrative Support Specialist II	37.63	3,010.40	78,270.40	39.51	3,160.80	82,180.80	41.49	3,319.20	86,299.20	43.56	3,484.80	90,604.80	45.74	3,659.20	95,139.20
Animal Control Officer	42.90	3,432.00	89,232.00	45.05	3,604.00	93,704.00	47.30	3,784.00	98,384.00	49.67	3,973.60	103,313.60	52.15	4,172.00	108,472.00
Assistant City Manager	126.92	10,153.60	263,993.60	Range 26									152.31	12,184.80	316,804.80
Assistant Engineer-Civil	57.38	4,590.40	119,350.40	60.25	4,820.00	125,320.00	63.26	5,060.80	131,580.80	66.41	5,312.80	138,132.80	69.74	5,579.20	145,059.20
Assistant Maintenance Superintendent	70.65	5,652.00	146,952.00	Range 14									84.78	6,782.40	176,342.40
Assistant Planner	51.64	4,131.20	107,411.20	54.22	4,337.60	112,777.60	56.93	4,554.40	118,414.40	59.77	4,781.60	124,321.60	62.76	5,020.80	130,540.80
Assistant to the City Manager	67.29	5,383.20	139,963.20	Range 13									80.75	6,460.00	167,960.00
Associate Civil Engineer	66.44	5,315.20	138,195.20	69.75	5,580.00	145,080.00	73.24	5,859.20	152,339.20	76.90	6,152.00	159,952.00	80.75	6,460.00	167,960.00
Associate Planner	59.10	4,728.00	122,928.00	62.07	4,965.60	129,105.60	65.17	5,213.60	135,553.60	68.42	5,473.60	142,313.60	71.84	5,747.20	149,427.20
Building Inspector I	56.07	4,485.60	116,625.60	58.87	4,709.60	122,449.60	61.82	4,945.60	128,585.60	64.91	5,192.80	135,012.80	68.15	5,452.00	141,752.00
Building Inspector II	58.87	4,709.60	122,449.60	61.82	4,945.60	128,585.60	64.91	5,192.80	135,012.80	68.15	5,452.00	141,752.00	71.56	5,724.80	148,844.80
Building Maintenance Mechanic I	42.01	3,360.80	87,380.80	44.13	3,530.40	91,790.40	46.32	3,705.60	96,345.60	48.65	3,892.00	101,192.00	51.08	4,086.40	106,246.40
Building Maintenance Mechanic II	46.28	3,702.40	96,262.40	48.59	3,887.20	101,067.20	51.03	4,082.40	106,142.40	53.59	4,287.20	111,467.20	56.25	4,500.00	117,000.00
Chief Building Official	96.75	7,740.00	201,240.00	Range 20									117.60	9,408.00	244,608.00
Chief Information Officer/Information	115.12	9,209.60	239,449.60	Range 24									138.13	11,050.40	287,310.40
Child Care Instructor	28.15	2,252.00	58,552.00	29.58	2,366.40	61,526.40	31.06	2,484.80	64,604.80	32.61	2,608.80	67,828.80	34.27	2,741.60	71,281.60
City Clerk	81.80	6,544.00	170,144.00	Range 17									98.14	7,851.20	204,131.20
City Engineer	99.44	7,955.20	206,835.20	Range 21									119.33	9,546.40	248,206.40
City Manager				Range 21									184.22	14,737.60	383,177.60
Communications and Public Engagement	77.91	6,232.80	162,052.80	Range 16									93.49	7,479.20	194,459.20
Community Development Director	115.12	9,209.60	239,449.60	Range 24									138.13	11,050.40	287,310.40
Community Engagement Manager	70.65	5,652.00	146,952.00	Range 14									84.78	6,782.40	176,342.40
Community Preservation Manager	77.91	6,232.80	162,052.80	Range 16									93.49	7,479.20	194,459.20
Community Preservation Specialist I	46.75	3,740.00	97,240.00	49.09	3,927.20	102,107.20	51.54	4,123.20	107,203.20	54.12	4,329.60	112,569.60	56.83	4,546.40	118,206.40
Community Preservation Specialist II	51.43	4,114.00	106,964.00	54.00	4,319.92	112,317.92	56.69	4,535.52	117,923.52	59.53	4,762.56	123,826.56	62.51	5,001.04	130,027.04
Community Service Officer	43.39	3,471.20	90,251.20	45.55	3,644.00	94,744.00	47.83	3,826.40	99,486.40	50.22	4,017.60	104,457.60	52.74	4,219.20	109,699.20
Crime Analyst	57.38	4,590.40	119,350.40	60.25	4,820.00	125,320.00	63.26	5,060.80	131,580.80	66.41	5,312.80	138,132.80	69.74	5,579.20	145,059.20
Deputy Community Development Director	96.75	7,740.00	201,240.00	Range 20									117.60	9,408.00	244,608.00
Deputy Economic Development Director	96.75	7,740.00	201,240.00	Range 20									117.60	9,408.00	244,608.00
Deputy Finance Director	96.75	7,740.00	201,240.00	Range 20									117.60	9,408.00	244,608.00
Engineering Technician I	48.39	3,871.20	100,651.20	50.81	4,064.80	105,684.80	53.35	4,268.00	110,968.00	56.01	4,480.80	116,500.80	58.82	4,705.60	122,345.60
Engineering Technician II	51.82	4,145.60	107,785.60	54.41	4,352.80	113,172.80	57.13	4,570.40	118,830.40	59.99	4,799.20	124,779.20	62.99	5,039.20	131,019.20
Environmental Services Manager	77.91	6,232.80	162,052.80	Range 16									93.49	7,479.20	194,459.20
Equipment Mechanic I	43.20	3,456.00	89,856.00	45.36	3,628.80	94,348.80	47.63	3,810.40	99,070.40	50.01	4,000.80	104,020.80	52.51	4,200.80	109,220.80
Equipment Mechanic II	47.56	3,804.80	98,924.80	49.94	3,995.20	103,875.20	52.43	4,194.40	109,054.40	55.06	4,404.80	114,524.80	57.81	4,624.80	120,244.80
Executive Assistant	49.07	3,925.60	102,065.60	51.52	4,121.60	107,161.60	54.10	4,328.00	112,528.00	56.80	4,544.00	118,144.00	59.64	4,771.20	124,051.20
Facilities Supervisor	63.84	5,107.20	132,787.20	67.03	5,362.40	139,422.40	70.39	5,631.20	146,411.20	73.90	5,912.00	153,712.00	77.59	6,207.20	161,387.20
Finance Director	115.12	9,209.60	239,449.60	Range 24									138.13	11,050.40	287,310.40
General Laborer	31.40	2,512.00	65,312.00	32.98	2,638.40	68,598.40	34.63	2,770.40	72,030.40	36.37	2,909.60	75,649.60	38.18	3,054.40	79,414.40
Housing Policies and Programs Manager	81.80	6,544.00	170,144.00	Range 17									98.14	7,851.20	204,131.20
Human Resources Director	115.12	9,209.60	239,449.60	Range 24									138.13	11,050.40	287,310.40
Human Resources Technician	45.08	3,606.40	93,766.40	47.34	3,787.20	98,467.20	49.70	3,976.00	103,376.00	52.19	4,175.20	108,555.20	54.80	4,384.00	113,984.00
Information Technology Analyst	60.27	4,821.60	125,361.60	63.27	5,061.60	131,601.60	66.45	5,316.00	138,216.00	69.76	5,580.80	145,100.80	73.25	5,860.00	152,360.00

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	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	Hourly	Biweekly	Annual	
Information Technology Technician I	44.17	3,533.60	91,873.60	46.38	3,710.40	96,470.40	48.70	3,896.00	101,296.00	51.13	4,090.40	106,350.40	53.69	4,295.20	111,675.20	
Information Technology Technician II	49.47	3,957.60	102,897.60	51.94	4,155.20	108,035.20	54.54	4,362.00	113,443.20	57.27	4,581.60	119,121.60	60.13	4,810.40	125,070.40	
Junior Engineer-Civil	49.57	3,965.60	103,105.60	52.05	4,164.00	108,264.00	54.65	4,372.00	113,672.00	57.39	4,591.20	119,371.20	60.26	4,820.80	125,340.80	
Landscape & Parks Maintenance Worker I	39.25	3,140.00	81,640.00	41.20	3,296.00	85,696.00	43.27	3,461.60	90,001.60	45.43	3,634.40	94,494.40	47.72	3,817.60	99,257.60	
Landscape & Parks Maintenance Worker II	43.22	3,457.60	89,897.60	45.39	3,631.20	94,411.20	47.65	3,812.00	99,112.00	50.03	4,002.40	104,062.40	52.53	4,202.40	109,262.40	
Landscape Inspector	40.33	3,226.40	83,886.40	42.35	3,388.00	88,088.00	44.46	3,556.80	92,476.80	46.69	3,735.20	97,115.20	49.02	3,921.60	101,961.60	
Lead Childcare Instructor	32.40	2,592.00	67,392.00	34.02	2,721.60	70,761.60	35.72	2,857.60	74,297.60	37.51	3,000.80	78,020.80	39.38	3,150.40	81,910.40	
Maintenance Superintendent	85.90	6,872.00	178,672.00	Range 18						103.07	8,245.60	214,385.60				
Maintenance Supervisor	63.84	5,107.20	132,787.20	67.03	5,362.40	139,422.40	70.39	5,631.20	146,411.20	73.90	5,912.00	153,712.00	77.59	6,207.20	161,387.20	
Management Analyst I	51.64	4,131.20	107,411.20	54.23	4,338.40	112,798.40	56.93	4,554.40	118,414.40	59.78	4,782.40	124,342.40	62.76	5,020.80	130,540.80	
Management Analyst II	57.38	4,590.40	119,350.40	60.25	4,820.00	125,320.00	63.26	5,060.80	131,580.80	66.42	5,313.60	138,153.60	69.74	5,579.20	145,059.20	
Permit Technician	43.88	3,510.40	91,270.40	46.07	3,685.60	95,825.60	48.37	3,869.60	100,609.60	50.79	4,063.20	105,643.20	53.33	4,266.40	110,926.40	
Police Captain	107.44	8,595.20	223,475.20	Range 22 - CAP						128.94	10,315.20	268,195.20				
Police Chief	124.39	9,951.00	258,726.00	Range 26 - CHIEF						149.27	11,941.20	310,471.20				
Police Lieutenant	92.78	7,422.40	192,982.40	Range 19 - LT						111.33	8,906.40	231,566.40				
Police Officer	63.11	5,048.80	131,268.80	66.27	5,301.60	137,841.60	69.58	5,566.40	144,726.40	73.06	5,844.80	151,964.80	76.71	6,136.80	159,556.80	
Police Records and Evidence Supervisor	55.75	4,460.00	115,960.00	58.54	4,683.20	121,763.20	61.47	4,917.60	127,857.60	64.54	5,163.20	134,243.20	67.78	5,422.40	140,982.40	
Police Sergeant	76.54	6,123.20	159,203.20	80.37	6,429.60	167,169.60	84.38	6,750.40	175,510.40	88.60	7,088.00	184,288.00	93.03	7,442.40	193,502.40	
Police Support Services Manager	81.80	6,544.00	170,144.00	Range 17						98.14	7,851.20	204,131.20				
Principal Civil Engineer	81.80	6,544.00	170,144.00	Range 17						98.14	7,851.20	204,131.20				
Principal Planner	81.80	6,544.00	170,144.00	Range 17						98.14	7,851.20	204,131.20				
Property and Evidence Technician	41.85	3,348.00	87,048.00	43.94	3,515.20	91,395.20	46.13	3,690.40	95,950.40	48.45	3,876.00	100,776.00	50.87	4,069.60	105,809.60	
Public Safety Clerk	40.83	3,266.40	84,926.40	42.87	3,429.60	89,169.60	45.01	3,600.80	93,620.80	47.26	3,780.80	98,300.80	49.63	3,970.40	103,230.40	
Public Safety Dispatch Supervisor	57.90	4,632.00	120,432.00	60.80	4,864.00	126,464.00	63.83	5,106.40	132,766.40	67.03	5,362.40	139,422.40	70.38	5,630.40	146,390.40	
Public Safety Dispatcher	50.09	4,007.20	104,187.20	52.60	4,208.00	109,408.00	55.22	4,417.60	114,857.60	57.98	4,638.40	120,598.40	60.88	4,870.40	126,630.40	
Public Works Director	115.12	9,209.60	239,449.60	Range 24						138.13	11,050.40	287,310.40				
Public Works Inspector	58.88	4,710.40	122,470.40	61.83	4,946.40	128,606.40	64.92	5,193.60	135,033.60	68.16	5,452.80	141,772.80	71.57	5,725.60	148,865.60	
Recreation and Community Services Director	115.12	9,209.60	239,449.60	Range 24						138.13	11,050.40	287,310.40				
Recreation and Community Services Supervisor I	57.39	4,591.20	119,371.20	60.26	4,820.80	125,340.80	63.26	5,060.80	131,580.80	66.44	5,315.20	138,195.20	69.75	5,580.00	145,080.00	
Recreation and Community Services Supervisor II	63.27	5,061.60	131,601.60	66.45	5,316.00	138,216.00	69.76	5,580.80	145,100.80	73.25	5,860.00	152,360.00	76.91	6,152.80	159,972.80	
Recreation Coordinator	45.18	3,614.40	93,974.40	47.43	3,794.40	98,654.40	49.81	3,984.80	103,604.80	52.30	4,184.00	108,784.00	54.91	4,392.80	114,212.80	
Red Light Photo Enforcement Technician	41.63	3,330.40	86,590.40	43.71	3,496.80	90,916.80	45.90	3,672.00	95,472.00	48.19	3,855.20	100,235.20	50.61	4,048.80	105,268.80	
Senior Accountant	63.27	5,061.60	131,601.60	66.45	5,316.00	138,216.00	69.76	5,580.80	145,100.80	73.25	5,860.00	152,360.00	76.91	6,152.80	159,972.80	
Senior Administrative Support Specialist	41.40	3,312.00	86,112.00	43.47	3,477.60	90,417.60	45.65	3,652.00	94,952.00	47.93	3,834.40	99,694.40	50.33	4,026.40	104,686.40	
Senior Building Inspector	61.52	4,921.60	127,961.60	64.59	5,167.20	134,347.20	67.82	5,425.60	141,065.60	71.21	5,696.80	148,116.80	74.78	5,982.40	155,542.40	
Senior Building Maintenance Mechanic	50.97	4,077.60	106,017.60	53.52	4,281.60	111,321.60	56.18	4,494.40	116,854.40	59.01	4,720.80	122,740.80	61.94	4,955.20	128,835.20	
Senior Civil Engineer	78.40	6,272.00	163,072.00	82.32	6,585.60	171,225.60	86.44	6,915.20	179,795.20	90.77	7,261.60	188,801.60	95.28	7,622.40	198,182.40	
Senior Equipment Mechanic	52.36	4,188.80	108,908.80	54.97	4,397.60	114,337.60	57.72	4,617.60	120,057.60	60.62	4,849.60	126,089.60	63.65	5,092.00	132,392.00	
Senior Information Technology Analyst	66.44	5,315.20	138,195.20	69.75	5,580.00	145,080.00	73.24	5,859.20	152,339.20	76.90	6,152.00	159,952.00	80.75	6,460.00	167,960.00	
Senior Landscape & Parks Maintenance Worker	47.59	3,807.20	98,987.20	49.97	3,997.60	103,937.60	52.48	4,198.40	109,158.40	55.09	4,407.20	114,587.20	57.84	4,627.20	120,307.20	
Senior Landscape Inspector	47.59	3,807.20	98,987.20	49.97	3,997.60	103,937.60	52.48	4,198.40	109,158.40	55.09	4,407.20	114,587.20	57.84	4,627.20	120,307.20	
Senior Management Analyst	66.02	5,281.60	137,321.60	69.33	5,546.40	144,206.40	72.79	5,823.20	151,403.20	76.43	6,114.40	158,974.40	80.25	6,420.00	166,920.00	
Senior Planner	68.42	5,473.60	142,313.60	71.84	5,747.20	149,427.20	75.43	6,034.40	156,894.40	79.21	6,336.80	164,756.80	83.17	6,653.60	172,993.60	
Senior Street Maintenance Worker	47.60	3,808.00	99,008.00	49.98	3,998.40	103,958.40	52.48	4,198.40	109,158.40	55.10	4,408.00	114,608.00	57.86	4,628.80	120,348.80	
Strategic Initiatives Manager	85.90	6,872.00	178,672.00	Range 18						103.07	8,245.60	214,385.60				
Street Maintenance Worker I	39.25	3,140.00	81,640.00	41.20	3,296.00	85,696.00	43.27	3,461.60	90,001.60	45.43	3,634.40	94,494.40	47.72	3,817.60	99,257.60	
Street Maintenance Worker II	43.22	3,457.60	89,897.60	45.38	3,630.40	94,390.40	47.65	3,812.00	99,112.00	50.03	4,002.40	104,062.40	52.53	4,202.40	109,262.40	
Urban Forest Supervisor	55.75	4,460.00	115,960.00	58.54	4,683.20	121,763.20	61.47	4,917.60	127,857.60	64.54	5,163.20	134,243.20	67.78	5,422.40	140,982.40	
Vehicle Abatement Officer	34.29	2,743.20	71,323.20	35.99	2,879.20	74,859.20	37.80	3,024.00	78,624.00	39.70	3,176.00	82,576.00	41.67	3,333.60	86,673.60	