ORDINANCE OF THE BOARD OF COUNTY COMMISSIONERS
COUNTY OF ESSEX

ORDINANCE NO. O-2026-00012 **AUTHORITY FOR ORDINANCE: N.J.S.A.40:41A-100(d) N.J.S.A. 40:41A-38 N.J.S.A. 40:41A-41b**

PROPOSED BY: COUNTY EXECUTIVE **AUTHORITY FOR ACTION: C.C.E.**

SUBJECT: SALARY ORDINANCE – COUNTY OF ESSEX – 2027 AND 2028

WHEREAS, pursuant to N.J.S.A.40:41A-100(d) or N.J.S.A. 40:41A-38/ and 41(b) the compensation for the titles listed herein shall be set by Ordinance; and

WHEREAS, the last salary range adjustments for the titles listed herein were approved by Ordinance O-2014-00012, O-2016-00017, O-2018-00010, O-2020-00016, O-2022-00015, O-2023-00 and O-2025-00001: and

WHEREAS, the purpose of this requested Salary Ordinance is to provide a 3.0% salary adjustment for 2027 and a 3.0% salary adjustment for 2028; and

WHEREAS, the Essex County Board of County Commissioners hereby establishes the salary ranges and effective dates set forth herein; now, therefore be it

ORDAINED, by the Essex County Board of County Commissioners as follows:

1. The not to exceed salary for the County Executive shall be effective January 1st for each calendar year as follows:

2027	$219,887.00
2028	$226,484.00

2. The salary range for the County Administrator shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $252,768
2028	$100,000 - $260,351

3. The salary range for the County Counsel, full time, shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $197,141
2028	$100,000 - $203,055

4. That salary range for the Department Directors, shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $197,141
2028	$100,000 - $203,055

5. That salary range for the Sheriff, full time, shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $197,141
2028	$100,000 - $203,055

6. The not to exceed salary for the President, Board of County Commissioners shall be effective January 1st for each calendar year as follows:

2027	$50,475.00
2028	$51,989.00

7. The not to exceed salary for the Members, Board of County Commissioners shall be effective January 1st for each calendar year as follows:

2027	$49,204.00
2028	$50,680.00

8. The not to exceed car allowance for the Members, Board of County Commissioners shall be effective January 1st for each calendar year as follows:

2027	$550.00 per month
2028	$550.00 per month

9. The salary range for the County Clerk shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $181,900
2028	$100,000 - $187,357

10. The salary range for the Register of Deed and Mortgages shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $181,900
2028	$100,000 - $187,357

11. The salary range for the County Surrogate shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $181,900
2028	$100,000 - $187,357

12. The salary range for the Commissioner of Registration/Superintendent of Elections shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $181,900
2028	$100,000 - $187,357

13. The salary range for the County Tax Administrator shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $159,163
2028	$100,000 - $163,938

14. The salary range for the Clerk of the Board of Elections shall be effective January 1st for each calendar year as follows:

2027	$100,000 - $181,900
2029	$100,000 - $187,357

15. A public hearing on this Ordinance shall be held on: Wednesday, October 21, 2026, at 5:00 pm at the Hall of Records, Room 506, 465 Dr. Martin Luther King, Jr. Blvd., Newark, New Jersey

16. The Clerk of the Board of County Commissioners is hereby directed to publish and distribute this Ordinance in accordance with applicable Provisions of Law.

17. That this Ordinance shall take effect at the time and in the manner prescribed by law.

Approved as to form and legality Jerome St. John
County Counsel

Record of Vote (X = Vote N.V. = Abstention ABS = Absent)

FIRST READING

MOVED BY COMMISSIONER SEBOLD

SECONDED BY COMMISSIONER MURRAY-THOMAS

COMMISSIONER	YES	NO	N.V	ABS
COOPER				X
GILL	X			
LUCIANO	X			
MERCADO	X			
MURRAY-THOMAS, V.P.	X			
RICHARDSON				X
SEBOLD	X			
SERMONS				X
POMARES, PRES.	X			

It is hereby certified that the foregoing Resolution was (x) adopted ( )defeated ( ) tabled by a roll call vote at a Regular meeting of the Commissioner of the County of Essex, New Jersey, held on October 7, 2026

Carlos M. Pomares, President

SECOND READING

MOVED BY COMMISSIONER Luciano

SECONDED BY COMMISSIONER Richardson

COMMISSIONER	YES	NO	N.V	ABS
COOPER				x
GILL	x			
LUCIANO	X			
MERCADO				X
MURRAY-THOMAS, V.P.	X			
RICHARDSON	X			
SEBOLD	X			
SERMONS				x
POMARES, PRES.	X			

It is hereby certified that the foregoing Resolution was (x) adopted ( )defeated ( ) tabled by a roll call vote at a Regular meeting of the Commissioner of the County of Essex, New Jersey, held on October 21, 2026

Carlos M. Pomares, President

The foregoing Ordinance has been duly presented to me on October 22, 2026 I hereby (X) approve ( ) disapprove the same on November 6 2026. Returned and filed November 6, 2026.

Kathy R. Brown, Deputy Clerk Joseph N. DiVincenzo, County Executive

Initial Publication on: November 23, 2026