



TOWN OF DOVER

MAYOR & TOWN COUNCIL

SPECIAL MEETING AGENDA

Town of Dover

December 12, 2025 at 10:00 AM

Zoom

Meeting ID 858 7769 9298, Passcode 697345

A) CALL MEETING TO ORDER / SUNSHINE STATEMENT – Mayor James P. Dodd to call meeting to order and read the Sunshine Statement:

“This meeting is being held in accordance with the Open Public Meetings Act, also known as the Sunshine Law, N.J.S.A. 10:4-6.” Notice of the meeting was sent to the Daily Record and Citizen on Tuesday, December 9, 2025 and will be published in the Daily Record on Friday, December 12, 2025 and the Citizen on Wednesday, December 17, 2025. These notices were sent within 48 hours prior to this meeting and were sent in sufficient time for the publications to publish them. All notices were posted on the Bulletin Board of the Municipal Building as well as posted on the Town’s website. A copy of said notice is on file with the Municipal Clerk.

It should be noted that an interpreter is present if a resident should need one.

B) PLEDGE OF ALLEGIANCE – Mayor James P. Dodd to lead those in attendance in the Pledge of Allegiance to the Flag

C) INVOCATION

D) ROLL CALL – Clerk to Conduct Roll Call:

Name	Present	Absent	Excused
Council Member Estacio			
Council Member Rodriguez			
Council Member Santana			
Council Member Scarneo			
Council Member Tapia			
Council Member Toro			
Council Member Velez			
Council Member Wittner			
Mayor Dodd			

E) PUBLIC COMMENT ON AGENDA ITEMS ONLY—Three minutes per person

The Town of Dover highly values the input of residents in making important decisions that affect the residents of our community. We also believe in the right of residents to observe Council Meetings. To ensure that all of our residents have the opportunity to offer a comment, each statement/comment shall be held to a time of three (3) minutes.

Please be courteous and mindful of the rights of others when providing comments. Comments may not be abusive, obscene, or threatening. All members of the public attending Mayor and Town Council meetings must treat each other and the Mayor and Council with respect. Individuals offering comments are not permitted to make personal attacks on any Town Employees, the Mayor or any member of Town Government, other testifiers, or members of the public.

F) ORDINANCES FOR FIRST READING

- a. Ordinance 49-2025 Revised Ordinance Establishing a Minimum and Maximum Range of Salary and Compensation for Certain Officers and Employees of the Town of Dover

G) PUBLIC COMMENT—Three minutes per person

H) ADJOURNMENT



TOWN OF DOVER

MAYOR & TOWN COUNCIL

ORDINANCE NO. 49-2025

AN ORDINANCE ESTABLISHING A MINIMUM AND MAXIMUM RANGE OF SALARY AND COMPENSATION FOR CERTAIN TITLES OF OFFICERS AND EMPLOYEES OF THE TOWN OF DOVER

BE IT ORDAINED by the Governing Body of the Town of Dover, County of Morris, State of New Jersey that Chapter 72 "Salaries and Compensation" of the Code of the Town of Dover be and is hereby amended to be in effect for the full calendar years of 2025 and 2026 provided as follows:

CHAPTER C.

A. The annual salaries and compensation of the officers and employees of the Town of Dover shall be as follows:

Position	Minimum	Maximum
Accounting Assistant	\$ 50,000.00	\$ 77,250.00
Accounting Assistant PT	\$ 28.00	\$ 42.00
Account Clerk	\$ 45,000.00	\$ 72,100.00
Administrative Clerk	\$ 45,000.00	\$ 72,100.00
Administrative Clerk/Registrar of Vital Statistics	\$ 60,000.00	\$ 82,400.00
Analyst Trainee	\$ 75,000.00	\$ 97,850.00
Assistant/Deputy DPW Superintendent	\$ 85,000.00	\$ 130,000.00
Assistant Municipal Treasurer	\$ 75,000.00	\$ 115,000.00
Board Secretary	\$ 1,000.00	\$ 5,000.00
Building Inspector	\$ 42,000.00	\$ 100,000.00
Building Maintenance Worker	\$ 45,000.00	\$ 75,000.00
Building Maintenance Worker PT	\$ 20.00	\$ 45.00
Building Sub Code Official PT	\$ 45.00	\$ 75.00
Carpenter	\$ 75,000.00	\$ 90,000.00
Carpenters Helper	\$ 60,000.00	\$ 75,000.00
Chief Financial Officer/Treasurer	\$ 130,000.00	\$ 169,950.00
Chief Financial Officer/Treasurer PT	\$ 45.00	\$ 95.00
Clerk 1	\$ 45,000.00	\$ 72,100.00
Clerk 1/Telephone Operator	\$ 40,000.00	\$ 72,100.00
Clerk 2	\$ 45,000.00	\$ 72,100.00
Code Enforcement Officer	\$ 42,000.00	\$ 80,000.00
Code Enforcement Officer Trainee	\$ 36,000.00	\$ 56,650.00
Code Enforcement Officer Trainee – PT	\$ 25.00	\$ 31.13
Communications Manager	\$ 61,000.00	\$ 110,000.00
Communications Operator	\$ 40,000.00	\$ 72,100.00
Communications Operator PT	\$ 25.00	\$ 36.05
Community Relations Specialist	\$ 40,000.00	\$ 95,000.00
Community Services Aide Bilingual	\$ 55,000.00	\$ 95,000.00
Confidential Aide	\$ 40,000.00	\$ 95,000.00

Confidential Assistant	\$ 45,000.00	\$ 72,100.00
Confidential Assistant PT	\$ 25.00	\$ 36.05
Construction Off/ Building SC Off/ Inspector	\$ 55,000.00	\$ 140,000.00
Councilmember	\$ 10,000.00	\$ 15,300.00
Deputy Court Administrator	\$ 45,000.00	\$ 87,550.00
Deputy Court Administrator BL	\$ 45,000.00	\$ 87,550.00
Deputy Municipal Clerk	\$ 50,000.00	\$ 90,000.00
Deputy Municipal Department Head	\$ 65,000.00	\$ 135,000.00
Deputy Municipal Department Head PT	\$ 35.00	\$ 75.00
Deputy Registrar of Vital Statistics	\$ 45,000.00	\$ 82,400.00
Director of Human Resources	\$ 65,000.00	\$ 125,000.00
Director of Municipal Services/Public Works	\$ 110,000.00	\$ 165,000.00
Director of Parking Utility	\$ 95,000.00	\$ 145,000.00
Director of Recreation	\$ 100,000.00	\$ 150,000.00
Director of Recreation PT	\$ 25.00	\$ 80.00
Electrical Inspector PT	\$ 25.00	\$ 75.00
Equipment Operator	\$ 51,000.00	\$ 95,000.00
Executive Secretary	\$ 55,000.00	\$ 95,000.00
Fire Captain	\$ 146,505.00	\$ 175,000.00
Fire Chief	\$ 15,000.00	\$ 25,750.00
Fire Fighter	\$ 50,000.00	\$ 160,000.00
Fire Fighter – Academy	\$ 43,000.00	\$ 54,000.00
Fire Inspector PT	\$ 25.00	\$ 61.80
Fire Lieutenant	\$ 140,000.00	\$ 170,000.00
Fire Official	\$ 100,000.00	\$ 134,000.00
Fire Sub-code Official PT	\$ 25.00	\$ 70.00
Graduate Nurse	\$ 45,000.00	\$ 65,000.00
Health Educator	\$ 61,000.00	\$ 110,000.00
Health Educator PT	\$ 25.00	\$ 45.00
Health Officer	\$ 76,500.00	\$ 125,000.00
Inspector	\$ 42,000.00	\$ 82,400.00
Inspector PT	\$ 25.00	\$ 45.25
Intermittent Groundskeeper	\$ 20.00	\$ 35.00
Keyboarding Clerk 1	\$ 32,000.00	\$ 72,100.00
Keyboarding Clerk 1 PT	\$ 16.00	\$ 30.90
Keyboarding Clerk 1 BL	\$ 32,000.00	\$ 72,100.00
Keyboarding Clerk 2	\$ 40,000.00	\$ 72,100.00
Keyboarding Clerk BL 2	\$ 40,000.00	\$ 72,100.00
Keyboarding Clerk 3	\$ 42,000.00	\$ 72,100.00
Keyboarding Clerk BL 3	\$ 42,000.00	\$ 72,100.00
Keyboarding Clerk 4	\$ 44,000.00	\$ 80,340.00
Keyboarding Clerk BL 4	\$ 44,000.00	\$ 80,340.00
Laborer	\$ 45,000.00	\$ 65,000.00
Laborer I PT	\$ 18.00	\$ 23.00
Laborer II PT	\$ 19.00	\$ 26.00
Laborer III PT	\$ 22.00	\$ 28.00

License Inspector	\$ 56,100.00	\$ 96,900.00
License Inspector PT	\$ 16.00	\$ 53.00
Maint. Worker Grnd/Maint. Rep.	\$ 35,000.00	\$ 85,000.00
Mayor	\$ 100.00	\$ 32,640.00
Mechanic	\$ 51,000.00	\$ 95,000.00
Motor Vehicle Operator PT	\$ 16.00	\$ 40.00
Municipal Clerk	\$ 65,000.00	\$ 137,000.00
Municipal Clerk PT	\$ 19.00	\$ 75.27
Municipal Court Admin	\$ 73,440.00	\$ 115,000.00
Municipal Court Attendant PT	\$ 16.00	\$ 63.18
Municipal Court Judge	\$ 20,400.00	\$ 60,000.00
Municipal Court Presiding Judge	\$ 20,400.00	\$ 60,000.00
Municipal Engineer	\$ 112,200.00	\$ 210,000.00
Municipal Department Head	\$ 95,000.00	\$ 145,000.00
Municipal Prosecutor	\$ 40,800.00	\$ 55,000.00
Municipal Recycling Coordinator	\$ 60,000.00	\$ 153,000.00
Parking Enforcement Officer	\$ 40,000.00	\$ 65,000.00
Parking Enforcement Officer PT	\$ 17.64	\$ 36.05
Parking Enforcement Officer/Parking Meter Collector FT	\$ 45,000.00	\$ 65,000.00
Parking Enforcement Officer/Parking Meter Collector PT	\$ 18.00	\$ 36.05
Payroll Clerk	\$ 33,660.00	\$ 73,440.00
Payroll Clerk PT	\$ 18.49	\$ 40.35
Payroll Clerk/HR Manager	\$ 32,640.00	\$ 72,828.00
Plumbing Sub Code Official	\$ 22,000.00	\$ 22,660.00
Police Aide	\$ 50,000.00	\$ 61,800.00
Police Aide PT	\$ 16.00	\$ 35.00
Police Captain	\$ 174,752.00	\$ 205,000.00
Police Chief	\$ 200,000.00	\$ 265,000.00
Police Deputy Chief	\$ 182,033.00	\$ 212,000.00
Police Lieutenant	\$ 167,762.00	\$ 197,000.00
Police Officer	\$ 45,000.00	\$ 166,000.00
Police Sergeant	\$ 157,701.00	\$ 189,200.00
Principal Account Clerk	\$ 45,000.00	\$ 77,250.00
Principal Account Clerk BL	\$ 45,000.00	\$ 77,250.00
Principal Cashier/Typing	\$ 50,000.00	\$ 77,250.00
Principal Cashier/Typing BL	\$ 50,000.00	\$ 80,340.00
Principal Payroll Clerk/Pension Clerk	\$ 50,000.00	\$ 82,400.00
Principal Registered Environmental Health Specialist	\$ 74,500.00	\$ 98,500.00
Professional Standards, Accountability & Cybersecurity Director	\$ 50,000.00	\$ 150,000.00
Public Health Nurse	\$ 55,000.00	\$ 90,000.00
Public Health Nurse PT	\$ 30.22	\$ 49.45
Public Health Nurse Supervisor	\$ 75,000.00	\$ 105,000.00
Public Information Specialist Trainee, Digital Content/Business Development	\$ 65,000.00	\$ 125,000.00
Public Works Repairer	\$ 44,000.00	\$ 80,000.00
Public Works Superintendent	\$ 95,000.00	\$ 160,000.00

Qualified Purchasing Agent	\$ 12,000.00	\$ 12,000.00
Records Support Technician 1	\$ 44,000.00	\$ 72,100.00
Records Support Technician 2	\$ 44,000.00	\$ 77,250.00
Records Support Technician BL 2	\$ 44,000.00	\$ 77,250.00
Records Support Technician 3	\$ 44,000.00	\$ 82,400.00
Recreation Aide	\$ 35,000.00	\$ 72,100.00
Recreation Aide BL	\$ 35,000.00	\$ 72,100.00
Recreation Aide PT	\$ 20.00	\$ 30.90
Recreation Aide PT BL	\$ 20.00	\$ 30.90
Recreation Leader	\$ 55,000.00	\$ 95,000.00
Registered Environmental Health Specialist Public Health	\$ 66,300.00	\$ 89,301.00
Registered Environmental Health Specialist Trainee Public Health	\$ 45,900.00	\$ 73,542.00
Registrar of Vital Statistics	\$ 45,000.00	\$ 82,400.00
Sanitation Inspector	\$ 55,000.00	\$ 77,250.00
Sanitation Inspector PT	\$ 20.00	\$ 42.00
Sanitation Worker	\$ 50,000.00	\$ 72,100.00
Sanitation Worker PT	\$ 16.00	\$ 25.75
School Crossing Guard II PT	\$ 25.00	\$ 30.00
Seasonal Employees (will change as needed for compliance with minimum wage law)	\$ 20.00	\$ 25.00
Sec. PB/BOA/& HP	\$ 40,800.00	\$ 86,700.00
Security Guard (seasonal)	\$ 20.00	\$ 30.00
Senior Account Clerk	\$ 45,000.00	\$ 72,100.00
Senior Account Clerk Typist PT	\$ 17.00	\$ 30.90
Senior Clerk Transcriber	\$ 44,000.00	\$ 72,100.00
Senior Communications Operator	\$ 40,000.00	\$ 72,100.00
Senior Mechanic	\$ 54,000.00	\$ 95,000.00
Senior Parking Enforcement Off FT	\$ 48,000.00	\$ 66,950.00
Senior Public Works Repairer	\$ 54,000.00	\$ 95,000.00
Senior Registered Environmental Health Specialist	\$ 56,226.00	\$ 90,000.00
Senior Water Repairer	\$ 54,000.00	\$ 95,000.00
Special Police Officer	\$ 45,900.00	\$ 87,500.00
Special Police Officer PT	\$ 21.00	\$ 42.00
Stipends for Additional Responsibilities	\$ 1,020.00	\$ 6,120.00
Superintendent of Water Distribution	\$ 85,000.00	\$ 125,000.00
Supervising Engineer	\$ 90,000.00	\$ 140,000.00
Supervising Planner	\$ 95,000.00	\$ 130,000.00
Supervisor Mechanic	\$ 60,000.00	\$ 105,000.00
Supervisor/Foreman (working)	\$ 60,000.00	\$ 105,000.00
Tax Assessor	\$ 25,500.00	\$ 68,340.00
Tax Collector	\$ 70,000.00	\$ 115,000.00
Technical Assistant	\$ 44,000.00	\$ 72,100.00
Technical Assistant BL	\$ 44,000.00	\$ 72,100.00
Town Administrator	\$ 127,500.00	\$ 238,000.00
Truck Driver	\$ 47,000.00	\$ 85,000.00
Violations Clerk	\$ 32,000.00	\$ 77,250.00

Water Meter Reader/Repairer	\$ 50,000.00	\$ 90,000.00
Water Repairer	\$ 50,000.00	\$ 90,000.00
Water Superintendent	\$ 96,900.00	\$ 159,000.00

Attest:

Tara M. Pettoni, Municipal Clerk

James P. Dodd, Mayor

INTRODUCED: _____

ADOPTED: _____