



**ORDINANCE 1729**

**AN ORDINANCE ESTABLISHING TITLES FOR EMPLOYEES OF THE BOROUGH OF GLEN RIDGE REPRESENTED BY PBA LOCAL 58 AND FIXING MAXIMUM SALARIES AND OTHER COMPENSATIONS FOR THOSE TITLES**

**BE IT ENACTED AND ORDAINED**, by The Mayor and Council of The Borough of Glen Ridge, in The County of Essex and The State Of New Jersey, as follows:

SECTION 1. That the maximum salaries for the positions and titles listed below in the Department of Public Safety are hereby fixed and determined to be:

**A. OFFICER**

Step	2020	2021	2022	2023
Provisional	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00
Probationary	\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00
8	\$52,000.00	\$52,000.00	\$52,000.00	\$52,000.00
7	\$59,000.00	\$59,000.00	\$59,000.00	\$59,000.00
6	\$65,840.00	\$65,840.00	\$65,840.00	\$65,840.00
5	\$71,062.00	\$71,062.00	\$71,062.00	\$71,062.00
4	\$79,128.00	\$79,128.00	\$79,128.00	\$79,128.00
3	\$87,086.50	\$89,699.10	\$92,390.07	\$95,161.77
2	\$94,306.80	\$97,136.00	\$100,050.08	\$103,051.59
1	\$103,234.84	\$106,331.89	\$109,521.84	\$112,807.50

**B. DETECTIVE BUREAU**

Each Police Officer who is assigned to the Detective Bureau shall receive a \$2,000.00 stipend in 2020 and \$2,500.00 per annum thereafter. Each Sergeant who is assigned to the Detective Bureau shall receive a \$2,500.00 stipend in 2020 and \$3,000.00 per annum thereafter. This is in addition to any accrued overtime. The payment shall be included in the officer's regular salary payments.

**C. SERGEANT**

Each Police Officer who is promoted to the rank of Sergeant on or after the execution date of this Agreement shall receive the following salaries:

Grade	2020	2021	2022	2023
3	\$110,186.00	\$113,492.00	\$116,897.00	\$120,404.00
2	\$112,723.00	\$116,105.00	\$119,588.00	\$123,176.00
1	\$118,907.00	\$122,475.00	\$126,149.00	\$129,933.00

**D. PERFORMANCE REVIEW**

The increments payable to Police Officers and Sergeants who are below First Grade are subject to favorable recommendations by the Chief of Police.

**E. OFFICER IN CHARGE**

A stipend of \$1,250.00 will be paid to all Officers with Officer-in-Charge designation. The stipend will be pro-rated based on date of designation.

## SECTION 2.

The longevity plan shall be as follows:

- two (2%) percent of salary after five (5) full years of service;
- four (4%) percent of salary after ten (10) full years of service;
- six (6%) percent of salary after fifteen (15) full years of service;
- eight (8%) percent of salary after twenty (20) full years of service and
- ten (10%) percent of salary after twenty-four (24) full years of service effective July 1st of each year.

Longevity will be made part of an employee's annual salary and shall be calculated as of January 1st of the current year if the employee's anniversary date of employment is prior to July 1st of the current year. When the employee's anniversary date of employment is on or after July 1st, payment will begin as of January 1st of the following year.

Employees hired on or after January 1, 2010 will not be eligible for longevity.

## SECTION 3. CLOTHING

Each Police Officer, following successful completion of their one-year working test period, shall receive an annual clothing allowance in the amount of \$1,500.00 payable on May 1st. \$100.00 will be added to cover the cost of a bullet proof vest, to be approved only if state grant runs out of funding for each year.

## SECTION 4. EMERGENCY MEDICAL TECHNICIAN INCENTIVE PROGRAM

Any member of the bargaining unit who is EMT certified shall receive as additional compensation six hundred dollar (\$600.00) per year, which shall be paid with and be part of the annual salary. The compensation shall be prorated in the first year of eligibility based upon the month in which the certification is obtained.

## SECTION 5. COLLEGE INCENTIVE PROGRAM

There shall be an annual allowance for Police Officers who are or will attend an accredited college for the purpose of attaining a degree in Law Enforcement and/or Police Science.

## SECTION 6. EFFECTIVE DATE

The rates of compensation or salaries herein above fixed for the various titles named shall be considered to be the maximum rate in effect for the year beginning January 1, 2020, as indicated above, and shall remain in effect until amended or supplemented by ordinance. The exact rate for each position shall be established for 2020 by a Resolution of the Governing Body. Said compensation or salaries shall be paid in semi-monthly installments.

## SECTION 7. ONE TIME PAYMENT

Officers and employees of the Borough of Glen Ridge may also be eligible for one-time payments for past service or performance. The officer or employee, the job title, and the one time payment amount will appear on an authorizing resolution, which must be adopted by a majority vote of the Borough Council. Said payment is to be made in a lump sum and does not become part of the employee's Annual Base Salary.

SECTION 8. All ordinances or parts of ordinances not consistent with the provisions of this ordinance be and the same are hereby repealed.

**BE IT FURTHER ENACTED AND ORDAINED**, that this Ordinance shall take effect immediately upon final passage and publication in accordance with the law.

Introduced: Monday, February 24, 2020

Adopted: