



**ORDINANCE 1753**

**AN ORDINANCE ESTABLISHING TITLES FOR EMPLOYEES OF THE BOROUGH OF GLEN RIDGE REPRESENTED BY PBA LOCAL 58A 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. LIEUTENANTS**

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

Lieutenants	2020	2021	2022	2023
Fourth Grade	N/A	\$129,437	\$133,320	\$137,320
Third Grade	N/A	\$136,336	\$140,426	\$144,639
Second Grade	N/A	\$143,234	\$147,531	\$151,957
First Grade	\$145,760.45	\$150,133	\$154,637	\$159,276

**B. PERFORMANCE REVIEW**

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

**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 Associate of Science Degree or a Baccalaureate Degree or Masters Degree in Law Enforcement or other program of study as approved by the Chief of Police.

**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, September 13, 2021

Adopted:

ATTEST:

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Stuart K. Patrick  
Mayor

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Tara Ventola  
Clerk