



ORDINANCE 1799

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	2024	2025	2026
Provisional	\$30,900.00	\$31,827.00	\$32,781.81
Probationary	\$46,350.00	\$47,740.50	\$49,172.72
8	\$53,560.00	\$55,166.80	\$56,821.80
7	\$60,770.00	\$62,593.10	\$64,470.89
6	\$67,815.20	\$69,849.66	\$71,945.15
5	\$73,193.86	\$75,389.68	\$77,651.37
4	\$81,501.84	\$83,946.90	\$86,465.30
3	\$98,016.62	\$100,957.12	\$103,985.84
2	\$106,143.14	\$109,327.43	\$112,607.25
1	\$116,191.73	\$119,677.48	\$123,267.80

B. DETECTIVE BUREAU

Each Police Officer who is assigned to the Detective Bureau shall receive a \$3,500.00 stipend in 2024 and per annum thereafter. Each Sergeant who is assigned to the Detective Bureau shall receive a \$4,000.00 stipend in 2024 and 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	2024	2025	2026
3	\$141,981.29	\$127,736.60	\$131,568.69
2	\$126,871.28	\$130,677.41	\$134,597.73
1	\$133,830.99	\$137,845.92	\$141,981.29

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

In 2024, a stipend of \$1,500.00 will be paid to all Officers with Officer-in-Charge designation. In 2025, a stipend of \$1,750.00 will be paid to all Officers with Officer-in-Charge designation. In 2026, a stipend of \$2,000.00 will be paid to all Officers with Officer-in-Charge designation. The stipend will be pro-rated based on date of designation.

F. INFORMATION TECHNOLOGY OFFICER

Any member of the bargaining unit who is designated as the Information Technology Officer shall receive as additional compensation one thousand seven hundred and fifty dollar (\$1,750.00) per year, which shall be paid with and be part of the annual salary. The compensation shall be prorated based upon the month in which the designation is made. The payment shall be included in the officer's regular salary payments.

G. EMERGENCY MEDICAL TECHNICIAN INCENTIVE PROGRAM

Any member of the bargaining unit who is EMT certified shall receive as additional compensation eight hundred dollar (\$800.00) 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 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 the successful completion of their one-year working test period, shall receive an annual clothing allowance in the amount of \$1,600.00 and increase by \$100.00 for each additional year of the contract. \$100.00 will be added to cover the cost of a bullet proof vest, to be approved only if the state grant runs out of funding for each year. The payment shall be included in the officer's regular salary payments.

SECTION 4. 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 5. 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, 2024, as indicated above, and shall remain in effect until amended or supplemented by ordinance. Said compensation or salaries shall be paid the first and fifteenth of each month.

SECTION 6. 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 7. REPEALER

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, November 13, 2023

Adopted: Monday, November 27, 2023

ATTEST:

Stuart K. Patrick
Mayor

Tara Ventola
Borough Clerk