

THE BOROUGH OF GLEN RIDGE
 ESSEX COUNTY, NEW JERSEY

ORDINANCE No. 1603

**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:

| <u>DEPARTMENT TITLE</u> | <u>ANNUAL SALARY</u> | | |
|--|----------------------|-------------|-------------|
| | 2014 | 2015 | 2016 |
| Patrolmen | Base Salary | Base Salary | Base Salary |
| Provisional (Until completion of academy) | \$29,000.00 | \$29,000.00 | \$29,000.00 |
| Probationary | \$36,000.00 | \$36,000.00 | 36,000.00 |
| Eleventh Grade | \$40,000.00 | \$40,000.00 | \$40,000.00 |
| Tenth Grade | \$48,000.00 | \$48,000.00 | \$48,000.00 |
| Ninth Grade | \$52,000.00 | \$52,000.00 | \$52,000.00 |
| Eight Grade | \$56,000.00 | \$56,000.00 | \$56,000.00 |
| Seventh Grade | \$58,000.00 | \$58,000.00 | \$58,000.00 |
| Sixth Grade | \$62,497.00 | \$63,891.00 | \$64,549.00 |
| Fifth Grade | \$67,012.00 | \$68,017.00 | \$69,037.00 |
| Fourth Grade | \$75,301.00 | \$76,430.00 | \$77,576.00 |
| Third Grade | \$80,490.00 | \$81,697.00 | \$82,892.00 |
| Second Grade | \$83,741.00 | \$84,723.00 | \$85,993.00 |
| First Grade | \$91,679.00 | \$93,054.00 | \$94,449.00 |

2. Each Police Officer who is assigned to the Detective Bureau shall receive a \$1,500.00 stipend annually. Each Sergeant who is assigned to the Detective Bureau shall receive a \$2,000.00 stipend annually.

This is in addition to any accrued overtime. The payment shall be included in the officer's regular salary payments.

3. 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:

| | 2014 | 2015 | 2016 |
|--------------|--------------|--------------|--------------|
| Sergeant | Base Salary | Base Salary | Base Salary |
| Third Grade | \$97,852.00 | \$99,319.00 | \$100,808.00 |
| Second Grade | \$100,105.00 | \$101,606.00 | \$103,130.00 |
| First Grade | \$104,167.00 | \$105,729.00 | \$107,314.00 |

4. An Officer currently in Step 6 will be placed in Step 8 in 2014. An Officer currently in the Probationary Step will be placed in Step 9 in 2014. All step increases shall occur on the Officer's anniversary date.

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

SECTION 2. Longevity increments shall be paid to employees based upon the following schedule and shall be made a part of the gross annual salaries or wages of full-time employees only 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 after July 1st, payment will begin as of January 1st of the following year:

- a. Two (2) percent after five full years of service
- b. Four (4) percent after ten full years of service
- c. Six (6) percent after fifteen full years of service
- d. Eight (8) percent after twenty full years of service
- e. Ten (10) percent after twenty-five full years of service
- f. Ten (10) percent after twenty-four full years of service shall be granted to all personnel of the Department of Public Safety who are enrolled in the Police and Fire Retirement System of the State of New Jersey.
- g. Effective January 1, 1998 any officers or employees hired will no longer be eligible for longevity as per this section, except those covered by the Police Benevolent Association Local 58 Agreement with the Borough.
- h. Employees covered by the Police Benevolent Association Local 58 Agreement, hired after January 01, 2010 will not be eligible for longevity.

SECTION 3. 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 4. An annual clothing allowance for full-time members, in good standing, of the Police Division of the Public Safety Department for uniforms, said allowance to be fixed at \$650.00 per officer.

SECTION 5. An annual maintenance allowance for full-time members, in good standing, of the Police Division of the Public Safety Department for uniforms, said allowance to be fixed at \$150.00 per officer.

SECTION 6. 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, 2010, as indicated above, and shall remain in effect until amended or supplemented by ordinance. The exact rate for each position shall be established for 2010 by a Resolution of the Governing Body. Said compensation or salaries shall be paid in semi – monthly installments.

SECTION 7. 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.

Ordinance Adopted: Monday, July 12th, 2010.

Michael J. Rohal,
Municipal Clerk