

**BOROUGH OF OLD TAPPAN  
ORDINANCE NO. 1087-15**

**AN ORDINANCE TO FIX THE SALARIES, WAGE AND  
COMPENSATION OF THE OFFICERS AND EMPLOYEES  
OF THE BOROUGH OF OLD TAPPAN, COUNTY OF  
BERGEN, STATE OF NEW JERSEY FOR POLICE  
YEARS 2015-2018**

**BE IT ORDAINED** by the Mayor and Council of the Borough of Old Tappan as follows:

**SECTION 1:** That the respective wage or compensation to be paid to the Officers and Employees of the Borough of Old Tappan to a maximum as follows:

<b>A. Police: Hired on or before 12/31/05</b>	<u><b>1/1/2015</b></u>	<u><b>1/1/2016</b></u>	<u><b>1/1/2017</b></u>	<u><b>1/1/2018</b></u>
Captain - per annum	143,540	146,411	149,339	152,326
Lieutenant - per annum	132,122	134,764	137,459	140,208
Sergeant - per annum	123,297	125,763	128,278	130,844
Patrol Officer - 5th year - per annum	112,847	115,104	117,406	119,754
Patrol Officer - 4th year - per annum	95,294	97,200	99,144	101,127
Patrol Officer - 3rd year - per annum	80,620	82,232	83,877	85,555
Patrol Officer - 2nd year - per annum	68,423	69,791	71,187	72,611
Patrol Officer - 1st year - per annum	58,304	59,470	60,659	61,872
Prob. Grade 2 (7-12 months) - per annum	48,823	49,799	50,795	51,811
Prob. Grade 1 (0-6 months) - per annum	43,840	44,717	45,611	46,523
<b>B. Police: Hired on or after 1/1/06</b>	<u><b>1/1/2015</b></u>	<u><b>1/1/2016</b></u>	<u><b>1/1/2017</b></u>	<u><b>1/1/2018</b></u>
Captain - per annum	143,540	146,411	149,339	152,326
Lieutenant - per annum	132,122	134,764	137,459	140,208
Sergeant - per annum	123,297	125,763	128,278	130,844
Patrol Officer - 8th year - per annum	112,847	115,104	117,406	119,754
Patrol Officer - 7th year - per annum	102,538	104,588	106,680	108,814
Patrol Officer - 6th year - per annum	93,169	95,032	96,933	98,872
Patrol Officer - 5th year - per annum	84,657	86,350	88,077	89,839
Patrol Officer - 4th year - per annum	76,925	78,464	80,033	81,633
Patrol Officer - 3rd year - per annum	69,896	71,294	72,720	74,174
Patrol Officer - 2nd year - per annum	63,509	64,779	66,075	67,397
Patrol Officer - 1st year - per annum	58,304	59,470	60,659	61,872
Prob. Grade 2 (7-12 months) - per annum	48,823	49,799	50,795	51,811
Prob. Grade 1 (0-6 months) - per annum	43,840	44,717	45,611	46,523

Effective January 1, 2006 for employees hired on or after that date, but prior to January 1, 2015 three additional Patrol Officer steps have been added to the Salary and Wages Appendix, increasing Patrol Officer steps from 5 to 8. All patrol steps have been adjusted accordingly.

<b>C. Police: Hired on or after 7/1/11</b>	<b><u>1/1/2015</u></b>	<b><u>1/1/2016</u></b>	<b><u>1/1/2017</u></b>	<b><u>1/1/2018</u></b>
Captain - per annum	143,540	146,411	149,339	152,326
Lieutenant - per annum	132,122	134,764	137,459	140,208
Sergeant - per annum	123,297	125,763	128,278	130,844
Patrol Officer - 10th year - per annum	112,847	115,104	117,406	119,754
Patrol Officer - 9th year - per annum	104,073	106,154	108,277	110,443
Patrol Officer - 8th year - per annum	95,919	97,837	99,794	101,790
Patrol Officer - 7th year - per annum	88,403	90,172	91,975	93,814
Patrol Officer - 6th year - per annum	81,104	82,726	84,831	86,068
Patrol Officer - 5th year - per annum	72,739	74,194	75,678	77,191
Patrol Officer - 4th year - per annum	64,946	66,245	67,570	68,921
Patrol Officer - 3rd year - per annum	57,475	58,624	59,796	60,992
Patrol Officer - 2nd year - per annum	50,415	51,423	52,452	53,501
Patrol Officer - 1st year - per annum	43,839	44,716	45,610	46,522
Prob. Grade 1 - per annum	37,792	38,548	39,319	40,105

Effective July 1, 2011 for employees hired on or after that date, but prior to January 1, 2015, two additional Patrol Officer steps have been added to the Salary and Wages Appendix, increasing Patrol Officer steps from 8 to 10. All patrol steps have been adjusted accordingly.

<b>D. Police: Hire on or after 1/1/15</b>	<b><u>1/1/15-12/31/18</u></b>
Captain - per annum	141,071
Lieutenant - per annum	129,850
Sergeant - per annum	121,176
Patrol Officer - 10th year - per annum	110,906
Patrol Officer - 9th year - per annum	102,283
Patrol Officer - 8th year - per annum	94,269
Patrol Officer - 7th year - per annum	86,883
Patrol Officer - 6th year - per annum	79,709
Patrol Officer - 5th year - per annum	71,488
Patrol Officer - 4th year - per annum	63,829
Patrol Officer - 3rd year - per annum	56,486
Patrol Officer - 2nd year - per annum	49,548
Patrol Officer - 1st year - per annum	43,085
Prob. Grade 1 - per annum	37,142

Employees hired after January 1, 2015, shall no receive annual increases except as set forth above until said employees complete their 10th year service.

**SECTION 2:** That the wage of compensation hereinbefore mentioned shall be paid bi-weekly on Friday for a total of 26 pay rolls.

**SECTION 3: Longevity Pay**

- A. Employees hired prior to January 1, 1981: Longevity shall be calculated at the rate of one and one-half percent (1.5%) of the employee's base annual salary for every three (3) years of service to a maximum longevity of ten percent (10%).
- B. Employees hired after January 1, 1981 and before January 1, 1999: Upon completion of six (6) years of employment, all employees shall be paid three (3%) percent longevity. Thence, one and one-half (1.5%) percent of each three (3) years thereafter of employment up to a maximum of ten (10) percent.
- C. All adjustments made in regard to longevity shall occur on either the first day of January when the employee's anniversary date occurs between January 1st and June 30th or on the first day of July when their anniversary occurs between July 1st and December 31st in the year of entitlement.

**SECTION 4:** All Police Personnel covered by collective bargaining agreement will be entitled to shift differential equal to 5% of their gross annual salary.

**SECTION 5:** Overtime- All Police Personnel covered by collective bargaining agreement will be paid at the rate of time and one-half (1 1/2).

**SECTION 6:** Tuition support- Any employee of the Old Tappan Police Department who wishes to have an education or training, in addition to any provided by the Borough as a requirement of employment shall receive support of that education or training at the rate of sixty percent (60%) of tuition costs, up to a maximum amount of two thousand two hundred dollars (\$2,200) per year.

**SECTION 7: College Credit Compensation**

Hire on or before 1/1/2015:

AA	3% of base salary annually
BS/BA	4% of base salary annually
MS/MA	5% of base salary annually

Hire on or after 1/1/2015:

MS/MA	3% of base salary annually
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All payments made under this education clause shall be folded into the periodic paychecks of Employees.

**SECTION 8:** All ordinances inconsistent with this Ordinance are hereby repealed.

**SECTION 9:** This ordinance shall take effect when published according to law and a Public Hearing held as required by Law, and shall be retroactive to January 1, 2015.