

**BOROUGH OF OLD TAPPAN
ORDINANCE NO. 1233-23**

**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 2019-2022**

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:

	<u>1/1/2019</u>	<u>1/1/2019</u>			
A. Police: Hired on or before 12/31/05	<u>6mos 1%</u>	<u>6mos 1%</u>	<u>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>
Captain - per annum	153,849.26	155,387.75	158,495.51	161,665.42	164,898.73
Lieutenant - per annum	141,610.08	143,026.18	145,886.70	148,804.44	151,780.53
Sergeant - per annum	132,152.44	133,473.96	136,143.44	138,866.31	141,643.64
Patrol Officer - 5th year - per annum	120,951.54	122,161.06	124,604.28	127,096.36	129,638.29
Patrol Officer - 4th year - per annum	102,138.27	103,159.65	105,222.85	107,327.30	109,473.85
Patrol Officer - 3rd year - per annum	86,410.55	87,274.66	89,020.15	90,800.55	92,616.56
Patrol Officer - 2nd year - per annum	73,337.11	74,070.48	75,551.89	77,062.93	78,604.19
Patrol Officer - 1st year - per annum	62,490.72	63,115.63	64,377.94	65,665.50	66,978.81
Prob. Grade 2 (7-12 months) - per annum	52,329.11	52,852.40	53,909.45	54,987.64	56,087.39
Prob. Grade 1 (0-6 months) - per annum	46,988.23	47,458.11	48,407.27	49,375.42	50,362.93

	<u>1/1/2019</u>	<u>1/1/2019</u>			
B. Police: Hired on or after 1/1/06	<u>6mos 1%</u>	<u>6mos 1%</u>	<u>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>
Captain - per annum	153,849.26	155,387.75	158,495.51	161,665.42	164,898.73
Lieutenant - per annum	141,610.08	143,026.18	145,886.70	148,804.44	151,780.53
Sergeant - per annum	132,152.44	133,473.96	136,143.44	138,866.31	141,643.64
Patrol Officer - 8th year - per annum	120,951.54	122,161.06	124,604.28	127,096.36	129,638.29
Patrol Officer - 7th year - per annum	109,902.14	111,001.16	113,221.18	115,485.61	117,795.32
Patrol Officer - 6th year - per annum	99,860.72	100,859.33	102,876.51	104,934.04	107,032.72
Patrol Officer - 5th year - per annum	90,737.39	91,644.76	93,477.66	95,347.21	97,254.16
Patrol Officer - 4th year - per annum	82,449.33	83,273.82	84,939.30	86,638.09	88,370.85
Patrol Officer - 3rd year - per annum	74,915.74	75,664.90	77,178.20	78,721.76	80,296.19
Patrol Officer - 2nd year - per annum	68,070.97	68,751.68	70,126.71	71,529.25	72,959.83
Patrol Officer - 1st year - per annum	62,490.72	63,115.63	64,377.94	65,665.50	66,978.81
Prob. Grade 2 (7-12 months) - per annum	52,329.11	52,852.40	53,909.45	54,987.64	56,087.39
Prob. Grade 1 (0-6 months) - per annum	46,988.23	47,458.11	48,407.27	49,375.42	50,362.93

Effective January 1, 2006 for employees hired on or after that date, but prior to January 1, 2015three 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.

	<u>1/1/2019</u>	<u>1/1/2019</u>			
C. Police: Hired on or after 7/1/11	<u>6mos 1%</u>	<u>6mos 1%</u>	<u>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>
Captain - per annum	153,849	155,388	158,496	161,665	164,899
Lieutenant - per annum	141,610	143,026	145,887	148,804	151,781
Sergeant - per annum	132,152	133,474	136,143	138,866	141,644
Patrol Officer - 10th year - per annum	120,952	122,161	124,604	127,096	129,638
Patrol Officer - 9th year - per annum	111,547	112,663	114,916	117,214	119,559
Patrol Officer - 8th year - per annum	102,808	103,836	105,913	108,031	110,192

Patrol Officer - 7th year - per annum	94,752	95,700	97,614	99,566	101,557
Patrol Officer - 6th year - per annum	86,929	87,798	89,554	91,345	93,172
Patrol Officer - 5th year - per annum	77,963	78,743	80,317	81,924	83,562
Patrol Officer - 4th year - per annum	69,610	70,306	71,712	73,147	74,610
Patrol Officer - 3rd year - per annum	61,602	62,218	63,462	64,732	66,026
Patrol Officer - 2nd year - per annum	54,036	54,576	55,668	56,781	57,917
Patrol Officer - 1st year - per annum	46,987	47,457	48,406	49,374	50,362
Prob. Grade 1 - per annum	40,506	40,911	41,729	42,564	43,415

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.

D. Police: Hire on or after 1/1/15 **1/1/15-12/31/18**

Captain - per annum	146,714
Lieutenant - per annum	135,044
Sergeant - per annum	126,023
Patrol Officer - 10th year - per annum	115,342
Patrol Officer - 9th year - per annum	106,374
Patrol Officer - 8th year - per annum	98,040
Patrol Officer - 7th year - per annum	90,358
Patrol Officer - 6th year - per annum	82,897
Patrol Officer - 5th year - per annum	74,348
Patrol Officer - 4th year - per annum	66,382
Patrol Officer - 3rd year - per annum	58,745
Patrol Officer - 2nd year - per annum	51,530
Patrol Officer - 1st year - per annum	44,808
Prob. Grade 1 - per annum	38,628

Effective July 1, 2011 for employees hired on or after that date, 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.

E. Police: Hire on or after 1/1/15 **1/1/19-12/31/22**

Captain - per annum	146,714
Lieutenant - per annum	135,044
Sergeant - per annum	126,023
Patrol Officer - 11th year - per annum	117,000
Patrol Officer - 10th year - per annum	115,342
Patrol Officer - 9th year - per annum	106,374
Patrol Officer - 8th year - per annum	98,040
Patrol Officer - 7th year - per annum	90,358
Patrol Officer - 6th year - per annum	82,897
Patrol Officer - 5th year - per annum	74,348
Patrol Officer - 4th year - per annum	66,382
Patrol Officer - 3rd year - per annum	58,745
Patrol Officer - 2nd year - per annum	51,530
Patrol Officer - 1st year - per annum	44,808
Prob. Grade 1 - per annum	38,628

Effective July 1, 2019 for employees hired on or after that date, one additional Patrol Officer step has been added to the Salary and Wages Appendix, increasing Patrol Officer steps from 10 to 11. All patrol steps have been adjusted accordingly.

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, 2019.