

BOROUGH OF NORTHVALE
County of Bergen
State of New Jersey

ORDINANCE #889-2011

**AN ORDINANCE T, FIX THE SALARIES, WAGES AND COMPENSATION OF
POLICE EMPLOYEES OF THE BOROUGH OF NORTHVALE, COUNTY OF
BERGEN AND STATE OF NEW JERSEY.**

BE IT ORDAINED by the Mayor and Council of the Borough of Northvale, County of Bergen, State of New Jersey, as follows:

Section 1. That the following annual salaries, wages and compensation shall be paid to Police Employees of the Borough of Northvale in the amounts set forth opposite their respective title and commencing on January 1, 2011 through December 31, 2011:

Lieutenant	119,676.00
Sergeant	112,284.00
Patrolman	
Beginning:	
Sixth year	106,369.00
Fifth year	93,077.00
Fourth year	79,765.00
Third year	66,456.00
Second year	53,133.00
First year	42,140.00
Training pay	37,082.00

Section 2. In addition to the compensation set forth in Section 1, each full time member of the Police Department hired before January 1, 1995, shall receive longevity pay as follows:

- 2% of the base annual pay after 5 years of service
- 4% of the base annual pay after 9 years of service
- 6% of the base annual pay after 13 years of service
- 8% of the base annual pay after 17 years of service
- 10% of the base annual pay after 21 years of service

The following longevity schedule will take effect for all employees hired after January 1, 1995:

- 2% of annual base pay after 7 years of service
- 4% of annual base pay after 10 years of service
- 6% of annual base pay after 13 years of service
- 8% of annual base pay after 17 years of service

10% of annual base pay after 21 years of service

If an employee reaches a higher plateau of longevity entitlement at any time during the calendar year, then said employee shall be entitled to receive the full value of the higher plateau.

Section 3. Time in excess of the basic work week or tour for a day performed by a Lieutenant, Sergeant or Patrolman shall be compensated for at the rate of time and one-half.

Section 4. Each full-time member of the Police Department under Contract shall receive a lump sum compensation for thirteen (13) holidays, payable between December 1 and 5, 2011

Section 5. There shall be paid to each full-time member of the Police Department during the year of attainment of college credits towards a Police Science Degree and in each year of service thereafter the sum of:

- \$ 300.00 upon completion of 25 credits
- \$ 600.00 upon completion of 45 credits
- \$1,000.00 upon completion of an Associate's Degree
- \$1,500.00 upon completion of a Bachelor's Degree

Where an employee qualifies for a higher plateau of credits during the first half of a calendar year (January 1 through June 30), then said employee shall be entitled to higher educational incentive payments starting the first day of July 1 of that same year and in each year of service thereafter. In the event that an Employee qualifies for a higher plateau of credits during the last half of the calendar year (July 1 through December 31), then the entitlement to higher educational compensation shall commence with the following January 1 and in each year of service thereafter.

Section 6. Each new employee shall receive from the Employer, free of charge, in lieu of clothing allowance, a complete uniform. Thereafter, the employer will pay each employee the sum of Six Hundred and Twenty Five (\$625.00) per year as a clothing allowance pursuant to present practice except that one half (1/2) of the clothing allowance shall be paid by voucher and one half (1/2) shall be paid in cash to the employee upon the submission of a general voucher.

Section 7. All full time employees of the Police Department shall be paid bi-weekly.

Section 8. All ordinances or parts of ordinances inconsistent herewith are repealed.

Section 9. This ordinance shall take effect immediately after passage and publication according to law.

Wanda A. Worner
Borough Clerk

Introduced: January 4, 2011

Passed: February 9, 2011 (Second Reading)