

**2017-01**

**AN ORDINANCE FIXING THE SALARIES FOR THE YEARS 2016-2019 FOR FULL TIME EMPLOYEES OF THE POLICE DEPARTMENT FOR THE BOROUGH OF MERCHANTVILLE IN THE COUNTY OF CAMDEN AND STATE OF NEW JERSEY**

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

**SECTION 1.** The maximum annual salaries of the employees of the Borough of Merchantville are hereby established, in accordance with the following schedule for services performed as of January 1, 2016 through December 31, 2019. Officers hires before January 1, 2016:

<b>Title</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Detective Sergeant	\$90,870	\$93,369	\$95,470	\$97,379
Sergeant	\$85,978	\$88,342	\$90,330	\$92,137
Corporal	\$81,626	\$83,871	\$85,758	\$87,473
Police Officer 49 months and above	\$78,359	\$80,514	\$82,326	\$83,972
Police Officer 37-48 mos. Service	\$69,291	\$71,197	\$72,798	\$74,254
Police Officer 25-36 mos. Service	\$60,056	\$61,707	\$63,096	\$64,358
Police Officer 13-24 mos. Service	\$52,665	\$54,113	\$55,330	\$56,437
Police Officer 7-12 mos. Service	\$46,199	\$47,469	\$48,537	\$49,508
Police Officer 0-6 mos. Service	\$42,501	\$43,669	\$44,652	\$45,545

Officers hired after January 1, 2016:

<b>Title</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Detective Sergeant	\$90,870	\$93,369	\$95,470	\$97,379
Sergeant	\$85,978	\$88,342	\$90,330	\$92,137
Corporal	\$81,626	\$83,871	\$85,758	\$87,473
Police Officer 109 +	\$78,359	\$80,514	\$82,326	\$83,972
Police Officer 97-108 mos. Service	\$73,233	\$75,247	\$76,940	\$78,479
Police Officer 79-96 mos. Service	\$68,111	\$69,984	\$71,559	\$72,990
Police Officer 61-78 mos. Service	\$62,989	\$64,721	\$66,177	\$67,501
Police Officer 49-60 mos. Service	\$57,867	\$59,458	\$60,796	\$62,012

Police Officer 31-48 mos. Service	\$52,745	\$54,195	\$55,415	\$56,523
Police Officer 13-30 mos. Service	\$47,623	\$48,933	\$50,034	\$51,034
Police Officer 0-12 mos. Service	\$42,501	\$43,670	\$44,652	\$45,545

The salary schedule reflects a two and a half (2.5%) percent increase for calendar year 2016; a two and three-quarter (2.75%) percent increase for calendar years 2017, a two and a quarter (2.25%) percent increase for calendar year 2018, and a two (2.0%) percent increase for calendar year 2019. The increase for 2016 is retroactive to January 1, 2016 and for the remaining years, is effective January 1 of each year.

**SECTION 2.** Police Experience Pay – Additional compensation paid to each police officer based upon years of police experience with the Borough.

<u>Start of Year</u>	<u>End of Year</u>	<u>% of Base Pay</u>
6 <sup>th</sup> year police experience until	10 <sup>th</sup> year	2%
11 <sup>th</sup> year police experience until	15 <sup>th</sup> year	3%
16 <sup>th</sup> year police experience until	20 <sup>th</sup> year	4%
21 <sup>st</sup> year police experience until	24 <sup>th</sup> year	5%
25 <sup>th</sup> year police experience until	retirement	6%

Any employee hired after January 1, 2016 is ineligible for police experience pay.

**SECTION 3.** All the employees of the patrol division will work twelve (12) hour shifts. All employees assigned to work 7:00pm to 7:00am shall be paid at an additional rate of 2% above their hourly base salary; officers assigned to the power shift shall be paid at an additional 1.75% above their hourly base salary for all hours worked.

**SECTION 4.** A police officer designated as the officer-in-charge (OIC) shall receive quarterly (April, August, and December) an additional 12 hours of compensatory time as compensation for the performance of OIC duties.

**SECTION 5.** The increase in salaries herein shall be in effect during the year(s) as indicated and shall not be changed unless it has been changed as provided by law.

**SECTION 6.** All ordinances and parts of ordinances inconsistent with the provisions of this ordinance are hereby repealed as to such inconsistencies only.

**SECTION 7.** This ordinance shall become effective twenty (20) days after publication thereof following final passage, and all salaries and compensation shall be retroactive to January 1, 2016.

**APPROVED:**

**EDWARD F. BRENNAN  
MAYOR**

**ATTEST:**

**DENISE L. BROUSE  
BOROUGH CLERK**

The foregoing ordinance was introduced by Mayor and Council at the regular meeting held on January 9, 2017. This Ordinance will be considered for adoption on final reading and public hearing to be held on January 23, 2017 at 7:30 p.m. in the Council Chambers, One West Maple Avenue, Merchantville, New Jersey.

The purpose of this Ordinance is to establish salary and compensation for police employees for the Borough of Merchantville. A copy of this Ordinance is available at no charge to the general public between the hours of 8:30 AM to 4:30 PM, Monday through Friday (Legal Holidays excluded), at the Office of the Borough Clerk, Merchantville Borough Hall, One West Maple Avenue, Merchantville, New Jersey.