

Ordinance 2013-03

BOROUGH OF HIGHTSTOWN
COUNTY OF MERCER
STATE OF NEW JERSEY

AN ORDINANCE TO ESTABLISH POLICE SALARIES FOR THE YEARS 2010, 2011, 2012, 2013 AND 2014

BE IT ORDAINED by the Mayor and Council of the Borough of Hightstown, in the County of Mercer and State of New Jersey, as follows:

SECTION 1.

A. Base "A" salaries shall be as follows:

Classification	2010	2011	2012	2013	2014
Probationary	49,809.72	50,432.00	51,189.00	52,085.00	53,127.00
Patrolman	54,007.15	54,682.00	55,502.00	56,474.00	57,603.00
2 years	58,204.58	58,932.00	59,816.00	60,863.00	62,080.00
3 years	66,325.42	67,154.00	68,162.00	69,355.00	70,742.00
4 years	74,445.98	75,377.00	76,508.00	77,847.00	79,403.00
5 years	80,102.49	81,104.00	82,321.00	83,762.00	85,436.00
6 years	85,759.00	86,831.00	88,133.00	89,676.00	91,469.00
Sergeant	93,391.55	94,559.00	95,977.00	97,657.00	99,610.00
Lieutenant	96,847.04	98,058.00	99,529.00	101,271.00	103,296.00

B. Base salaries for employees hired from September 4, 2012 through December 31, 2014 shall be as follows:

1. Classification – Probationary - \$45,000.00
2. Patrolman, once they are hired and the probationary period is complete, shall be entitled to the across-the-board contractual wage increase in 2013 (if applicable) and 2014 (if applicable) as required by the 2010-2014 collective bargaining agreement between PBA Local 283 and the Borough of Hightstown.

SECTION 2. Formula for Salary Computation.

A. Police officers' salaries shall be computed in accordance with the following formula:

Base "A" + longevity = Base "B"

Base "B" divided by 2080 = Hourly rate for holiday pay

Holiday hourly rate x 104 holiday hours = Holiday adjustment value

Base "B" + Holiday adjustment value + College + Stipends = Base "C"

Base "C" divided by 2080 = Current year's hourly pay rate

- B. Base "A" is set forth above
Base "B" is **only** used to calculate Holiday Pay
Base "C" is the current year's salary

SECTION 3. Longevity pay.

For the year 2010 only, each employee covered by this agreement shall, in addition to his/her regular wages and benefits, be paid longevity increments based upon years of service with the Department of police in accordance with the following schedule:

After 5 years of service	1% of Base A pay
After 10 years of service	2% of Base A pay
After 15 years of service	3% of Base A pay
After 20 years of service	4% of Base A pay
After 24 years of service	5% of Base A pay

Effective January 1, 2011, each employee covered by this agreement shall, in addition to his regular wages and benefits, be paid longevity increments based upon years of service with the police department in accordance with the following schedule:

After 5 years of service	\$850.00
After 10 years of service	\$1,800.00
After 15 years of service	\$2,600.00
After 20 years of service	\$3,500.00
After 24 years of service	\$4,400.00

SECTION 4. Other pay.

A. The following stipends shall be paid:

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| 1. Officers assigned to head the traffic bureau | \$750 per year |
| 2. Detectives on call 24/7 | \$750 per year |
| 3. Highest college of university degree obtained: | |
| a. Associates Degree in field of police science, public administration or criminal justice | \$150 |
| b. Bachelor's Degree in field of police science, public administration or criminal justice | \$250 |
| c. Master's Degree in field of police science, public administration or criminal justice | \$350 |
| d. Doctorate in field of police science, public administration or criminal justice | \$450 |

SECTION 5. This Ordinance shall take effect after final passage and publication as provided by law, but the ranges of compensation herein provided shall be retroactive to January 1, 2010.

SECTION 6. The salary ranges established in this ordinance supersede any established for the same positions in previous salary ordinances, and will remain in effect until changed by the adoption of a new or amending Salary Ordinance.

Introduced: February 19, 2013

Adopted:

ATTEST:

Debra L. Sopronyi
Borough Clerk

Steven Kirson
Mayor