

# Ordinance 2020-07

BOROUGH OF HIGHTSTOWN  
COUNTY OF MERCER  
STATE OF NEW JERSEY

## AN ORDINANCE TO ESTABLISH SUPERIOR OFFICER SALARIES FOR THE YEARS 2019, 2020, AND 2021.

**BE IT ORDAINED** by the Mayor and Council of the Borough of Hightstown, in the County of Mercer and State of New Jersey, that as a result of a settlement agreement between FOP Lodge 140 (Superior Officers) and the Borough of Hightstown, that Superior Officers compensation shall be as follows:

### SECTION 1.

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

	<u>2019</u>	<u>2020</u>	<u>2021</u>
Sergeant	\$109,876.00	\$112,074.00	\$114,315.00
Lieutenant	\$122,748.00	\$125,207.00	\$127,711.00

- B. The Sergeants' 2019 and 2020 salaries shall be retroactive to January 1, 2019 and January 1, 2020 respectively, if the Sergeant(s) are on the active payroll of the Borough as of the final execution date of the Memorandum of Agreement between both parties.
- C. In addition to their base salary increases, each bargaining unit member shall be eligible to receive Seven Hundred Fifty (\$750.00) Dollars annually, less all applicable deductions if they work the full year, if they work less than a full year, they will receive a pro-rata share.
- D. If, during the period of January 1, 2019 and December 31, 2021, the Borough determines to reinstate the position of Police Lieutenant, the Borough and the FOP agree to meet to negotiate the compensation for the position of Police Lieutenant and any related benefits that are specific to the position of Police Lieutenant.

### SECTION 2. Formula for Salary Computation.

- A. For the purposes of computing the employee's yearly salary, the Borough shall use 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 (HAV)

Base "B" + HAV +stipends= Base "C"

BASE "C" divided by 2080 = Current year's holiday pay rate.

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Base "A" is set forth in Article XI, Section B

Base "B" is only used to calculate holiday Pay

BASE "C" is the current year's salary

**SECTION 3. Longevity pay.**

- A. Effective January 1, 2011, 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:

<u>YEARS OF SERVICE</u>	<u>LONGEVITY</u>
After five (5) years of service	\$ 850.00
After ten (10) years of service	\$1,800.00
After fifteen (15) year of service	\$2,600.00
After twenty (20) years of service	\$3,500.00
After twenty-four (24) years of service	\$4,400.00

- B. Any new Officers hired after March 20, 2015 will no longer receive longevity.

**SECTION 4. Other compensation.**

- A. The following stipends shall be paid:

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|--|-----------------|
| 1. Officers assigned to head the Traffic Bureau and Detectives on call 24/7  | \$2000 per year |
| 2. 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           |
| e. No member who becomes part of this bargaining unit on or after January 1, 2019 shall be eligible for the stipends in paragraph A. (2) |                 |
| 3. Officer In Charge Pay (when designated by appropriate authority)  | \$2.50/hour     |

- B. Off Duty Employment Rates.

Members of the Department shall be eligible for extra duty pay, effective July 1, 2020, as follows:

1. Seventy-Five (\$75.00) Dollars per hour, with a minimum obligation of four (4) hours pay, for all non-Borough/Board of Education and related entities off-duty activities/ events.
2. Seventy (\$70.00) Dollars per hour for all Borough and/or Board of Education activities/events and/or other related obligations, of which there shall be no minimum pay or time obligation.
3. One Hundred Five (\$105.00) Dollars per hour for every hour worked on an extra duty assignment, if said assignment lasts beyond eight (8) hours, except for Borough or Board of Education activities/events or other related obligations, for which the hourly rate shall remain at Seventy (\$70.00) Dollars per hour.

4. These rates shall remain in effect until, at very least, a new collective bargaining agreement is executed by both parties covering the period of January 1, 2022 and thereafter.
5. With the exception of Borough and Board of Education and related entities matters, if a job is cancelled with less than twelve (12) hour notice and the cancellation is not weather related, the applicable officers will receive Seventy-Five (\$75.00) Dollars per hour for four (4) hours.
6. All monies paid shall be less all applicable deductions.

**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, 2019, except where noted.

**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: July 20, 2020

Adopted:

**ATTEST:**

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Debra L. Sopronyi  
Borough Clerk

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Lawrence D. Quattrone  
Mayor