

11-11

AN ORDINANCE FIXING THE SALARIES FOR THE YEARS 2011-2015 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, 2011 through December 31, 2015.

TITLE	2011	2012	2013	2014	2015
Detective-Sergeant	\$83,119	\$84,781	\$86,053	\$87,344	\$88,654
Sergeant	\$78,644	\$80,217	\$81,420	\$82,641	\$83,881
Corporal	\$74,664	\$76,157	\$77,299	\$78,458	\$79,635
Police Officer 49 months and above	\$71,675	\$73,109	\$74,206	\$75,319	\$76,448
Police Officer 37-48 months and above	\$63,381	\$64,648	\$65,618	\$66,602	\$67,601
Police Officer 25-36 months and above	\$54,933	\$56,032	\$56,872	\$57,725	\$58,591
Police Officer 13-24 months and above	\$48,173	\$49,136	\$49,873	\$50,621	\$51,380
Police Officer 7-12 months and above	\$42,257	\$43,102	\$43,749	\$44,405	\$45,072
Police Officer 0-6 months and above	\$38,875	\$39,653	\$40,248	\$40,851	\$41,464

The above salary schedule reflects a two (2%) percent increase for calendar year 2011 and 2012, and one and a half (1.5%) percent increase for calendar years 2013, 2014 and 2015. The increase for 2011 is retro active to January 1, 2011 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 th year police experience until	10 th year	2%
11 th year police experience until	15 th year	3%
16 th year police experience until	20 th year	4%
21 st year police experience until	24 th year	5%
25 th year police experience until	retirement	6%

SECTION 3. From January 1, 2011 through June 30, 2011, All police officers assigned to the first shift shall be paid at an additional rate of 2% above their hourly base salary; officers assigned to the third shift shall be paid at an additional rate of 1.5% above their hourly base salary; officers assigned to the power shift shall be paid at an additional 1.75% above their hourly base salary. This compensation will become in effect again as of January 1, 2013 if the twelve (12) hour shift does not become permanent.

SECTION 4. Effective July 1, 2011, the employees of the patrol division will begin to 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 5. From January 1, 2011 through June 30, 2011, a police officer designated as the officer-in-charge (OIC) shall be compensated at the Corporal's rate of pay for all time worked as an OIC, provided the officer performs OIC duties for five or more days during any pay period. The OIC rate shall become effective upon appointment as an OIC.

SECTION 6. Effective July 1, 2011 through June 30, 2012, the OIC of the fourth squad shall be paid at the Corporal rate. From July 1, 2012 through December 31, 2012, the OIC shall be paid at the Acting Sergeant's rate. If the twelve (12) shift schedule becomes permanent, a Sergeant will be appointed effective January 1, 2013.

SECTION 7. 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 8. All ordinances and parts of ordinances inconsistent with the provisions of this ordinance are hereby repealed as to such inconsistencies only.

SECTION 9. 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, 2011.

APPROVED:

ATTEST:

DENISE L. BROUSE
BOROUGH CLERK

FRANK M. NORTH
MAYOR

AUGUST 8, 2011

The foregoing ordinance was introduced by Mayor and Council at the regular meeting held on August 8, 2011. This Ordinance will be considered for adoption on final reading and public hearing to be held on September 12, 2011 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.