

24-11

**AN ORDINANCE FIXING THE SALARIES FOR THE YEARS 2024-2027 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, 2024 through December 31, 2027.

Title	2024	2025	2026	2027
Administrative Lieutenant	\$114,562.82	\$118,858.92	\$123,316.13	\$127,323.91
Patrol Lieutenant	\$111,981.57	\$116,180.87	\$120,537.66	\$124,455.13
Detective Sergeant	\$109,925.92	\$114,048.14	\$118,324.95	\$122,170.51
Sergeant	\$106,507.33	\$110,501.35	\$114,645.15	\$118,371.12
Corporal	\$101,191.82	\$104,986.51	\$108,923.50	\$112,463.52
Police Officer 109 +	\$97,750.00	\$101,415.63	\$105,218.71	\$108,638.32
Police Officer 97-108 mos. Service	\$92,250.00	\$95,709.38	\$99,298.48	\$102,525.68
Police Officer 85-96 mos. Service	\$87,000.00	\$90,262.50	\$93,647.34	\$96,690.88
Police Officer 73-84 mos. Service	\$81,750.00	\$84,815.63	\$87,996.21	\$90,856.09
Police Officer 61-72 mos. Service	\$76,750.00	\$79,628.13	\$82,614.18	\$85,299.14
Police Officer 49-60 mos. Service	\$71,750.00	\$74,440.63	\$77,232.15	\$79,742.19
Police Officer 37-48 mos. Service	\$67,000.00	\$69,512.50	\$72,119.22	\$74,463.09
Police Officer 25-36 mos. Service	\$62,500.00	\$64,843.75	\$67,275.39	\$69,461.84
Police Officer 13-24 mos. Service	\$58,250.00	\$60,434.38	\$62,700.66	\$64,738.44
Police Officer 0-12 mos. Service	\$54,000.00	\$56,025.00	\$58,125.94	\$60,015.03

The salary schedule reflects a three and a quarter (3.25%) percent increase for calendar year 2024; a three and three-quarters (3.75%) percent increase for calendar years 2025, a three and three-quarters (3.75%) percent increase for calendar year 2026, and a three and a quarter (3.25%) percent increase for calendar year 2027. The increase for 2024 is retroactive to January 1, 2024 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%

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, 2024.

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 October 28, 2024. This Ordinance will be considered for adoption on final reading and public hearing to be held on November 25, 2024.

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 8:00 AM to 4:30 PM, Monday through Thursday and 8:00 am to 12:00 PM Friday (Legal Holidays excluded), at the Office of the Borough Clerk, Merchantville Borough Hall, One West Maple Avenue, Merchantville, New Jersey.