

**BOROUGH OF OLD TAPPAN  
ORDINANCE NO. 1234-23**

**AN ORDINANCE TO FIX THE SALARIES, WAGE AND COMPENSATION  
OF THE OFFICERS AND EMPLOYEES OF THE  
BOROUGH OF OLD TAPPAN, COUNTY OF BERGEN  
STATE OF NEW JERSEY FOR POLICE  
YEARS 2023-2025**

BE IT ORDAINED by the Mayor and Council of the Borough of Old Tappan as follows:

**SECTION 1:** That the respective wage or compensation to be paid to the Officers and Employees of the

<b>C. Police: Hired as of or after January 1, 2023</b>	<u><b>1/1/2023</b></u>	<u><b>1/1/2024</b></u>	<u><b>1/1/2025</b></u>
Captain - per annum	171,495	177,669	184,065
Lieutenant - per annum	157,852	163,534	169,421
Sergeant - per annum	147,309	152,613	158,107
Patrol Officer - 11th year - per annum	140,217	145,265	150,494
Patrol Officer - 10th year - per annum	134,824	139,677	144,706
Patrol Officer - 9th year - per annum	124,341	128,818	133,455
Patrol Officer - 8th year - per annum	114,599	118,725	122,999
Patrol Officer - 7th year - per annum	105,620	109,422	113,361
Patrol Officer - 6th year - per annum	96,899	100,387	104,001
Patrol Officer - 5th year - per annum	86,905	90,034	93,275
Patrol Officer - 4th year - per annum	77,594	80,387	83,281
Patrol Officer - 3rd year - per annum	68,667	71,139	73,700
Patrol Officer - 2nd year - per annum	60,233	62,402	64,648
Patrol Officer - 1st year - per annum	52,376	54,262	56,215
Prob. Grade (6 mos)	45,152	46,777	48,461

**SECTION 2:** That the wage of compensation hereinbefore mentioned shall be paid bi-weekly on Friday f a total of 26 pay rolls.

**SECTION 3:** Longevity Pay

- A. Employees hired prior to January 1, 1981: Longevity shall be calculated at the rate of one and one-half percent (1.5%) of the employee's base annual salary for every three (3) years of service to a maximum longevity of ten percent (10%).
- B. Employees hired after January 1, 1981 and before January 1, 1999: Upon completion of six (6) years of employment, all employees shall be paid three (3%) percent longevity. Thence, one and one-half (1.5%) percent of each three (3) years thereafter of employment up to a maximum of ten (10) percent.
- C. All adjustments made in regard to longevity shall occur on either the first day of January wh

the employee's anniversary date occurs between January 1st and June 30th or on the first d of July when their anniversary occurs between July 1st and December 31st in the year of entitlement.

**SECTION 4:** All Police Personnel covered by collective bargaining agreement will be entitled to shift differential equal to 5% of their gross annual salary.

**SECTION 5:** Overtime- All Police Personnel covered by collective bargaining agreement will be paid at th rate of time and one-half (1 1/2).

**SECTION 6:** Tuition support- Any employee of the Old Tappan Police Department who wishes to have a education or training, in addition to any provided by the Borough as a requirment of employment shall receive support of that education or training at the rate of sixty percent (60%) of tuition costs, up to a maximum amount of two thousand two hundred dollars (\$2,200) pe year.

**SECTION 7:** College Credit Compensation

Hire on or before 1/1/2015:

AA	3% of base salary annually
BS/BA	4% of base salary annually
MS/MA	5% of base salary annually

Hire on or after 1/1/2015:

MS/MA	3% of base salary annually
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All payments made under this education clause shall be folded into the periodic paychecks of Employees.

**SECTION 8:** All ordinances inconsistent with this Ordinance are hereby repealed.

**SECTION 9:** This ordinance shall take effect when published according to law and a Public Hearing held as required by Law, and shall be retroactive to January 1, 2023.

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