

**ORDINANCE NO. 2017-07**  
**AN ORDINANCE PROVIDING FOR COMPENSATION FOR POLICE DEPARTMENT OF**  
**THE BOROUGH OF KENILWORTH**

**BE IT ORDAINED** by the Governing Body of the Borough of Kenilworth in the County of Union, New Jersey as follows:

**WHEREAS**, the Borough of Kenilworth is desirous of entering into a Collective Bargaining Agreement with the P.B.A. Local 135 ("PBA") for the purpose of establishing salary and benefits for the period of January 1, 2017 through December 31, 2020; and

**WHEREAS**, the parties have determined to enter into a Collective Bargaining Agreement ("CBA"); and

**WHEREAS**, Kenilworth Borough Code Chapter 37-47 requires that salary ranges be established by ordinance; and

**BE IT ORDAINED** by the Mayor and Council of the Borough of Kenilworth, County of Union, State of New Jersey, that the appropriate Borough officials are hereby authorized to execute the Collective Bargaining Agreement between the Borough of Kenilworth and the Kenilworth P.B.A. Local 135, for the period of January 1, 2017 through December 31, 2020 as follows:

**Section I:** The annual salaries and ranges fixed for the several ranks and officers of the Police Department of the Borough of Kenilworth shall be as follows:

**SCHEDULE "A"**  
**SALARIES AND RANGES**

RANK	2017	2018	2019	2020
CAPTAIN	\$131,625.34	\$134,257.85	\$136,943.00	\$139,681.86
LIEUTENANT	\$124,092.12	\$126,573.96	\$129,105.44	\$131,687.55
SERGEANT	\$117,672.90	\$120,026.36	\$122,426.89	\$124,875.43
SENIOR YEAR PATROL	\$106,991.85	\$109,131.69	\$111,314.32	\$113,540.61
9th YEAR	\$99,686.25	\$101,679.98	\$103,713.57	\$105,787.85
8th YEAR	\$92,380.57	\$94,228.18	\$96,112.75	\$98,035.00
7th YEAR	\$85,074.90	\$86,776.39	\$88,511.92	\$90,282.16
6th YEAR	\$77,769.22	\$79,324.60	\$80,911.09	\$82,529.31
5th YEAR	\$70,463.54	\$71,872.81	\$73,310.26	\$74,776.47
4th YEAR	\$63,157.86	\$64,421.02	\$65,709.44	\$67,023.63
3rd YEAR	\$55,852.18	\$56,969.22	\$58,108.61	\$59,270.78
2nd YEAR	\$48,546.50	\$49,517.43	\$50,507.78	\$51,517.94
1st YEAR	\$41,240.82	\$42,065.64	\$42,906.95	\$43,765.09

**Section II:** In addition to amendments made to Article 14, Medical Benefits section of the Collective Bargaining Agreement, the employees covered under this agreement who enroll in the Borough's medical and prescription plan shall make the premium contributions per pay period to be deducted on a pre-tax basis as amended to the following amounts:

**EMPLOYEE MEDICAL CONTRIBUTIONS**

**For employees hired prior to 1/1/17:**

	Single	Employee+1	Family
Effective 1/1/17	\$50.74	\$156.50	\$222.25
Effective 1/1/18	\$50.74	\$135.00	190.50
Effective 1/1/19	\$50.74	\$113.50	158.75
Effective 1/1/20	\$50.74	\$92.00	127.00

**Employees Hired on or after 1/1/17:**

**On Academy through Step 4**

	Single	Employee +1	Family steps 1 through 3	Family step 4
Effective 1/1/17	\$50.74	\$60.00	\$63.50	\$75.00
Effective 1/1/18	\$50.74	\$60.00	\$63.50	\$75.00
Effective 1/1/19	\$50.74	\$60.00	\$63.50	\$75.00
Effective 1/1/20	\$50.74	\$60.00	\$63.50	\$75.00

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**On Step 5 through Step 8**

	Single	Employee +1	Family steps 4 through 6	Family steps 7 through 8
Effective 1/1/17	\$73.00	\$92.00	\$75.00	\$127.00
Effective 1/1/18	\$58.00	\$92.00	\$75.00	\$127.00
Effective 1/1/19	\$50.74	\$92.00	\$75.00	\$127.00
Effective 1/1/20	\$50.74	\$92.00	\$75.00	\$127.00

The medical benefit contributions are subject to the provisions of N.J.S.A. 52:14-17.38 et. al.

**Section III:** The Borough recognizes years of faithful service by granting employees a longevity increment in accordance with the following schedules:

**LONGEVITY**

**Years of Service employed prior to 1/1/03**

After 5 Years	2%
After 10 Years	4%
After 15 Years	6%
After 20 years	8%
After 24 years	10%

**Officers Employed on or after 1/1/03**

After 10 Years	4%
After 15 Years	6%
After 20 years	8%
After 24 years	10%

No employee hired on or after January 1, 2013 shall be entitled to any longevity pay

**Section II:** The various provisions, addition monetary benefits and changes to employee health care contributions of the Borough of Kenilworth/P.B.A. Local 135 proposed agreement, arrived at as a result of negotiation, are enacted. The main headings are as follows:

**Title Page**

Article I	- Recognition
Article II	- Management Rights
Article III	- Agency Shop and Dues Check-Off
Article IV	- Grievance Procedure
Article V	- Salary
Article VI	- Retention of Benefits
Article VII	- Legal Aid
Article VIII	- Savings Clause
Article IX	- Hours of Work and Overtime
Article X	- Temporary Assignments
Article XI	- Holidays and Vacations
Article XII	- Sick Leave
Article XIII	- Blank
Article XIV	- Medical Benefits
Article XV	- Clothing and Maintenance of Clothing Allowance and Reimbursement for Mileage
Article XVI	- Terminal Leave
Article XVII	- Life Insurance
Article XVIII	- Seniority
Article XIX	- Longevity
Article XX	- Retirement Terminology

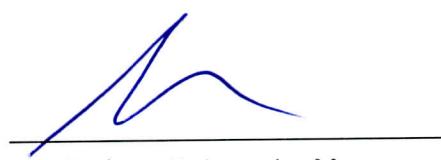
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Article XXI	- Extra Duty Assignments
Article XXII	- PBA Business
Article XXIII	- Bereavement Leave
Article XXIV	- Police Officer's Bill of Rights
Article XXV	- Drug Testing Policy
Article XXVI	- Duration
Exhibit A	-Patrol Salary Guides
Exhibit B	-Superior Salary Guides

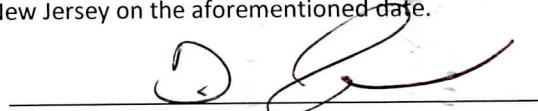
**Section III:** Except as otherwise provided in the text of the Agreement the salary shall be effective as of January 1, 2017 and retroactive thereto.

**Section IV:** This ordinance shall take effect immediately upon final passage and publication as provided by law.

**Section V:** Ordinances not consistent with this ordinance is hereby repealed.



Anthony DeLuca, Jr., Mayor

INTRODUCTION						COUNCILPERSON	FINAL ADOPTION				
Moved	Sec.	Aye	Nay	Abs.	NP		Moved	Sec.	Aye	Nay	Abs.
		X				KAY CECERI			X		
	X	X				LAWRENCE CLEMENTI			X		
X		X				PETER CORVELLI	X		X		
		X				MARK DAVID		X	X		
		X				GERRY LAUDATI			X		
		X				NICHOLAS MASCARO					X
Introduced: July 12, 2017			I hereby certify the above ordinance was adopted by the Borough Council of the Borough of Kenilworth, County of Union, State of New Jersey on the aforementioned date.								
Final Adoption: July 26, 2017			 Laura Reinertsen, Borough Clerk								