

# Borough of Fair Lawn



## ORDINANCE NO. 2662-2023

### AN ORDINANCE FIXING THE SALARIES OF CERTAIN EMPLOYEES OF THE BOROUGH OF FAIR LAWN, BERGEN COUNTY, NEW JERSEY - PBA

**BE IT ORDAINED**, by the Mayor and Council of the Borough of Fair Lawn, in the County of Bergen, State of New Jersey, as follows:

**SECTION 1.** Effective January 1, 2023 through December 31, 2026, the annual salaries and compensation of the Police Officers of the Fair Lawn Police Department shall be paid in accordance with the Agreement between the Borough of Fair Lawn and the Fair Lawn Police Benevolent Association Local No. 67 as follows:

| <b>APPENDIX A-1</b>                         |                |                |                |                |
|---|----------------|----------------|----------------|----------------|
| <b>PBA Officers hired before 02/03/2015</b> |                |                |                |                |
|   | <b>2023</b>    | <b>2024</b>    | <b>2025</b>    | <b>2026</b>    |
| Academy Step                                | <b>47,352</b>  | <b>48,488</b>  | <b>49,652</b>  | <b>50,844</b>  |
| Field Training                              | <b>51,469</b>  | <b>52,704</b>  | <b>53,969</b>  | <b>55,264</b>  |
| Step 1                                      | <b>61,726</b>  | <b>63,207</b>  | <b>64,724</b>  | <b>66,277</b>  |
| Step 2                                      | <b>71,746</b>  | <b>73,468</b>  | <b>75,231</b>  | <b>77,037</b>  |
| Step 3                                      | <b>89,288</b>  | <b>91,431</b>  | <b>93,625</b>  | <b>95,872</b>  |
| Step 4                                      | <b>98,793</b>  | <b>101,164</b> | <b>103,592</b> | <b>106,078</b> |
| Step 5                                      | <b>108,296</b> | <b>110,895</b> | <b>113,556</b> | <b>116,281</b> |
| Step 6                                      | <b>117,802</b> | <b>120,629</b> | <b>123,524</b> | <b>126,489</b> |
| Step 7                                      | <b>127,304</b> | <b>130,359</b> | <b>133,488</b> | <b>136,692</b> |
| Step 8                                      | <b>136,813</b> | <b>140,097</b> | <b>143,459</b> | <b>146,902</b> |

| <b>APPENDIX A-2</b>                                      |                |                |                |                |
|--|----------------|----------------|----------------|----------------|
| <b>PBA Officers<br/>hired on or<br/>after 02/03/2015</b> |                |                |                |                |
|  | <b>2023</b>    | <b>2024</b>    | <b>2025</b>    | <b>2026</b>    |
| Academy Step   | <b>47,352</b>  | <b>48,488</b>  | <b>49,652</b>  | <b>50,844</b>  |
| Field Training   | <b>51,469</b>  | <b>52,704</b>  | <b>53,969</b>  | <b>55,264</b>  |
| Step 1   | <b>60,002</b>  | <b>61,442</b>  | <b>62,917</b>  | <b>64,427</b>  |
| Step 2   | <b>68,536</b>  | <b>70,181</b>  | <b>71,865</b>  | <b>73,590</b>  |
| Step 3   | <b>77,070</b>  | <b>78,920</b>  | <b>80,814</b>  | <b>82,754</b>  |
| Step 4   | <b>85,603</b>  | <b>87,657</b>  | <b>89,761</b>  | <b>91,915</b>  |
| Step 5   | <b>94,137</b>  | <b>96,396</b>  | <b>98,710</b>  | <b>101,079</b> |
| Step 6   | <b>102,672</b> | <b>105,136</b> | <b>107,659</b> | <b>110,243</b> |
| Step 7   | <b>111,205</b> | <b>113,874</b> | <b>116,607</b> | <b>119,406</b> |
| Step 8   | <b>119,739</b> | <b>122,613</b> | <b>125,556</b> | <b>128,569</b> |
| Step 9   | <b>128,273</b> | <b>131,352</b> | <b>134,504</b> | <b>137,732</b> |
| Step 10  | <b>136,813</b> | <b>140,097</b> | <b>143,459</b> | <b>146,902</b> |

| <b>APPENDIX A-3</b>                                      |                |                |                |                |
|--|----------------|----------------|----------------|----------------|
| <b>PBA Officers<br/>hired on or after<br/>02/03/2023</b> |                |                |                |                |
|  | <b>2023</b>    | <b>2024</b>    | <b>2025</b>    | <b>2026</b>    |
| Academy Step   | <b>47,352</b>  | <b>48,488</b>  | <b>49,652</b>  | <b>50,844</b>  |
| Field Training   | <b>51,469</b>  | <b>52,704</b>  | <b>53,969</b>  | <b>55,264</b>  |
| Step 1   | <b>58,581</b>  | <b>59,987</b>  | <b>61,427</b>  | <b>62,901</b>  |
| Step 2   | <b>65,694</b>  | <b>67,271</b>  | <b>68,886</b>  | <b>70,539</b>  |
| Step 3   | <b>72,805</b>  | <b>74,552</b>  | <b>76,341</b>  | <b>78,173</b>  |
| Step 4   | <b>79,917</b>  | <b>81,835</b>  | <b>83,799</b>  | <b>85,810</b>  |
| Step 5   | <b>87,030</b>  | <b>89,119</b>  | <b>91,258</b>  | <b>93,448</b>  |
| Step 6   | <b>94,141</b>  | <b>96,400</b>  | <b>98,714</b>  | <b>101,083</b> |
| Step 7   | <b>101,253</b> | <b>103,683</b> | <b>106,172</b> | <b>108,720</b> |
| Step 8   | <b>108,365</b> | <b>110,966</b> | <b>113,629</b> | <b>116,356</b> |
| Step 9   | <b>115,478</b> | <b>118,249</b> | <b>121,087</b> | <b>123,993</b> |
| Step 10  | <b>122,589</b> | <b>125,531</b> | <b>128,544</b> | <b>131,629</b> |
| Step 11  | <b>129,701</b> | <b>132,814</b> | <b>136,002</b> | <b>139,266</b> |
| Step 12  | <b>136,813</b> | <b>140,097</b> | <b>143,459</b> | <b>146,902</b> |

**SECTION 2.** That all salaries not covered by this Ordinance will remain effective until amended by further salary ordinances.

**SECTION 3.** Salary increases are effective only if an employee has not resigned voluntarily or has not been terminated with cause. Retired employees are not eligible.

**SECTION 4.** All ordinances inconsistent with the provisions of this Ordinance are hereby repealed to the extent of such inconsistency. In the event of any inconsistencies between the provisions of this Ordinance and any prior Borough ordinances, the provisions hereof shall be determined to govern. All other parts and provisions of the Borough's ordinances are hereby ratified and confirmed, except where inconsistent with the terms hereof.

**SECTION 5.** This Ordinance shall take effect upon passage and publication as required by law.

**Introduced:** March 21, 2023

|              | Motion | Second | Aye | Nay | Abstain | Absent |
|--------------|--------|--------|-----|-----|---------|--------|
| Reinitz      |        |        | X   |     |         |        |
| Rottenstrich |        |        | X   |     |         |        |
| Cutrone      |        | X      | X   |     |         |        |
| Krause       | X      |        | X   |     |         |        |
| Peluso       |        |        | X   |     |         |        |

**Adopted:** April 11, 2023

|              | Motion | Second | Aye | Nay | Abstain | Absent |
|--------------|--------|--------|-----|-----|---------|--------|
| Reinitz      |        |        |     |     |         | X      |
| Rottenstrich |        |        | X   |     |         |        |
| Cutrone      |        | X      | X   |     |         |        |
| Krause       | X      |        | X   |     |         |        |
| Peluso       |        |        | X   |     |         |        |

**Attest:**

Nicholas J. Magarelli, RMC  
Municipal Clerk

**Approved:**

Kurt Peluso  
Mayor

I, Nicholas J. Magarelli, Municipal Clerk of the Borough of Fair Lawn, do hereby certify that the within Ordinance is a true and exact copy, duly adopted by the Borough Council at their meeting of April 11, 2023.

Nicholas J. Magarelli, RMC  
**Municipal Clerk**

Date: 4/12/2023

