



**BOROUGH OF NORTHVALE  
County of Bergen  
State of New Jersey**

**ORDINANCE #26-04**

**AN ORDINANCE TO FIX THE SALARIES, WAGES AND COMPENSATION OF  
POLICE EMPLOYEES OF THE BOROUGH OF NORTHVALE, COUNTY OF  
BERGEN AND STATE OF NEW JERSEY (Year 4 of 5 Year Contract – 3.50%)**

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

**Section 1.** That the following annual salaries, wages, and compensation shall be paid to Police Employees of the Borough of Northvale in the amounts set forth opposite their respective title and commencing on January 1, 2026, through December 31, 2026

**EMPLOYEES HIRED PRIOR TO 01-01-2023**

Lieutenant	162,364.00
Sergeant	152,418.00
Patrolman	
Beginning:	
Seventh year	144,459.00
Sixth year	115,943.00
Fifth year	114,068.00
Fourth year	98,872.00
Third year	83,678.00
Second year	69,645.00
First year	61,965.00
Training pay	46,625.00

**EMPLOYEES HIRED AFTER 01-01-2023**

Lieutenant	162,364.00
Sergeant	152,418.00
Patrolman	
Beginning:	
Tenth year	144,459.00
Ninth year	129,485.00
Eighth year	115,943.00
Seventh year	114,068.00
Sixth year	98,872.00



Fifth year	91,275.00
Fourth year	83,678.00
Third year	76,661.00
Second year	69,645.00
First year	61,965.00
Training pay	46,625.00

**Section 2.** In addition to the compensation set forth in Section 1, each full time member of the Police Department hired before January 1, 2012, shall receive longevity pay as follows:

- 2% of annual base pay after 7 years of service
- 4% of annual base pay after 10 years of service
- 6% of annual base pay after 13 years of service
- 8% of annual base pay after 17 years of service
- 10% of annual base pay after 21 years of service

The following longevity schedule will take effect for all employees hired after January 1, 2012:

- 1.5% of annual base pay after 8 years of service
- 3% of annual base pay after 10 years of service
- 5% of annual base pay after 13 years of service
- 8% of annual base pay after 17 years of service
- 10% of annual base pay after 21 years of service

If an employee reaches a higher plateau of longevity entitlement at any time during the calendar year, then said employee shall be entitled to receive the full value of the higher plateau.

**Section 3.** Time in excess of the basic work week or tour for a day performed by a Lieutenant, Sergeant or Patrolman shall be compensated for at the rate of time and one-half.

**Section 4.** Each full-time member of the Police Department under Contract shall receive a lump sum compensation for thirteen (13) holidays, payable between December 1 and 5, 2026.

**Section 5.** There shall be paid to each full-time member of the Police Department during the year of attainment of college credits towards a Police Science Degree and in each year of service thereafter the sum of:

- \$ 300.00 upon completion of 25 credits
- \$ 600.00 upon completion of 45 credits
- \$1,000.00 upon completion of an Associate's Degree
- \$1,500.00 upon completion of a Bachelor's Degree

Where an employee qualifies for a higher plateau of credits during the first half of a calendar year (January 1 through June 30), then said employee shall be entitled to higher educational incentive payments starting the first day of July 1 of that same year and in each year of service thereafter. In the event that an Employee qualifies for a higher plateau of credits during the last half of the



calendar year (July 1 through December 31), then the entitlement to higher educational compensation shall commence with the following January 1 and in each year of service thereafter.

**Section 6.** All full time employees of the Police Department shall be paid bi-weekly.

**Section 7.** All ordinances or parts of ordinances inconsistent herewith are repealed.

**Section 8.** This ordinance shall take effect immediately after passage and publication according to law.

*Joseph E. McGuire*

Joseph E. McGuire, Mayor

Attest:

*Frances M. Weston*

Frances Weston  
Municipal Clerk

Introduced: February 11, 2026

2<sup>nd</sup> Reading: March 11, 2026

Effective: March 11, 2026