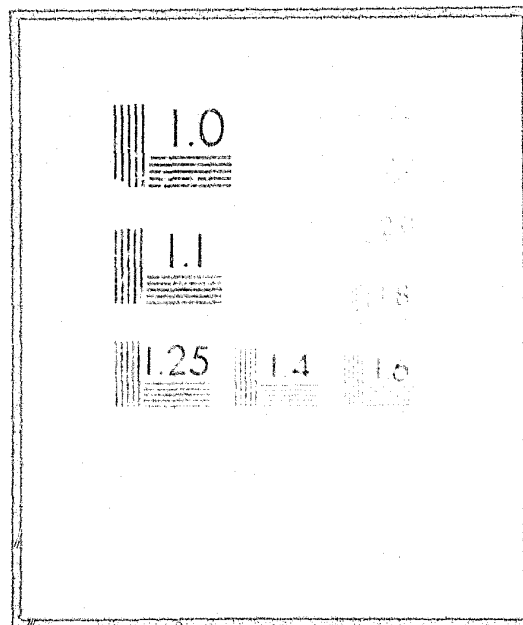


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POLICE PAY AND PRACTICES

1976

DEPARTMENT OF CIVIL SERVICE
STATE OF NEW JERSEY

39208

A SURVEY OF PAY AND RELATED PERSONNEL PRACTICES

OF

MUNICIPAL POLICE DEPARTMENTS

Conducted by

Division of Classification and Compensation
Department of Civil Service
State of New Jersey
Ralph P. Shaw
Chief Examiner and Secretary

NCJRS

FEB 16 1977

ACQUISITION

July, 1976

The survey was directed to three categories of municipalities in order to get an overall picture that would have significance for New Jersey communities. Survey questionnaires were sent to nearby communities and other municipalities in New Jersey of similar characteristics; to municipalities representing various parts of the United States, selected from among the membership of Public Personnel Association, thus assuring some degree of attention to personnel administration; and four major cities representing the East, Midwest and West were included.

The results of the pay survey are presented in terms of minimum pay, maximum pay and the midpoints of the rates paid for fire department jobs in each of the municipalities. Communities are ranked by minimums, maximums and midpoints with an average for each also included. The rankings are among New Jersey municipalities and among out of State municipalities. It was decided that such rankings should be used so that local officials could readily see where they stood now and decide upon where they feel they should rank in relation to the sample of communities surveyed.

A fairly complete study of related personnel practices was made and is presented in terms of percentage of surveyed municipalities who do or do not, with frequency tabulations of the extent to which such practices are applied.

We hope that the results of this survey presented in this manner will be helpful in establishing fair and equitable rates of pay for all levels of fire department pay and determining policy for reasonable related personnel practices.

Ranking of Police Officer Salaries
Selected New Jersey and Out of State Communities

POLICE OFFICER

New Jersey Communities

	MIN		MAX	MID-PT
Newark	\$13250	Lawrence Twp.	\$16039	\$14589
Hamilton Twp.	13156	Hamilton Twp.	15976	14566
Lawrence Twp.	13140	Paterson	14974	13750
Elizabeth	12550	Union	14620	13587
Trenton	12213	Ewing	14555	13200
Paterson	12200	Clifton	14298	13113
East Orange	12162	Newark	14250	12955
Bayonne	12100	Jersey City	14100	(Average 12676)
Camden	11675	Trenton	14013	12648
(Average	11524)	Elizabeth	13850	12600
Union	11290	(Average	13829)	12562
Bridgeton	11018	Bloomfield	13373	12544
Irvington	11000	Bridgeton	13170	12300
Clifton	10999	Irvington	13150	12237
Ewing	10533	Bayonne	13100	12094
Jersey City	10500	East Orange	12962	12075
Phillipsburg	10289	Camden	12800	11397
Atlantic City	9953	Phillipsburg	12505	11394
Bloomfield	9416	Atlantic City	11183/1	10568

Out of State Communities

	MIN		MAX	MID-PT
Berkeley, Cal.	\$15708	Berkeley, Cal.	\$17316	\$16512
Pasadena, Cal.	14448	Dearborn, Mich.	16912	15660
Dearborn, Mich.	13746	Pasadena, Cal.	16871	15329
Peoria, Ill.	13728	Peoria, Ill.	15678	(Average 13749)
(Average	12506)	Alexandria, Va.	15631	13640
Duluth, Minn.	12192	(Average	14991)	13464
Bridgeport, Conn.	12108	Duluth, Minn.	14736	13157
Alexandria, Va.	11649	Bridgeport, Conn.	14205	14703
Madison, Wis.	11547	Madison, Wis.	13122	12335
Portland, Me.	7436	Portland, Me.	10452	8944

Large Metropolitan Areas

	MIN		MAX	MID-PT
Philadelphia, Pa.	\$13441	Chicago, Ill.	\$19560	\$16128
(Average	13012)	(Average	16784)	14898)
New York, NY	12900	New York, NY	16770	14835
Chicago, Ill.	12696	Philadelphia, Pa.	14022	13732

/1 8% increase August, 1976 - \$12078

POLICE SERGEANT

New Jersey Communities

	MIN		MAX		MID-PT
Union	\$17260	Hamilton Twp.	\$17324	Union	\$17260
Lawrence Twp.	17214	Union	17260	Lawrence Twp.	17214
Jersey City	16800	Lawrence Twp.	17214	Hamilton Twp.	16912
Hamilton Twp.	16500	Jersey City	16800	Jersey City	16800
Trenton	15695	Paterson	16771	Paterson	16108
Ewing	15514	Ewing	16002	Ewing	15758
Paterson	15446	Newark	15874	Trenton	15695
East Orange	15406	Trenton	15695	East Orange	15406
Bayonne	15050	Clifton	15765	Newark	15400
(Average	14984)	(Average	15433)	(Average	15209)
Newark	14927	East Orange	15406	Bayonne	15050
Camden	14769	Bayonne	15050	Camden	14769
Bridgeton	14680	Irvington	14728	Bridgeton	14680
Irvington	14328	Camden	14769	Irvington	14528
Bloomfield	14257	Bloomfield	14710	Bloomfield	14483
Elizabeth	14150	Bridgeton	14680	Elizabeth	14150
Phillipsburg	13286	Elizabeth	14150	Clifton	13945
Atlantic City	12301/1	Phillipsburg	13286	Phillipsburg	13286
Clifton	12125	Atlantic City	12301/1	Atlantic City	12301/1

Out of State Communities

	MIN		MAX		MID-PT
Pasadena, Cal.	\$21005	Berkeley, Cal.	\$22080	Berkeley, Cal.	\$21066
Berkeley, Cal.	20052	Pasadena, Cal.	21005	Pasadena, Cal.	21005
Dearborn, Mich.	18623	Alexandria, Va.	19529	Dearborn, Mich.	18875
Peoria, Ill.	16432	Dearborn, Mich.	19127	Peoria, Ill.	17641
(Average	16184)	Peoria, Ill.	18850	(Average	16986)
Bridgeport, Conn.	15807	(Average	17787)	Alexandria, Va.	16698
Madison, Wis.	14477	Bridgeport, Conn.	16333	Bridgeport, Conn.	16070
Alexandria, Va.	13866	Duluth, Minn.	16152	Duluth, Minn.	14742
Duluth, Minn.	13332	Madison, Wis.	14477	Madison, Wis.	14477
Portland, Me.	12064	Portland, Me.	12532	Portland, Me.	12298

Large Metropolitan Areas

	MIN		MAX		MID-PT
New York, NY	\$21685	New York, NY	\$23175	New York, NY	\$22430
(Average	17660)	Chicago, Ill.	22332	Chicago, Ill.	19152
Chicago, Ill.	15972	(Average	20497)	(Average	19079)
Philadelphia, Pa.	15323	Philadelphia, Pa.	15985	Philadelphia, Pa.	15654

/1 8% increase August, 1976 - \$13285

POLICE LIEUTENANT

New Jersey Communities

	MIN		MAX		MID-PT
Jersey City	\$18900	Hamilton Twp.	\$18976	Jersey City	\$18900
Union	18650	Jersey City	18900	Union	18650
Lawrence Twp.	18646	Paterson	18783	Lawrence Twp.	18646
Hamilton Twp.	17600	Union	18650	Hamilton Twp.	18288
Trenton	17587	Lawrence Twp.	18646	Paterson	17930
East Orange	17531	Newark	17639	Trenton	17587
Paterson	17076	Trenton	17587	East Orange	17531
Ewing	16885	East Orange	17531	Ewing	17175
Bayonne	16700	Ewing	17465	Newark	16961
(Average	16638)	Clifton	17376	(Average	16952)
Newark	16282	(Average	17265)	Bayonne	16700
Camden	16203	Bayonne	16700	Camden	16203
Irvington	15643	Camden	16203	Bloomfield	15881
Bloomfield	15580	Bloomfield	16182	Irvington	15843
Elizabeth	15150	Irvington	16043	Clifton	15372
Phillipsburg	14411	Elizabeth	15150	Elizabeth	15150
Clifton	13367	Phillipsburg	14411	Phillipsburg	14411

Out of State Communities

	MIN		MAX		MID-PT
Pasadena, Cal.	\$23824	Berkeley, Cal.	\$26220	Berkeley, Cal.	\$25002
Berkeley, Cal.	23784	Pasadena, Cal.	23824	Pasadena, Cal.	23824
Dearborn, Mich.	20264	Peoria, Ill.	21658	Dearborn, Mich.	20519
Peoria, Ill.	18850	Alexandria, Va.	21529	Peoria, Ill.	20254
(Average	18187)	Dearborn, Mich.	20774	(Average	19252)
Bridgeport, Conn.	17737	(Average	20317)	Alexandria, Va.	18408
Madison, Wis.	16073	Bridgeport, Conn.	18783	Bridgeport, Conn.	18260
Alexandria, Va.	15286	Madison, Wis.	18711	Madison, Wis.	17392
Duluth, Minn.	14712	Duluth, Minn.	17736	Duluth, Minn.	16224
Portland, Me.	13156	Portland, Me.	13624	Portland, Me.	13390

Large Metropolitan Areas

	MIN		MAX		MID-PT
New York, NY	\$24951	New York, NY	\$26725	New York, NY	\$25838
(Average	20276)	Chicago, Ill.	25680	Chicago, Ill.	22044
Chicago, Ill.	18408	(Average	23543)	(Average	21910)
Philadelphia, Pa.	17468	Philadelphia, Pa.	18223	Philadelphia, Pa.	17846

POLICE CAPTAIN

New Jersey Communities

	MIN		MAX		MID-PT
Jersey City	\$21000	Paterson	\$21037	Jersey City	\$21000
Lawrence Twp.	20210	Jersey City	21000	Lawrence Twp.	20210
East Orange	20187	Hamilton Twp.	20791	East Orange	20187
Union	20030	Lawrence Twp.	20210	Paterson	20081
Trenton	19688	East Orange	20187	Union	20030
Hamilton Twp.	19250	Union	20030	Hamilton Twp.	20021
Paterson	19125	Trenton	19688	Trenton	19688
Bayonne	18400	Newark	19675	Newark	18997
Newark	18318	Clifton	19160	(Average	18501)
Ewing	18179	(Average	18849)	Ewing	18446
(Average	18154)	Ewing	18712	Bayonne	18400
Camden	17860	Bayonne	18400	Camden	17860
Bloomfield	17033	Camden	17860	Bloomfield	17416
Irvington	16758	Bloomfield	17799	Irvington	17058
Elizabeth	16150	Irvington	17358	Clifton	16948
Clifton	14736	Elizabeth	16150	Elizabeth	16150
Atlantic City	13532/1	Atlantic City	13532/1	Atlantic City	13532

Out of State Communities

	MIN		MAX		MID-PT
Berkeley, Cal.	\$26880	Berkeley, Cal.	\$29616	Berkeley, Cal.	\$28248
Pasadena, Cal.	26789	Pasadena, Cal.	26789	Pasadena, Cal.	26789
Peoria, Ill.	20696	Alexandria, Va.	24922	Peoria, Ill.	22230
(Average	20119)	Peoria, Ill.	23764	(Average	21497)
Bridgeport, Conn.	19806	(Average	22875)	Alexandria, Va.	21308
Madison, Wis.	18683	Bridgeport, Conn.	21909	Bridgeport, Conn.	20858
Alexandria, Va.	17694	Madison, Wis.	21747	Madison, Wis.	20215
Duluth, Minn.	16152	Duluth, Minn.	19536	Duluth, Minn.	17844
Portland, Me.	14248	Portland, Me.	14716	Portland, Me.	14482

Large Metropolitan Areas

	MIN		MAX		MID-PT
New York, NY	\$28686	New York, NY	\$35122	New York, NY	\$31904
(Average	22964)	Chicago, Ill.	28000	(Average	25465)
Chicago, Ill.	20292	(Average	27965)	Chicago, Ill.	24146
Philadelphia, Pa.	19914	Philadelphia, Pa.	20774	Philadelphia, Pa.	20344

/1 8% increase August, 1976 - \$14613.

DEPUTY POLICE CHIEF

New Jersey Communities

	MIN		MAX		MID-PT
Jersey City	\$25200	Jersey City	\$25200	Jersey City	\$25200
East Orange	23300	Paterson	24938	Paterson	23702
Paterson	22466	Newark	23748	East Orange	23300
Newark	22391	East Orange	23300	Newark	23070
Trenton	22050	Hamilton Twp.	22723	Trenton	22050
Union	21340	Trenton	22050	Union	21340
Camden	21000	Union	21340	Camden	21000
Bayonne	20825	(Average	21323)	(Average	20908)
(Average	20492)	Camden	21000	Bayonne	20825
Irvington	18073	Bayonne	20825	Hamilton Twp.	20292
Bloomfield	18062	Bloomfield	19580	Bloomfield	18821
Hamilton Twp.	17861	Irvington	18673	Irvington	18373
Elizabeth	17450	Elizabeth	17450	Elizabeth	17450
Atlantic City	16374/1	Atlantic City	16374/1	Atlantic City	16374/1

Out of State Communities

	MIN		MAX		MID-PT
Pasadena, Cal.	\$29065	Pasadena, Cal.	\$29065	Pasadena, Cal.	\$29065
(Average	21940)	(Average	22113)	(Average	22027)
Duluth, Minn.	20688	Duluth, Minn.	20688	Duluth, Minn.	20688
Portland, Me.	16068	Portland, Me.	16588	Portland, Me.	16328

Large Metropolitan Areas

	MIN		MAX		MID-PT
New York, NY	\$38408	New York, NY	\$41180	New York, NY	\$39794
Chicago, Ill.	35900	Chicago, Ill.	35900	Chicago, Ill.	35900
(Average	34103)	(Average	35026)	(Average	34564)
Philadelphia, Pa.	28000	Philadelphia, Pa.	28000	Philadelphia, Pa.	28000

/1 8% Increase August 1976 - \$17684

POLICE CHIEFNew Jersey Communities

	MIN		MAX
Newark	\$28500	Paterson	\$28678
Jersey City	27300	Newark	28500
Union	27236	Jersey City	27300
Paterson	25836	Union	27236
East Orange	25300	Hamilton Twp.	26455
Trenton	24696	East Orange	25300
Bayonne	24600	Trenton	24696
Lawrence Twp.	23575	Bayonne	24600
Camden	23000	(Average	23594)
(Average	22764)	Lawrence Twp.	23575
Irvington	22240	Clifton	23290
Ewing	21600	Camden	23000
Hamilton Twp.	20521	Irvington	22240
Bridgeton	20519	Ewing	21600
Atlantic City	19213/1	Bridgeton	20519
Elizabeth	18600	Atlantic City	19213/1
Clifton	17960	Elizabeth	18600
Phillipsburg	16308	Phillipsburg	16308

Out of State Communities

	MIN		MAX
Berkeley, Cal.	\$39204	Berkeley, Cal.	\$39204
Pasadena, Cal.	35000	Pasadena, Cal.	35000
Bridgeport, Conn.	30151	Madison, Wis.	32122
(Average	27841)	Alexandria, Va.	31679
Dearborn, Mich.	27695	Bridgeport, Conn.	30151
Madison, Wis.	26788	(Average	29865)
Peoria, Ill.	24934	Dearborn, Mich.	27695
Alexandria, Va.	22516	Alexandria, Va.	27098
Duluth, Minn.	22236	Peoria, Ill.	26793
Portland, Me.	22048	Duluth, Minn.	22236
		Portland, Me.	22048

Large Metropolitan Areas

	MIN		MAX
Chicago, Ill.	\$42200	Chicago, Ill.	\$42200
(Average	38600)	(Average	38600)
Philadelphia, Pa.	35000	Philadelphia, Pa.	35000

/1 8% increase August, 1976 - \$20750

DETECTIVENew Jersey Communities

	MIN		MAX		MID-PT
Union	\$15400	Lawrence Twp.	\$16439	Union	\$15400
Jersey City	15151	Hamilton Twp.	16376	Jersey City	15151
Newark	14730	Union	15400	Lawrence Twp.	14990
Ewing	14555	Paterson	15238	Hamilton Twp.	14916
Trenton	14513	Jersey City	15151	Newark	14730
Elizabeth	14350	Ewing	14755	Ewing	14655
Camden	13850	Newark	14730	Trenton	14513
Bloomfield	13707	Clifton	14598	Elizabeth	14350
Lawrence Twp.	13540	Trenton	14513	Paterson	14016
Hamilton Twp.	13456	Elizabeth	14350	Camden	13850
Irvington	13450	(Average	14315)	(Average	13845)
(Average	13374)	Bloomfield	13929	Bloomfield	13818
Paterson	12793	Camden	13850	Irvington	13450
Bayonne	12400	Irvington	13450	Clifton	12949
East Orange	12162	Bayonne	13400	Bayonne	12900
Atlantic City	11407/1	East Orange	12962	East Orange	12562
Clifton	11299	Phillipsburg	12805/2	Phillipsburg	11697/2
Phillipsburg	10589/2	Atlantic City	11407/1	Atlantic City	11407/1

Out of State Communities

	MIN		MAX		MID-PT
Berkeley, Cal.	\$21048	Berkeley, Cal.	\$23220	Berkeley, Cal.	\$22134
Pasadena, Cal.	17643	Pasadena, Cal.	18938	Pasadena, Cal.	18291
Bridgeport, Conn.	15307	Alexandria, Va.	17233	Peoria, Ill.	16107
Peoria, Ill.	15002	Peoria, Ill.	17212	(Average	15773)
(Average	14843)	(Average	16702)	Bridgeport, Conn.	15678
Madison, Wis.	13783	Bridgeport, Conn.	16049	Alexandria, Va.	14733
Duluth, Minn.	12500	Duluth, Minn.	15252	Madison, Wis.	14130
Alexandria, Va.	12232	Madison, Wis.	14477	Duluth, Minn.	13876
Portland, Me.	11232/3	Portland, Me.	11232/3	Portland, Me.	11232/3

Large Metropolitan Areas

	MIN		MAX		MID-PT
New York, NY	\$19188/4	New York, NY	26725/4	New York, NY	22957/4
(Average	16023)	(Average	20796)	(Average	18410)
Philadelphia, Pa.	14516	Chicago, Ill.	20520	Chicago, Ill.	17442
Chicago, Ill.	14364	Philadelphia, Pa.	15144	Philadelphia, Pa.	14830

/1 8% increase August, 1976 - \$12320.

/2 Includes \$300 clothing allowance.

/3 Includes \$15 week clothing allowance.

/4 Includes 3 grades - all appointive.

DETECTIVE SERGEANTNew Jersey Communities

	MIN		MAX		MID-P
Union	\$17510	Union	\$17510	Union	\$17510
Jersey City	16800	Hamilton Twp.	17324	Hamilton Twp.	16912
Hamilton Twp.	16500	Paterson	17035	Jersey City	16800
Newark	16354	Jersey City	16800	Newark	16354
Trenton	16195	Newark	16354	Paterson	16261
Ewing	15514	Trenton	16195	Trenton	16195
Paterson	15486	Clifton	16065	Ewing	15758
East Orange	15406	Ewing	16002	(Average	15580
Bayonne	15350	(Average	15827)	East Orange	15406
(Average	15333)	East Orange	15406	Bayonne	15350
Camden	14769	Bayonne	15350	Irvington	14828
Irvington	14628	Irvington	15028	Camden	14769
Elizabeth	14150	Camden	14769	Clifton	14245
Phillipsburg	13586/1	Elizabeth	14150	Elizabeth	14150
Clifton	12425	Phillipsburg	13586/1	Phillipsburg	13586

Out of State Communities

	MIN		MAX		MID-P
Pasadena, Cal.	\$21005	Pasadena, Cal.	\$21005	Pasadena, Cal.	\$21005
Dearborn, Mich.	18623	Alexandria, Va.	19529	Dearborn, Mich.	18875
Peoria, Ill.	16432	Dearborn, Mich.	19127	Peoria, Ill.	17641
(Average	15971)	Peoria, Ill.	18850	(Average	16751
Bridgeport, Conn.	15807	(Average	17530)	Alexandria, Va.	16698
Madison, Wis.	15201	Duluth, Minn.	16884	Bridgeport, Conn.	16070
Duluth, Minn.	13992	Bridgeport, Conn.	16333	Duluth, Minn.	15438
Alexandria, Va.	13866	Madison, Wis.	15201	Madison, Wis.	15201
Portland, Me.	12844/2	Portland, Me.	13312/2	Portland, Me.	13078

Large Metropolitan Areas

	MIN		MAX		MID-P
New York, NY	\$21685	New York, NY	\$23175	New York, NY	\$22430
(Average	18504)	(Average	19580)	(Average	19042
Philadelphia, Pa.	15323	Philadelphia, Pa.	15985	Philadelphia, Pa.	15654

/1 Includes \$300 clothing allowance

/2 Includes \$15 week clothing allowance

DETECTIVE LIEUTENANTNew Jersey Communities

	MIN		MAX		MID-PT
Jersey City	\$18900	Paterson	\$19047	Jersey City	\$18900
Union	18900	Hamilton Twp.	18976	Union	18900
Newark	18119	Jersey City	18900	Hamilton Twp.	18288
Trenton	18087	Union	18900	Paterson	18182
Hamilton Twp.	17600	Newark	18119	Newark	18119
East Orange	17531	Trenton	18087	Trenton	18087
Paterson	17316	Clifton	17676	East Orange	17531
Bayonne	17000	East Orange	17531	(Average	17224)
(Average	16928)	(Average	17520)	Ewing	17175
Ewing	16885	Ewing	17465	Bayonne	17000
Camden	16203	Bayonne	17000	Camden	16203
Elizabeth	15150	Camden	16203	Clifton	15672
Phillipsburg	14711/1	Elizabeth	15150	Elizabeth	15150
Clifton	13667	Phillipsburg	14711/1	Phillipsburg	14711/1

Out of State Communities

	MIN		MAX		MID-PT
Pasadena, Cal.	\$23824	Berkeley, Cal.	\$26220	Berkeley, Cal.	\$25002
Berkeley, Cal.	23784	Pasadena, Cal.	23824	Pasadena, Cal.	23824
Dearborn, Mich.	19789	Peoria, Ill.	21658	Peoria, Ill.	20254
Peoria, Ill.	18850	Alexandria, Va.	21529	Dearborn, Mich.	20042
(Average	18267)	(Average	20426)	(Average	19347)
Bridgeport, Conn.	17737	Dearborn, Mich.	20294	Alexandria, Va.	18408
Madison, Wis.	16073	Bridgeport, Conn.	18783	Bridgeport, Conn.	18260
Alexandria, Va.	15286	Madison, Wis.	18711	Madison, Wis.	17392
Duluth, Minn.	15128	Duluth, Minn.	18408	Duluth, Minn.	16768
Portland, Me.	13936/2	Portland, Me.	14404/2	Portland, Me.	14170/2

Large Metropolitan Areas

	MIN		MAX		MID-PT
New York, NY	\$24951	New York, NY	\$26725	New York, NY	\$25838
(Average	21210)	(Average	22474)	(Average	21842)
Philadelphia, Pa.	17468	Philadelphia, Pa.	18223	Philadelphia, Pa.	17846

/1 Includes \$300 clothing allowance.

/2 Includes \$15 week clothing allowance.

DETECTIVE CAPTAINNew Jersey Communities

	MIN		MAX		MID-PT
Jersey City	\$21000	Paterson	\$22069	Jersey City	\$21000
Trenton	20188	Hamilton Twp.	21441	Paterson	20976
East Orange	20188	Jersey City	21000	Hamilton Twp.	20721
Union	20180	Trenton	20188	Trenton	20188
Hamilton Twp.	20000	East Orange	20188	East Orange	20188
Paterson	19882	Union	20180	Union	20180
(Average	18863)	(Average	19719)	(Average	19291)
Bayonne	18700	Newark	19675	Newark	18997
Newark	18318	Clifton	19460	Bayonne	18700
Camden	17860	Bayonne	18700	Camden	17860
Elizabeth	16150	Camden	17860	Clifton	17248
Clifton	15036	Elizabeth	16150	Elizabeth	16150

Out of State Communities

	MIN		MAX		MID-PT
Berkeley, Cal.	\$26880	Berkeley, Cal.	\$29616	Berkeley, Cal.	\$28248
Pasadena, Cal.	26789	Pasadena, Cal.	26789	Pasadena, Cal.	26789
(Average	21039)	Alexandria, Va.	24922	(Average	22591)
Peoria, Ill.	20696	(Average	24142)	Peoria, Ill.	22230
Bridgeport, Conn.	19806	Peoria, Ill.	23764	Alexandria, Va.	21308
Madison, Wis.	18683	Bridgeport, Conn.	21909	Bridgeport, Conn.	20858
Alexandria, Va.	17694	Madison, Wis.	21747	Madison, Wis.	20215
Duluth, Minn.	16728	Duluth, Minn.	20244	Duluth, Minn.	18486

Large Metropolitan Areas

	MIN		MAX		MID-PT
New York, NY	\$28686	New York, NY	\$35122	New York, NY	\$31904
(Average	24300)	(Average	27948)	(Average	26124)
Philadelphia, Pa.	19914	Philadelphia, Pa.	20774	Philadelphia, Pa.	20344

<u>Community</u>	<u>Police Chief</u>	<u>Deputy Police Chief</u>	<u>Fire Chief</u>	<u>Deputy Fire Chief</u>
Newark	\$28000	\$22391-23748	\$28500	\$22391-23748
Union	27236	25200	-	-
Jersey City	27300	21340	-	-
Paterson	25836-28678	22466-24938	24417	19124-21419
East Orange	25300	23300	25300	20188
Trenton	24696	22050	24696	22050
Bayonne	24600	20825	26700	22775
Lawrence Twp.	23575	-	-	-
Camden	23000	21000	23000	21000
Irvington	22240	18073-18673	22240	18073-18673
Ewing	21600	-	-	-
Hamilton Twp.	20521-26455	17861-22723	-	-
Bridgeton	20519	-	-	-
Atlantic City	19213	16374	-	-
Elizabeth	18600	17450	18650	17450
Clifton	17960-23290	-	17690-23290	14736-19160
Phillipsburg	16308	-	-	-
Bloomfield	-	18062-19580	-	-
Passaic	-	-	21218	18043

Practice	New Jersey Communities		Out of State Communities		Combined Communities	
	No.	%	No.	%	No.	%
1. Police Departments Contacted	21		14		35	
Police Departments Responded	18	85.7%	12	85.7%	30	85.7%
2. Years from minimum to maximum in salary range						
1 year	2		-		2	
2	-		3		3	
3	6		3		9	
3.5	-		1		1	
4	5		2		7	
5	3		-		3	
6	2		-		2	
13	-		1		1	
20	-		1		1	
25	-		1		1	
3. Entrance Requirements						
A. Education						
High School or Equivalency	17	94.4%	6	50.0%	23	76.7%
60 Semester credits	1	5.6%	1	8.3%	2	6.7%
High School graduation + 30 semester credits	-	-	1	8.3%	1	3.3%
None	-	-	3	25.1%	3	10.0%
No Reply	-	-	1	8.3%	1	3.3%
B. Residency						
Yes	-	-	4	33.3%	4	13.3%
No	17	94.4%	7	58.4%	24	80.0%
No Reply	1	5.6%	1	8.3%	2	6.7%
C. Minimum Age						
18 years	17	94.4%	4	33.3%	21	70.0%
19	-	-	2	16.7%	2	6.7%
21	1	5.6%	6	50.0%	7	23.3%
D. Minimum Height						
5'5 1/2"	-	-	1	8.3%	1	3.3%
5'8"	-	-	1	8.3%	1	3.3%
No requirement	18	100%	10	83.4%	28	93.4%
E. Minimum Weight						
Weight proportionate to height	-	-	6	50.0%	6	20.0%
No requirement	18	100%	6	50.0%	24	80.0%
F. Medical & Physical Exam						
Yes	18	100%	12	100%	30	100%
No	-	-	-	-	-	-
G. Written or Oral Exam						
Yes	18	100%	12	100%	30	100%
No	-	-	-	-	-	-

Practice	New Jersey Communities		Out of State Communities		Combined Communities	
	No.	%	No.	%	No.	%
4. Credentials allowing hiring above minimum rate						
Yes	2	11.1%	3	25.0%	5	16.7%
No	16	88.9%	9	75.0%	25	83.3%
A. Prior experience	-		1		1	
B. College credits	2		1		3	
C. College credits & experience	-		1		1	
D. Starting rates						
\$200 AA degree; \$400 for BA	1		-		1	
\$1.00/mo./credit	-		1		1	
Varies with credits	1		2		3	
5. Educational Incentive Plan						
Yes	8	44.4%	7	58.3%	15	50.0%
No	10	55.6%	5	41.7%	15	50.0%
A. Total tuition reimbursement for job related courses	1		2		3	
B. Partial tuition reimbursement for job related courses	1		1		2	
C. Fixed rate per credit to a maximum	4		-		4	
D. Salary increase depending on credits	1		4		5	
E. Pay for books used for courses	1		-		1	
6. Detective Rank						
Promotional	-	-	9	75.0%	9	30.0%
Assigned	18	100%	3	25.0%	21	70.0%
7. Additional compensation for off duty court appearances						
Yes	16	88.9%	12	100%	28	93.3%
No	2	11.1%	-	-	2	6.7%
Straight time	5		1		6	
Time and one half	10		8		18	
\$20 for 4 hours	-		1		1	
Compensatory time	-		2		2	
\$1.50 per hour	1		-		1	

Practice	New Jersey Communities		Out of State Communities		Combined Communities	
	No.	%	No.	%	No.	%
8. Uniform Allowance						
Yes	18	100%	12	100%	30	100%
No	-	-	-	-	-	-
\$120 per year	-	-	1	-	1	-
125	-	-	2	-	2	-
150	2	-	-	-	2	-
165	-	-	1	-	1	-
225	-	-	1	-	1	-
250	3	-	-	-	3	-
300	2	-	2	-	4	-
325	-	-	1	-	1	-
350	2	-	-	-	2	-
400	1	-	-	-	1	-
425	1	-	-	-	1	-
500	1	-	-	-	1	-
850	1	-	-	-	1	-
Full cost	5	-	4	-	9	-
9. Sick Leave						
A. Provide full sick pay allowance						
Yes	18	100%	12	100%	30	100%
No	-	-	-	-	-	-
10 days per year	-	-	1	-	1	-
12	1	-	5	-	6	-
13	-	-	1	-	1	-
15	8	-	-	-	8	-
20	-	-	1	-	1	-
30	-	-	1	-	1	-
251	1	-	-	-	1	-
No limit	8	-	3	-	11	-
B. Accumulation Permitted						
Yes	10	55.6%	9	75.0%	19	63.3%
* No	8	44.4%	3	25.0%	11	36.7%
5 days	-	-	1	-	1	-
15	1	-	-	-	1	-
120	-	-	1	-	1	-
150	-	-	2	-	2	-
155	-	-	1	-	1	-
200	-	-	1	-	1	-
225	-	-	1	-	1	-
251	1	-	-	-	1	-
All	6	-	1	-	7	-
No limit	2	-	1	-	3	-

*Due largely to no limit in allowance

Practice	New Jersey Communities		Out of State Communities		Combined Communities	
	No.	%	No.	%	No.	%
C. Payment for unused sick leave on separation						
Yes	8	44.4%	7	58.3%	15	50.0%
No	10	55.6%	5	41.7%	15	50.0%
D. Same sick leave policy as other city employees						
Yes	6	33.3%	9	75.0%	15	50.0%
No	12	66.7%	3	25.0%	15	50.0%
10. Vacation Leave						
A. Provide annual vacation leave with full pay						
Yes	18	100%	12	100%	30	100%
No	-	-	-	-	-	-
B. After 1 year						
5 days	-	-	1	-	1	-
10	1	-	6	-	7	-
12	5	-	1	-	6	-
13	-	-	1	-	1	-
14	1	-	-	-	1	-
15	3	-	-	-	3	-
16	1	-	-	-	1	-
20	3	-	3	-	6	-
21	1	-	-	-	1	-
25	2	-	-	-	2	-
28	1	-	-	-	1	-
C. After 5 years						
10 days	-	-	5	-	5	-
11	-	-	1	-	1	-
12	3	-	-	-	3	-
12.5	-	-	1	-	1	-
15	4	-	1	-	5	-
16	1	-	1	-	2	-
20	4	-	1	-	5	-
21	2	-	-	-	2	-
24	-	-	1	-	1	-
25	1	-	-	-	1	-
26	1	-	-	-	1	-
27	-	-	1	-	1	-
28	1	-	-	-	1	-
30	1	-	-	-	1	-

Practice	New Jersey Communities No. %	Out of State Communities No. %	Combined Communities No. %
D. After 10 years			
12 days	-	1	1
15	3	7	10
17	1	-	1
18	1	-	1
20	6	1	7
21	1	1	2
22	1	-	1
25	2	-	2
26	1	-	1
27	-	1	1
28	1	1	2
30	1	-	1
E. After 15 years			
15 days	2	1	3
16	-	1	1
18	2	-	2
19	1	-	1
20	3	6	9
21	1	1	2
22	1	-	1
23	1	-	1
25	4	1	5
26	1	-	1
27	-	1	1
28	1	1	2
30	1	-	1
F. After 20 years			
20 days	8	7	15
21	1	1	2
24	1	-	1
25	3	2	5
27	-	1	1
28	1	1	2
30	4	-	4
G. After 25 years			
20 days	6	5	11
21	1	1	2
22	1	-	1
24	1	-	1
25	4	4	8
27	-	1	1
28	1	1	2
30	3	-	3
35	1	-	1

Practice	New Jersey Communities No. %	Out of State Communities No. %	Combined Communities No. %
I. Payment for unused vacation leave on separation			
Yes	11 61.1%	11 91.7%	22 73.3%
No	7 38.9%	1 8.3%	8 26.7%
J. Same vacation leave policy as other employees			
Yes	5 27.8%	8 66.7%	13 43.3%
No	13 72.2%	4 33.3%	17 56.7%
11. Overtime Practices			
A. Basic Workweek			
32 hours per week	1 5.6%	- -	1 3.3%
33.5	- -	1 8.3%	1 3.3%
37.5	- -	1 8.3%	1 3.3%
40	17 94.4%	10 83.4%	27 90.1%
B. Overtime Compensated			
Yes	18 100%	12 100%	30 100%
No	- -	- -	- -
Straight time	4	-	4
Time and a half	13	7	20
Compensatory time off	1	1	2
Either straight time or Compensatory time off	-	1	1
Time and a half or compensatory time off	-	3	3

END