

**A RESOLUTION OF THE TOWNSHIP OF NORTH BRUNSWICK
RATIFYING A MEMORANDUM OF AGREEMENT WITH
THE SUPERIOR OFFICER'S ASSOCIATION (SOA) LOCAL 160
EXTENDING THE CONTRACT BY ONE YEAR (TO DECEMBER 31, 2026)**

WHEREAS; the Township of North Brunswick has previously recognized the bargaining unit known as the Superior Officer's Association Local 160 ("SOA"), that together with the North Brunswick Policemen's Benevolent Association Local 160 ("PBA") make up the sworn workforce for the Township; and

WHEREAS; the collective bargaining agreement ("CBA") between the Township and SOA is currently set to expire on December 31, 2025; and

WHEREAS, the Township recognizes that there continues to be a need to review compensation for certain positions that are vital to ensuring the safety of our community and has been working with representatives for the union in assessing current market conditions; and

WHEREAS, the Business Administrator representing the Township of North Brunswick and representatives for the SOA have agreed to terms and conditions extending the contract from December 31, 2025 to December 31, 2026, as contained in the attached Memorandum of Agreement; and

WHEREAS, the Business Administrator has reviewed the Memorandum of Agreement with the Mayor and hereby recommends to the Governing Body ratification of the attached Memorandum of Agreement.

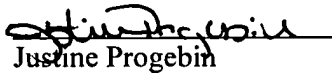
NOW, THEREFORE, BE IT RESOLVED on this 3rd day of April 2023, the Township Council of the Township of North Brunswick hereby approves the Memorandum of Agreement with the SOA, extending the contract from December 31, 2025 to December 31, 2026; and

BE IT FURTHER RESOLVED a copy of this Resolution along with the Executed Agreement will be forwarded to the Superior Officer's Association Local 160 ("SOA").

Resolution # _____



Cavel Gallimore
Chief Financial Officer



Justine Progebin
Business Administrator



Ronald Gordon, Esq.
Township Attorney
Approved as to Legal Form

RECORDED VOTE:

COUNCIL MEMBER	YES	NO	ABSTAIN	NOTES
HUTCHINSON 2	✓			
GUADAGNINO	✓			
ANDREWS	✓			
DAVIS	✓			
SOCIO 1	✓			
MEHTA	✓			
MAYOR WOMACK				

I hereby certify that the above Resolution was duly adopted by the Township Council of the Township of North Brunswick, County of Middlesex, at its meeting held on April 3, 2023.



Lisa Russo
Township Clerk

**MEMORANDUM OF AGREEMENT BY AND BETWEEN
THE TOWNSHIP OF NORTH BRUNSWICK AND
NORTH BRUNSWICK SUPERIOR OFFICERS' ASSOCIATION (SOA)**

WHEREAS, the Township of North Brunswick (the "Township") and North Brunswick Superior Officers' Association (the "SOA") are parties to a Collective Bargaining agreement that expires on December 31, 2025; and

WHEREAS, the Township and the SOA have negotiated a successor agreement, as authorized under Resolution 56-1.22.

NOW, THEREFORE, in consideration of the promises and mutual covenants contained herein and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree to the following terms to be replaced within the existing agreement contingent upon formal action by the governing body.

TERM: January 1, 2022 through ~~December 31, 2025~~ December 31, 2026

SOA Schedule A. Hired before January 1, 2018

	1/1/21	1/1/22	1/1/23	1/1/24	1/1/25	1/1/26
	PBA A	PBA A	PBA A	PBA A	PBA A	PBA A
year 8	115,151	125,181	128,937	132,805	136,789	141,577
Sgt 12.5%	128,105	140,829	145,054	149,406	153,888	159,274
Lt 12.5%	142,517	158,432	163,186	168,081	173,124	179,183
Cap 12.5%	158,551	178,236	183,584	189,091	194,764	201,581

SCHEDULE A-1 for Officers Hired after January 1, 2018

Officers Hired 1/1/2018 and after

	3.5%	Clothing	12.5%	3%	12.5%	3%	12.5%	3%	12.5%	3.5%	12.5%
	2022	2022 PBA	2022 Sgt	2023 PBA	2023 Sgt	2024 PBA	2024 Sgt	2025 PBA	2025 Sgt	2026 PBA	2026 Sgt
	Base	Base	Base	Base	Base	Base	Base	Base	Base	Base	Base
Academy	46,285	52,285	58,821	53,854	60,585	55,469	62,401	57,133	64,275	59,131	66,575
Rem. Tr. 1	51,840	57,840	65,070	59,575	67,022	61,363	69,031	63,203	71,104	65,415	73,592
2	69,634	75,634	85,088	77,903	87,641	80,240	90,270	82,647	92,978	85,540	96,232
3	77,892	83,892	94,379	86,409	97,210	89,001	100,126	91,671	103,130	94,880	106,740
4	86,150	92,150	103,849	94,915	106,729	97,762	109,901	100,695	113,282	104,219	117,247
5	94,406	100,406	112,957	103,419	116,346	106,571	119,896	109,717	123,411	113,557	127,752
6	102,666	108,666	122,249	111,926	125,916	115,284	129,694	118,742	133,585	122,898	138,260
7	110,923	116,923	131,590	120,431	135,485	124,044	139,549	127,765	143,736	132,237	148,766
8	119,179	125,179	140,191	128,846	144,577	132,881	149,094	141,997	158,747	146,967	165,338
9	127,435	133,435	148,803	137,494	152,795	140,519	155,834	142,675	160,509	147,668	164,127
10	135,691	141,691	156,859	145,126	160,017	148,180	163,577	145,355	161,275	148,373	166,019
11	143,947	149,947	164,794	153,771	168,743	151,844	167,325	144,040	167,045	149,081	167,716
12	152,203	158,203	173,641	162,618	177,671	160,911	174,075	144,726	162,817	149,792	166,515
13	160,459	166,459	183,489	171,071	186,205	169,183	183,811	145,418	169,596	150,508	169,321
14	168,715	174,715	192,745	179,325	196,941	177,435	192,589	146,113	168,377	151,227	170,130
15	176,971	182,971	202,001	187,583	205,681	185,534	200,351	146,811	165,162	151,949	170,942
16	185,227	191,227	211,261	195,845	214,424	193,215	208,117	147,512	165,951	152,675	171,759
17	193,483	199,483	220,521	204,105	223,172	201,909	216,887	148,216	166,743	153,404	172,579
18	201,739	207,739	229,781	212,365	232,432	210,167	225,660	148,924	167,540	154,137	173,404
19	210,000	216,000	239,041	220,625	241,699	218,428	233,440	149,638	168,343	154,875	174,235
20	218,256	224,256	248,301	228,885	250,959	226,684	241,220	150,353	169,147	155,615	175,067
21	226,512	232,512	257,561	237,145	259,219	234,940	249,971	151,071	169,955	156,358	175,903
22	234,768	240,768	266,821	245,405	268,479	243,200	259,794	151,794	170,768	157,106	176,745
23	243,024	249,024	276,081	253,665	277,733	251,460	269,586	152,519	171,583	157,857	177,589
24	251,280	257,280	285,341	261,925	286,993	259,720	279,384	153,249	172,405	158,613	178,439
25	259,536	265,536	294,601	270,185	296,253	267,980	289,184	153,982	173,230	159,371	179,293

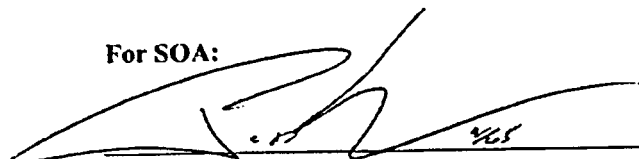
SCHEDULE A2. "PBA CONTRACT A1" Hired after January 1, 2018

	2022	2023	2024	2025	2026
Academy	\$ 52,285	\$ 53,854	\$ 55,470	\$ 57,134	\$ 59,133
Remainder of year 1	\$ 57,841	\$ 59,576	\$ 61,363	\$ 63,204	\$ 65,415
Step 2	\$ 75,634	\$ 77,903	\$ 80,240	\$ 82,647	\$ 85,540
3	\$ 83,892	\$ 86,409	\$ 89,001	\$ 91,671	\$ 94,880
4	\$ 92,150	\$ 94,915	\$ 97,762	\$ 100,695	\$ 104,219
5	\$ 100,406	\$ 103,418	\$ 106,521	\$ 109,717	\$ 113,557
6	\$ 108,666	\$ 111,926	\$ 115,283	\$ 118,742	\$ 122,898
7	\$ 116,923	\$ 120,431	\$ 124,044	\$ 127,765	\$ 132,237
8	\$ 125,179	\$ 128,846	\$ 132,662	\$ 136,538	\$ 140,667
9	\$ 133,435	\$ 137,494	\$ 141,601	\$ 145,758	\$ 149,968
10	\$ 141,691	\$ 145,916	\$ 150,197	\$ 154,534	\$ 158,927
11	\$ 149,947	\$ 154,371	\$ 158,852	\$ 163,389	\$ 167,962
12	\$ 158,203	\$ 162,817	\$ 167,481	\$ 172,194	\$ 176,955
13	\$ 166,459	\$ 171,265	\$ 176,129	\$ 181,040	\$ 185,908
14	\$ 174,715	\$ 179,726	\$ 184,791	\$ 189,901	\$ 195,057
15	\$ 182,971	\$ 188,183	\$ 193,446	\$ 198,761	\$ 204,127
16	\$ 191,227	\$ 196,641	\$ 202,105	\$ 207,638	\$ 213,220
17	\$ 199,483	\$ 205,105	\$ 210,887	\$ 216,620	\$ 222,662
18	\$ 207,739	\$ 213,571	\$ 219,464	\$ 225,417	\$ 231,875
19	\$ 216,000	\$ 222,048	\$ 228,151	\$ 234,309	\$ 240,627
20	\$ 224,256	\$ 230,519	\$ 236,832	\$ 243,194	\$ 249,669
21	\$ 232,512	\$ 238,985	\$ 245,508	\$ 252,087	\$ 258,791
22	\$ 240,768	\$ 247,451	\$ 254,172	\$ 261,020	\$ 267,894
23	\$ 249,024	\$ 255,917	\$ 262,829	\$ 269,952	\$ 276,987
24	\$ 257,280	\$ 264,385	\$ 270,792	\$ 278,085	\$ 285,399
25	\$ 265,536	\$ 272,851	\$ 279,909	\$ 287,298	\$ 294,823

For the Township of North Brunswick:

 4/4/2023
Justine Progebin, Business Administrator Date

For SOA:

 4.3.23
Justin Hansen, Union President Date

 4/3/23
, State Delegate Date

Council Action: Date _____

Resolution No. _____