

**RESOLUTION NO. 203 – 2023**

**RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWNSHIP OF LOGAN  
AUTHORIZING THE EXECUTION OF A SIDE LETTER AGREEMENT WITH PBA  
LOCAL 122**

**WHEREAS**, the Township of Logan and the Logan Township Police Association, PBA Local 122, entered into a Collective Bargaining Agreement commencing January 1, 2021 through December 31, 2025; and

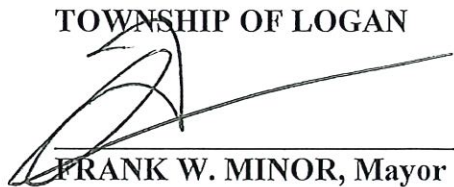
**WHEREAS**, Logan Township and PBA Local 122 have determined to amend the Collective Bargaining Agreement pursuant to the terms and conditions of the Side Letter Agreement attached hereto.

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council of the Township of Logan, County of Gloucester, State of New Jersey, that the Mayor is hereby authorized to execute the Side Letter Agreement with PBA Local 122 attached hereto.

**ADOPTED** at a Work Session of the Logan Township Council held on September 5, 2023.

**ATTEST:**

  
ASHLEY GAROZZO, Deputy Clerk

**TOWNSHIP OF LOGAN**  
  
FRANK W. MINOR, Mayor

**PBA LOCAL 122 AND LOGAN**  
**TOWNSHIP SIDE LETTER**  
**AGREEMENT**  
**Regarding Reduction in Classes on**  
**Salary Schedule**

The following side letter agreement (hereinafter the "Side Letter") to the January 1, 2021 through December 31, 2025 collective bargaining agreement (hereinafter the "Contract") between the Township of Logan (hereinafter "the Township") and the Logan Township Police Association, PBA Local 122 (hereinafter "PBA") (collectively referred to as "the Parties") is designed to temporarily reduce the number of classes on the Salary Schedule, as set forth herein.

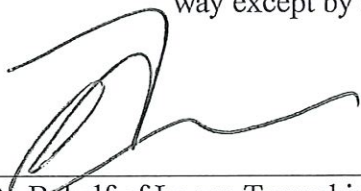
**WHEREAS**, the Parties, are in agreement that the current structure of the Salary Schedule is inefficient and places burdens on the parties that are counterproductive to a good working environment; and

**WHEREAS**, the Parties, following good faith negotiations, have determined to correct the above described problems at this time.

The Parties **AGREE** as follows:

1. Effective January 1, 2023, the Salary Schedule set forth in Appendix B of the Parties' Contract and the merged scales created with the prior side letter agreement from 2021 shall be changed to reduce the number of classes by combining the salaries of Academy Recruit and Probation; reduced further by removing the 12<sup>th</sup> class. Employees affected by this change will be placed on the revised scale as set forth in Exhibit A. Salary increases during the remaining contracted period shall be in accordance with the Salary Schedule attached hereto as Exhibit A. Steps to be deleted appear in red on the attached Exhibit A.
2. At least one class be added to the PBA Salary Schedule, commencing with the successor contract reached for 2026+, within the top (Classes 1<sup>st</sup> - 5<sup>th</sup>) of the Salary Schedule, on a one-time basis, to be mutually agreed to in negotiations between the Parties.
3. The above provisions shall be incorporated into the successor contract reached for 2026+ negotiated by the Parties, unless changed in writing as a result of negotiations between the Parties.

4. The Parties agree that this Side Letter may not be used to establish any precedent, past practice, or a contractual right or obligation requiring the Township to engage in any future mid-term contract negotiations in any future proceeding of any type whatsoever involving the Township and that it shall be inadmissible in any such proceeding, other than a proceeding to enforce or prove the terms of this side letter agreement.
5. Nothing herein is meant to change or alter any other provisions of the Parties' Contract.
6. This Side Letter constitutes the full and complete agreement of the Parties regarding the subject covered herein and supersedes any prior or contemporaneous agreement, whether orally or in writing. This Side Letter may not be changed or modified in any way except by a written instrument signed by both Parties.



On Behalf of Logan Township

Dated: 9/16/23



On Behalf of PBA Local 122

Dated: 10/10/23

**LOGAN TOWNSHIP PBA**  
**2021-2025 UNITARY SALARY GUIDE**

| Current | Proposed               | 2021       | 2022 (No Increase) | 2023 (2.5%) | 2024 (2.5%) | 2025 (2.5%) |
|---------|------------------------|------------|--------------------|-------------|-------------|-------------|
|         | Sergeant               | 113,895.24 | 113,895.24         | 116,742.62  | 119,661.19  | 122,652.72  |
|         | 1 <sup>st</sup> Class  | 104,686.50 | 104,686.50         | 107,303.66  | 109,986.25  | 112,735.91  |
|         | 2 <sup>nd</sup> Class  | 97,024.07  | 97,024.07          | 99,449.67   | 101,935.91  | 104,484.31  |
|         | 3 <sup>d</sup> Class   | 92,117.87  | 92,117.87          | 94,420.81   | 96,781.33   | 99,200.87   |
|         | 4 <sup>th</sup> Class  | 83,845.31  | 83,845.31          | 85,941.44   | 88,089.98   | 90,292.23   |
|         | 5 <sup>th</sup> Class  | 78,255.62  | 78,255.62          | 80,212.01   | 82,217.31   | 84,272.75   |
|         | 6 <sup>th</sup> Class  | 72,665.93  | 72,665.93          | 74,482.58   | 76,344.64   | 78,253.26   |
|         | 7 <sup>th</sup> Class  | 67,076.25  | 67,076.25          | 68,753.16   | 70,471.98   | 72,233.78   |
|         | 8 <sup>th</sup> Class  | 62,604.50  | 62,604.50          | 64,169.61   | 65,773.85   | 67,418.20   |
|         | 9 <sup>th</sup> Class  | 58,132.75  | 58,132.75          | 59,586.07   | 61,075.72   | 62,602.62   |
|         | 10 <sup>th</sup> Class | 53,661.01  | 53,661.01          | 55,002.53   | 56,377.54   | 57,787.03   |
|         | 11 <sup>th</sup> Class | 49,189.25  | 49,189.25          | 50,418.98   | 51,679.45   | 52,971.44   |
|         | 12 <sup>th</sup> Class | 44,717.70  | 44,717.70          | 45,835.64   | 46,981.53   | 48,156.07   |
|         | Probation              | 38,738.75  | 38,738.75          | 39,707.22   | 40,699.90   | 41,717.40   |
|         | Academy Recruit        | 32,760.00  | 32,760.00          | 33,579.00   | 34,418.48   | 35,278.94   |

**Proposed Salary Adjustment**

| Current               | Proposed               | 2023 (2.5%) | 2024 (2.5%) | 2025 (2.5%) |
|-----------------------|------------------------|-------------|-------------|-------------|
|                       | Sergeant               | 116,742.62  | 119,661.19  | 122,652.72  |
|                       | 1 <sup>st</sup> Class  | 107,303.66  | 109,986.25  | 112,735.91  |
|                       | 2 <sup>nd</sup> Class  | 99,449.67   | 101,935.91  | 104,484.31  |
|                       | 3 <sup>d</sup> Class   | 94,420.81   | 96,781.33   | 99,200.87   |
|                       | 4 <sup>th</sup> Class  | 85,941.44   | 88,089.98   | 90,292.23   |
|                       | 5 <sup>th</sup> Class  | 80,212.01   | 82,217.31   | 84,272.75   |
|                       | 6 <sup>th</sup> Class  | 74,482.58   | 76,344.64   | 78,253.26   |
|                       | 7 <sup>th</sup> Class  | 68,753.16   | 70,471.98   | 72,233.78   |
|                       | 8 <sup>th</sup> Class  | 64,169.61   | 65,773.85   | 67,418.20   |
|                       | 9 <sup>th</sup> Class  | 59,586.07   | 61,075.72   | 62,602.62   |
| Starting              | 10 <sup>th</sup> Class | 55,002.53   | 56,377.54   | 57,787.03   |
| Academy/<br>Probation | 11 <sup>th</sup> Class | 50,418.98   | 51,679.45   | 52,971.44   |
|                       | 12 <sup>th</sup> Class | 45,835.64   | 46,981.53   | 48,156.07   |
|                       | Probation              | 39,707.22   | 40,699.90   | 41,717.40   |
|                       | Academy Recruit        | 33,579.00   | 34,418.48   | 35,278.94   |

Per and subject to Paragraph 2 above of this Side Letter, at least one class will be added in the successor 2026+ contract within the top (Classes 1<sup>st</sup> - 5<sup>th</sup>) of the Salary Schedule.

Chelsea Pastic and Richard Senat – Retro 9<sup>th</sup> class 1/1/23 to 8<sup>th</sup> class 3/2/23

Zachary Burnham – Retro 8<sup>th</sup> class from hire date

Justin Reichert – Retro 10<sup>th</sup> class 1/1/23 to 9<sup>th</sup> class 12/7/23

Kristina Kubala – Retro 11<sup>th</sup> class 1/1/23 to 10<sup>th</sup> class 5/17/23

Payton Clements and Ryan Parry – Retro 11<sup>th</sup> class 1/16/23 to 10<sup>th</sup> class 1/16/24