

M E M O
from
Linda Oswald

TO: LOGAN TOWNSHIP POLICE DEPARTMENT
PBA Local 122

DATE: FEBRUARY 8, 2022

RE: CERTIFIED RESOLUTION #228-2021
Side Letter Agreement

ATTACHED IS A CERTIFIED COPY OF RESOLUTION #128-2021 ADOPTED BY MAYOR AND COUNCIL AT THE REGULAR MEETING HELD DECEMBER 28, 2021.

RESOLUTION #228-2021 AUTHORIZES THE EXECUTION OF A SIDE LETTER AGREEMENT BETWEEN THE PBA LOCAL 122 AND THE TOWNSHIP OF LOGAN.

ALSO ATTACHED IS THE **ORIGINAL SIDE LETTER AGREEMENT THAT NEEDS TO BE EXECUTED** BY PBA LOCAL 122 REPRESENTATIVE AND RETURNED TO MY ATTENTION, KEEPING A COPY FOR THE PBA FILE.

Logan Township Municipal Clerk
P.O. Box 314, 125 Main Street
Bridgeport, NJ 08014
(856)467-3424 Ext. 2 (856)467-1061 Fax
loswald@logan-twp.org

PBA LOCAL 122 AND LOGAN TOWNSHIP
SIDE LETTER AGREEMENT
Regarding Merging of Salary Guide and Reduction
of Chapter 78 Contributions

The following side letter agreement to the January 1, 2021 through December 31, 2025 collective bargaining agreement 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 merge the Salary Schedules set forth in Appendix B of the Parties' contract to create a unitary salary schedule, and adjust health insurance premium contributions pursuant to P.L. 2011, c. 78, as set forth herein.

WHEREAS, the Parties, are in agreement that the current structure of the salary guides 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, 2022, the Salary Schedule set forth in Appendix B of the Parties' contract shall be changed and merged into a single unitary salary schedule, with all employees, regardless of date of hire, on the identical schedule, as set forth in Exhibit A. Two steps shall be added to the salary schedule, and step transition, wage scale, and salary increases shall be in accordance with the Salary Schedule attached hereto as Exhibit A.
2. Effective January 1, 2022, health insurance contributions by bargaining unit members and by employees who retire after the signing of this Agreement which are paid pursuant to P.L. 2011, c. 78, and the contributions set forth in Appendix C of the Parties' contract shall be made according to the following schedule:

Employee Salaries	Employee Chapter 78 Contributions
Employees earning \$49,999 or below	12%
Employees earning \$50,000 to \$64,999	15%
Employees earning \$65,000 or above	18%

These percentage contributions shall apply to all health care plans, regardless of persons covered and nature of the plan and replace the contribution schedule in Appendix C of the Parties' contract, including for those employees who retire after the signing of this Agreement. In consideration for the reduction in employee health insurance premium contributions, the PBA has agreed, as set

forth in Exhibit A attached hereto, to forego a wage increase for 2022, with the salary increases for 2023, 2024 and 2025 paid in accordance with the terms of the Parties' contract.

3. The above provisions shall be incorporated into any subsequent contract 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.

Lornadine Jackson
On Behalf of Logan Township

Dated: 12/28/21

SGT #121
On Behalf of PBA Local 122

Dated: 2/9/22

EXHIBIT A

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 st Class	104,686.50	104,686.50	107,303.66	109,986.25	112,735.91
	2 nd Class	97,024.07	97,024.07	99,449.67	101,935.91	104,484.31
1 st Class	3 ^d Class	92,117.87	92,117.87	94,420.81	96,781.33	99,200.87
2 nd Class	4 th Class	83,845.31	83,845.31	85,941.44	88,089.98	90,292.23
3 rd Class	5 th Class	78,255.62	78,255.62	80,212.01	82,217.31	84,272.75
4 th Class	6 th Class	72,665.93	72,665.93	74,482.58	76,344.64	78,253.26
5 th Class	7 th Class	67,076.25	67,076.25	68,753.16	70,471.98	72,233.78
6 th Class	8 th Class	62,604.50	62,604.50	64,169.61	65,773.85	67,418.20
7 th Class	9 th Class	58,132.75	58,132.75	59,586.07	61,075.72	62,602.62
8 th Class	10 th Class	53,661.01	53,661.01	55,002.53	56,377.54	57,787.03
9 th Class	11 th Class	49,189.25	49,189.25	50,418.98	51,679.45	52,971.44
10 th Class	12 th Class	44,717.70	44,717.70	45,835.64	46,981.53	48,156.07
Probation	Probation	38,738.75	38,738.75	39,707.22	40,699.90	41,717.40
Academy Recruit	Academy Recruit	32,760.00	32,760.00	33,579.00	34,418.48	35,278.94