

**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.

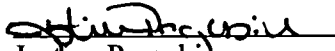
NOW, THEREFORE, BE IT RESOLVED on this 3rd day of April 2023, the Township Council of the Township of North Brunswick hereby approves the Memorandum of Agreement with the SOA, extending the contract from December 31, 2025 to December 31, 2026; and

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	<u>1/1/26</u>
	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

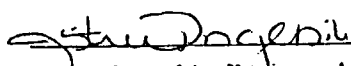
Officers Hired 1/1/2018 and after

	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	52,785	58,821	53,854	60,585	55,469	62,801	57,133	64,275	59,131	66,575
Rem Tr 1	51,840	57,840	65,070	59,575	67,022	61,363	69,033	63,203	71,104	65,415	73,592
2	69,634	75,634	85,088	77,903	87,641	80,740	90,770	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	103,180	94,880	106,740
4	86,150	92,150	103,644	94,915	106,779	97,782	109,901	100,695	113,282	104,219	117,247
5	94,406	100,406	112,957	103,419	116,346	106,521	119,836	109,717	123,431	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	131,530	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	157,747	146,967	165,338
9	127,435	133,435	149,003	136,484	151,795	138,519	155,834	142,675	160,509	147,668	166,127
10	135,691	141,691	157,589	144,840	160,817	149,180	164,577	143,355	168,275	148,373	166,010
11	143,947	149,947	166,294	153,071	168,743	157,844	172,825	144,040	176,045	149,081	167,716
12	152,203	158,203	173,001	161,318	176,471	166,511	180,075	144,726	182,817	149,792	168,515
13	160,459	166,459	181,209	169,571	184,205	174,183	188,831	145,418	189,596	150,508	169,321
14	168,715	174,715	189,466	177,826	192,941	182,857	197,589	146,113	194,377	151,227	170,130
15	176,971	182,971	197,722	186,087	200,406	191,857	206,551	146,811	205,162	151,949	178,942
16	185,227	191,227	206,003	194,348	208,681	200,363	215,401	147,512	213,951	152,675	177,759
17	193,483	199,483	214,264	202,604	217,922	208,619	225,641	148,216	222,743	153,404	176,579
18	201,739	207,739	222,525	210,865	226,179	216,375	233,889	148,924	230,540	154,137	175,404
19	209,995	215,995	230,386	218,726	234,033	224,231	241,745	149,638	238,343	154,875	174,235
20	218,251	224,251	238,247	226,587	241,884	232,087	249,557	150,353	246,147	155,615	173,067
21	226,507	232,507	246,108	234,448	249,735	240,343	257,369	151,071	253,955	156,358	171,903
22	234,763	240,763	253,969	242,309	257,586	248,203	265,181	151,794	261,768	157,106	170,745
23	243,019	249,019	261,830	250,169	265,733	256,057	273,035	152,519	269,583	157,857	177,589
24	251,275	257,275	269,691	258,029	273,884	264,311	280,886	153,249	277,405	158,613	176,439
25	259,531	265,531	277,552	265,889	281,735	272,567	288,737	153,982	285,230	159,371	175,293

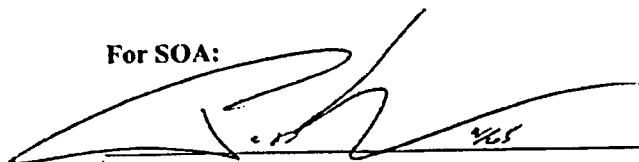
SCHEDULE A2. "PBA CONTRACT A1" Hired after January 1, 2018

	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	\$ 132,617	\$ 136,498	\$ 140,667
9	\$ 133,435	\$ 137,205	\$ 141,086	\$ 144,967	\$ 149,081
10	\$ 141,691	\$ 145,562	\$ 149,443	\$ 153,324	\$ 157,438
11	\$ 149,947	\$ 153,918	\$ 157,899	\$ 161,880	\$ 166,081
12	\$ 158,203	\$ 162,274	\$ 166,355	\$ 170,436	\$ 174,687
13	\$ 166,459	\$ 170,530	\$ 174,611	\$ 178,692	\$ 183,003
14	\$ 174,715	\$ 178,796	\$ 182,877	\$ 186,958	\$ 191,279
15	\$ 182,971	\$ 187,052	\$ 191,133	\$ 195,214	\$ 199,495
16	\$ 191,227	\$ 195,308	\$ 199,389	\$ 203,470	\$ 207,651
17	\$ 199,483	\$ 203,564	\$ 207,645	\$ 211,726	\$ 215,907
18	\$ 207,739	\$ 211,820	\$ 215,901	\$ 219,982	\$ 224,163
19	\$ 215,995	\$ 220,076	\$ 224,157	\$ 228,238	\$ 232,419
20	\$ 224,251	\$ 228,332	\$ 232,413	\$ 236,494	\$ 240,675
21	\$ 232,507	\$ 236,588	\$ 240,669	\$ 244,750	\$ 248,931
22	\$ 240,763	\$ 244,844	\$ 248,925	\$ 252,996	\$ 257,177
23	\$ 249,019	\$ 253,100	\$ 257,181	\$ 261,262	\$ 265,443
24	\$ 257,275	\$ 261,356	\$ 265,437	\$ 269,518	\$ 273,699
25	\$ 265,531	\$ 269,612	\$ 273,693	\$ 277,774	\$ 281,955

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. _____