

Township of Logan

Linda L. Oswald, RMC, CMR
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November 6, 2023

Sean Lavin

VIA: Email: opra+request-54869-c4718123@requests.opramachine.com

RE: OPRA #187-2023

Current Collective Negotiations Agreement for Logan Township Police Department

Dear Mr. Lavin,

As the Official Records Custodian for Logan Township, I received your Open Public Records Act (OPRA) request on November 3, 2023. As such, the seven (7) business day deadline to respond to your request is November 15, 2023. This response to your request is being provided to you on the first (1st) business day after the Township's Records Custodian's receipt of said request.

The following records are provided in their entirety and responsive to your request:

1. Current Collective Negotiations Agreement, 37 pages
2. PBA Local 122 Side Letter Agreement, 3 pages

Copying fee not applicable with this request since documents provided by email per your request.

If your request for access to a government record has been denied or unfilled within the (7) business days required by law, you have a right to challenge the decision by Logan Township to deny access. At your option, you may either institute a proceeding in the Superior Court of New Jersey or file a complaint with the Government Records Counsel (GRC) by completing the Denial of Access Complaint Form. You may contact the GRC by toll-free telephone at 866-850-0511, by mail at P.O. Box 819, Trenton, NJ 08625, by e-mail at grc@dca.state.nj.us, or at their web site at www.state.nj.us/grc.

Sincerely,

Linda L. Oswald, RMC, CMR
Municipal Clerk
Records Custodian

Township of Logan

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Sincerely,

Linda L. Oswald, RMC, CMR
Municipal Clerk
Records Custodian

COLLECTIVE NEGOTIATIONS AGREEMENT

BETWEEN

TOWNSHIP OF LOGAN

AND

LOGAN TOWNSHIP POLICE ASSOCIATION

P.B.A. LOCAL NO. 122

January 1, 2021

To

December 31, 2025

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ARTICLE I – RECOGNITION

1. The Township of Logan (hereinafter referred to as Employer), hereby recognizes the Logan Township Police Association, P.B.A. Local 122, (hereinafter referred to as “Association), as the exclusive representative for the collective negotiations concerning terms and conditions of employment for all employees cover by this Agreement (see Logan Township Resolution No. 47-1978: N.J.A.C. 19:11-1.1).
2. Representatives of the Association on duty shall be permitted time off with pay to attend negotiating sessions, grievance sessions, and meetings of the Association/Management Committee (if in existence) provided the efficiency of the Department is not affected thereby, and provided such meetings are mutually scheduled by the parties.
3. The number of representatives of the Association shall be no more than three (3) authorized employees covered by this Agreement.
4. The Association hereby names P.B.A. Local 122 as its representative to assist it during negotiations, grievance sessions, and meetings of the Association/Management Committee.

ARTICLE III - MANAGEMENT RIGHTS

1. The Employer, on its own behalf or on behalf of the taxpayers of the Township of Logan, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including but without limiting the generality of the foregoing, the right.
 - A. To exercise executive management and administrative control of the Police Department and its properties and facilities, and the activities of its employees while such employees are on duty.
 - B. To hire all employees, and subject to the provision of law, to determine their qualifications and the conditions for their continued employment or their dismissal or demotions; and to promote and transfer all such employees.
2. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms thereof are in conformance with the Constitution and laws of the State of New Jersey and the Constitution and laws of the United States.
3. Nothing contained herein shall be considered to deny or restrict the Employer of its rights, responsibilities and authority under the New Jersey laws or any other national, state, county, or local laws or regulations.

ARTICLE IV - GRIEVANCE PROCEDURES

1. The purpose of this Article is to settle all grievances between the Employer and the Association as quickly as possible so as to insure efficiency, and to promote employee morale. A grievance is defined as any disagreement or dispute between the Employer and the employees covered by this Agreement, or involving the application, interpretation or alleged violation of this Agreement. Any grievance must be presented within ten (10) working days after the aggrieved person knew, or reasonably should have known, of the event or events upon which the claim is based, otherwise, the grievance shall be deemed waived. The grievance shall be presented in writing, and shall be considered submitted when submitted to the Chief of Police.

2. A grievance shall be processed as follows:

Step A: After the grievance is presented, the aggrieved party, the appropriate Association and/or P.B.A. Local 122 representative and the Chief of Police (or his designee) shall attempt a voluntary resolution of the dispute. If no resolution is reached within five (5) days of the presentation, the aggrieved party may, within an additional ten (10) days, submit a written request that the grievance proceed to Step B.

Step B: Representatives of the Association/P.B.A. Local 122 and the Township Administrator shall meet in an attempt to settle the dispute. The meeting shall occur within ten (10) days of submission of the aggrieved party's request, unless the Association and Sub-committee of Council mutually agree to a later date. If the dispute remains unresolved, and the dispute involved application, interpretation or alleged violation of this Agreement, the Association/P.B.A. Local 122 may, within fifteen (15) days of the Step B meeting,

4. The time periods set forth in this grievance procedure are mandatory, and may be waived only by mutual agreement of the Association and the Employer. Failure by the aggrieved employee or Association to process or appeal a grievance within the stated time period (absent an agreed-upon extension) shall cause the grievance to be waived. Failure by the Employer to respond to a grievance within the state time period (absent an agreed-upon extension) shall allow the Association to proceed to the appropriate next step, up to and including arbitration.

5. Any action to compel, confirm, enforce or vacate an arbitration award under Step C herein shall be commenced and processed in accordance with the New Jersey Arbitration Act, N.J.S.A. 2A:24-1.

ARTICLE VI - COLLECTIVE NEGOTIATIONS PROCEDURE

1. Collective negotiations with respect to terms and conditions of employment shall be conducted by the authorized representatives of the parties. However, it is clearly understood by the parties that all agreements reached by such representatives are tentative in nature and subject to ratification and/or approval of the governing body of the Employer and the employees of the Association. In the event it is necessary to notify either party to this Agreement with regard to collective negotiations on this Agreement, such notification shall be sent to the Mayor or such other designee as he/she may indicate, and the then Chairperson of the Association or such other designee as he/she may indicate.
2. Collective negotiations shall be held at times and places mutually convenient to the parties.
3. The Employer shall not discharge or discriminate in any way against any employee for activities or membership in the Association as long as this activity does not unreasonably disrupt normal operations of the Police Department.

ARTICLE VIII - EXTRA CONTRACT AGREEMENTS

1. The Employer agrees that in the event of conflict between this Agreement and any other agreement, rule or regulation of the Township, the provisions of this Agreement shall be controlling to the extent permitted by law. It is further agreed that for the duration of this Agreement, the Employer agrees not to negotiate the terms and conditions of employment of members of this negotiation unit with other than the representatives indicated herein.

ARTICLE X - SAVINGS CLAUSE

1. In the event that any provision of the Agreement shall at any time be declared invalid by a legislative act or any court of competent jurisdiction, or through government regulations or decree, such decision shall not invalidate the entire Agreement, it being the express intention of the parties herein that all other provisions not declared invalid shall remain in full force and effect.

ARTICLE XII - ASSOCIATION/MANAGEMENT COMMITTEES

1. In order to encourage a more efficient department, the Mayor or his/her designee, Chief of Police and three (3) Association representatives shall meet at least once every four (4) months. The intent of these meetings shall be to provide continuing dialogue between the employer and employee representatives in order that the aforementioned goal may be realized. Attendance at such meetings by Association representatives shall be without pay.
2. An authorized representative shall be permitted to visit Police Headquarters, the office of the Chief of Police, or the office of the Mayor or his/her designee for the purpose of ascertaining whether or not this Agreement is being observed. This rights shall be exercised reasonably and shall in general occur when the person is off duty and such meetings can be mutually scheduled by the parties. Exercise of such rights shall be without pay.

ARTICLE XIV – INSURANCE

1. The Employer agrees to provide and pay for the premium for comprehensive medical and dental insurance for all employees covered by this agreement and their eligible dependents. Life insurance is provided for all employees during their term of employment. Should any employee covered by this agreement lose their life in the line of duty or be permanently disabled in the line of duty, the coverage set forth herein shall continue for his/her spouse, unless the spouse obtains insurance from his/her employer. These benefits shall be provided to any dependent child, up to the age limits provided within the plan, and will be continued as if the parent was a full time member of the Logan Township Police Department until the parent's retirement age is reached, and in no event longer than the date that would have been the parent's 65th birthday.
2. The Township shall provide and pay for insurance coverage including medical, dental and vision for retired employees subject to Appendix "C" of this Agreement up to the age of 65, or until Medicare coverage is available. Coverage will be offered subject to Appendix "C" of this Agreement to eligible dependents of the retired employee unless comparable coverage is offered through a new employer. For the purpose of this agreement, eligible dependent is defined as spouse or child (children) up to the age of 26.
3. The PBA has accepted the revisions to the Township's new health insurance coverage effective January 1, 2014.
4. The Township agrees to reimburse the officers for prescriptions, doctor visit co-pays and emergency room co-pays in excess of ten dollars (\$10.00).
5. It is the intent of the Township to work in conjunction with the Association to maintain coverage at levels consistent with prior accepted coverage. (See Appendix "E")

whereby health coverage is not accepted. Payment shall be made within thirty (30) days after the close of each quarter in which health care coverage was not accepted.

8. Young Adult dependents up to the age of 31 are eligible for coverage under the Township Group Health Insurance Plan subject to meeting all requirements outlined in Appendix "F". The employee shall bear 100% of the costs for such coverage between the ages of 26 and until the young adult's 31st birthday. Premium payments are due to the Township by the 1st of each month of coverage. If payments are not received by the 10th day of the month of coverage, coverage will be immediately terminated.

Both the Association and the Township reserve the right to review the coverage being provided and to seek changes that may provide comparable coverage with different carriers.

8. No comp time will be added to the books after October 1st.
9. Any officer who has time on the books as of October 1st must see the Administration immediately to schedule the time off. If no agreement is reached, officer must be paid time and one half.
10. The Administration reserves the right to amend these conditions to ensure the Department's goals and objectives.
11. Comp time cannot be utilized once the schedule has reached its maximum limit which is defined as two (2) vacation days and one (1) personal day per shift.

ARTICLE XVII - COURT TIME

1. The Employer agrees that time spent in court as a result of cases which arise out of the police functions while in the line of duty shall be considered as working time and employees shall be paid four (4) hours' pay for Municipal Court time (inside or outside the Township of Logan) not occurring during the employee's assigned duty hours. The employees shall be paid six (6) hours pay for court time (other than Municipal Court time) outside the Township of Logan and not during the employee's assigned hours of duty. The employee must present certification to verify time spent in Court. Any time spent in Court above the minimums shall be compensated at the rate of one and one-half (1½) times the employee's base hourly rate.
2. Compensation for time spent in Court shall be paid at the employee's base hourly rate.

ARTICLE XIX - WORK YEAR

1. Except for vacation and/or sick time permitted by the contract, employees will normally be expected to work fifty-two weeks as their regular work year.

over additional vacation time. Any special consideration of carry over vacation time granted by the governing body must be used within ninety (90) days after the circumstances which caused the request have changed. The determination of the governing body will be final.

5. Any employee who is entitled to vacation shall, at his/her option, be allowed to take said vacation in consecutive weeks and/or days and/or half-days provided it does not unreasonably interfere with departmental operations and further provided that the Chief of Police grants approval, which approval shall not be unreasonably withheld.

6. This provision is subject to the condition that not more than two (2) employees assigned to the each division may take vacation during any 24 hour operational period defined as 6AM to 5:59AM (i.e. shifts A/D B/C).

7. In general, and unless operational needs of the Department dictate to the contrary, vacation selection shall occur on the basis of **rank**. All vacation time may be delayed to another time based on operational needs of the Department as identified by the Chief of Police.

8. Vacation requests require fifteen (15) days prior notice if vacation time requested will result in overtime or a schedule change.

ARTICLE XXII - PERSONAL HOLIDAYS

1. Each employee covered by this Agreement shall be entitled to five (5) personal holidays for any purpose whatsoever.
2. Notice of the intent to take a personal holiday on a given date should be provided to the Chief of Police or his designee as soon as possible. A personal day holiday may be used at any time. This provision is subject to the condition that no more than one (1) employee per division, per side (refer to Article XX Section 6) may take a personal day at any given time. This includes if the operational hours of a shift fall on a designated holiday. Notwithstanding the foregoing, personal holidays may not be taken on the designated contractual holidays listed in Article XXI.
3. In the event an employee does not utilize the personal holidays or any part thereof granted in the calendar year, said personal holidays or any part thereof shall not be accumulated from year to year, nor shall the employee receive any compensation whatsoever because the employee did not avail himself/herself of the personal holidays or any part thereof.
4. An employee shall receive one (1) additional personal day and a \$250.00 incentive stipend for every six (6) month period in which he/she uses no sick leave for a normal shift amount of either eight, ten or twelve hours of straight time. For purposes of this Section, a six (6) month period shall be defined to mean January to June, inclusive, and July to December, inclusive. The employee may utilize this additional personal day, with the approval of the Chief of Police, if notice is provided at least one (1) week prior to the date desired. The request will be denied if usage will result in overtime cost to the Township. Notwithstanding the foregoing, and subject only to Township's non-negotiable right to establish minimum manning levels, the employee will be permitted to utilize the additional personal day within ninety (90) days of earning same.

ARTICLE XXIII - LEAVE OF ABSENCE

1. Temporary Illness Leave:

The purpose of this section is to provide sick leave benefits to permanent employees who are temporarily disabled by illness or injury.

- A. "Sick Leave" is defined as absence from duty by an employee because of personal illness, injury or exposure to a contagious disease requiring quarantine so that the employee is unable to perform the usual duties of his/her assigned position. In exceptional circumstances, an employee may also use sick leave in the case of serious illness of a member of the employee's immediate household with advance approval of Chief of Police or his/her designee. For purposes of this Section, "serious illness" shall be defined the same as a "serious health condition" is defined under the Federal Family & Medical Leave Act. "Sick Leave" shall not include absences due to an injury or illness arising out of or during the course of employment. An employee who does not expect to report to work because of personal illness, or for any other reason, shall notify his/her immediate superior, or some other authorized person in his/her particular employment unit by telephone or personal message at the beginning hour of work for his/her position.
- B. After three (3) consecutive days, a medical certificate shall be obtained from a practicing and licensed physician to establish proof of illness or quarantine for up to three (3) occurrences. One (1) occurrence is equal to one (1) day or any number of consecutive days greater than three (3) that is documented by a doctor's note.

- E. Whenever the attending physician, or a physician designated by the Employer, shall report in writing that an employee is fit for duty, such employee shall forthwith report for duty; if said employee does not so report, his pay shall be terminated. If available as determined by the Chief of Police, such duty may include return to work for light duty that shall be limited to office work.
- F. After depletion of the annual allotment of paid sick days, employees in good standing may access and utilize paid sick days within their "long-term illness bank" in the event of a serious health condition as defined by the Federal Family and Medical Leave Act that prohibits them from performing their duties of employment.
- G. A "working day" is defined as a normal and customary shift of an employee as may be assigned, ranging from eight (8) hours to twelve (12) hours. For the purposes of this agreement no change in shift will alter the number of paid sick days.
- H. Under no circumstances will employees be compensated for any unused sick time.
- I. Unused sick time accrued beyond one hundred twenty (120) days may be used in the event of a catastrophic injury or illness as set forth in Appendix D.

2. Paid Parental Leave:

In addition to any other leave, paid or unpaid, that may be available under this Agreement or any law or regulation, an employee may take up to three days of paid parental leave following the birth or placement of the employee's newborn, adopted, or foster child.

ARTICLE XXV - MILITARY LEAVE

1. An employee who is member of a National Guard or Naval Militia or of the Military or Naval Forces of the United States and is required to engage in field training therein shall be granted a leave of absence with pay for the period of such training. This leave shall be in addition to the annual vacation leave. In the pay period following his/her return from such military leave of absence, the Employer will pay the employee an amount which, when totaled with the military pay, will equal his/her regular pay for such period of time as the employee served on military leave.
2. If an employee, according to his personal family status, is subject to military duty by call of the United States Government, under the Selective Service Act, all rights and privileges of such employee, as established by the United States Government, shall be recognized and complied with by the Township of Logan.

**ARTICLE XXVII-LEAVE OF ABSENCE AS A
RESULT OF INJURY IN THE LINE OF DUTY**

1. When an employee is injured in the line of duty, the Employer may, in accordance with N.J.S.A. 40A:14-137, pass an ordinance providing the employee up to one (1) year leave of absence with pay.
2. In the event an employee receives a leave of absence with pay due to injury arising while in the line of duty, said employee shall assign the proceeds of workers compensation benefits for temporary total disability for the period salary was received during the leave of absence.

ARTICLE XXIX - CLOTHING MAINTENANCE SERVICE

1. All employees covered by the Agreement shall have available to them a cleaning/repair service for all uniforms and other equipment. All items will be dropped off for cleaning/repair at Police Headquarters.

F. The costs of said school, seminar, or additional training shall be at the expense of the Employer, if the employee is required to attend.

4. Employees shall voluntarily attend classes, training and/or seminars with notification given the Chief of Police. However, the cost of such school, seminar or additional training shall be at the personal expense of the employee unless approved for paid attendance. Approved paid voluntary training will be paid at the employees' normal hourly rate basis.

ARTICLE XXXII - DUES COMPENSATION

1. The Employer agrees that, upon receipt of an appropriate authorized card, the Employer will deduct such regular dues from an employee's pay as indicated by the employee for membership in any police association.
2. It should be clearly understood that employees must authorize such deductions and that such is a voluntary authorization. It is understood that the employee may withdraw such authorization pursuant to New Jersey statutes or laws.
3. Deductions made on behalf of the Association shall be transmitted to the Association Treasurer pursuant to a schedule mutually established by the parties.

ARTICLE XXXIV – SALARIES

1. For the purpose of this Agreement base salary shall be the highest salary that the employee is duly authorized to receive at the beginning of each calendar year. Salaries shall be paid in accordance with Appendix B.

2. Increases to employees within the contractual salary guide for personnel shall be in accordance with the following formula:

2.50% effective January 1, 2021
2.50% effective January 1, 2022
2.50% effective January 1, 2023
2.50% effective January 1, 2024
2.50% effective January 1, 2025

3. Step movement for personnel employed as of 1/1/2014 from class to class shall occur on the Officer's anniversary date. Step movement shall be conditioned upon a satisfactory annual evaluation by the Chief. If the Chief withholds the step increment, the Officer and the PBA may appeal the decision to a review panel chaired by the Mayor, joined by the Administrator and a representative of the PBA Local. The decision of the review panel shall be final. Personnel hired after 1/1/2014 employed as of the effective date of this Agreement shall be allowed a one-time step to be skipped within the first five years of employment, during the term of this Agreement, at the request of the officer and at the discretion of the Chief. The skipped step shall be effective as of and retroactive to 1/1/18. The Officer's anniversary date shall not change.

4. Effective January 1, 2014, the following provisions shall apply to new hires.

1. Recruit/Trainee/Academy shall apply to any academy attendee who shall receive the salary set forth in Appendix B, at a pro-rated hourly rate, until the successful completion of the police academy and the departmental FTO program.

ARTICLE XXXV- LONGEVITY

1. Longevity shall be calculated only on the time spent by employees covered by this Agreement in the employment of the Logan Township Police Department. Any employment spent in other police departments or other law enforcement agencies shall not to be used to calculate Longevity. Longevity shall be included in the Employee's annual salary for all calculation purposes and paid by the Employer to all eligible officers under this Agreement, over equal pay period installments during the year, in accordance with the Township's regular payroll practices.

2. Longevity shall be paid according to the following schedule:

*Longevity award amount is percentage of base salary

Time of Service with Logan Township	Agreement 2021-2025
After 5 Years	3.0%
After 10 Years	3.5%
After 15 Years	4.0%
After 20 Years	4.5%

3. No employee hired after 1/01/14 is eligible for Longevity.

ARTICLE XXXVII - PROBATION TIME FOR EXPERIENCED OFFICERS

1. Each newly appointed officer regardless of prior experience or completion of training prior to the day of hire, shall be on a probation period for a minimum of six (6) months and no longer than twelve (12) months at the discretion of the Chief of Police, commencing from the day of hire.

ARTICLE XXXIX – OVERTIME

1. Overtime for twelve (12) hour shifts is defined as working time in excess of 168 hours in any twenty-eight (28) day period. Overtime for eight (8) and ten (10) hour shifts is defined as working time in excess of eighty (80) hours per two (2) week pay period. Overtime pay shall be paid at the rate of one and one-half ($1\frac{1}{2}$) times the employee's prevailing hourly wage rate.
2. Overtime, when applicable, shall be paid in the earliest pay period following the accrual of the overtime hours.
3. Hourly rates for the purposes of computing overtime will be calculated by dividing annual salary by 2,184, as long as the twelve (12) hour shifts remain in effect.

ARTICLE XLI - WORKOUT ROOM

1. A workout room shall be provided and made available to all employees covered by this Agreement.

**ARTICLE XLIII - ADDITIONAL PAY FOR SERGEANT AND
DETECTIVE/INVESTIGATOR PERFORMING FULL-TIME INVESTIGATORY
FUNCTIONS**

1. An officer promoted to Detective/Investigator Sergeant or Detective/Investigator who regularly performs full-time investigatory, plain clothes, non-patrol police functions shall have an additional \$1,800.00 per calendar year added to base salary. Eligibility for this additional pay shall be determined on an annual basis and the annual amount will be pro-rated accordingly based upon the date of assignment during the calendar year. This amount shall be included in the Employee's annual base salary for all eligible officers under this Agreement..
2. The Detective Sergeant, Detective or an officer assigned to the position of investigator shall receive four (4) hours overtime compensation pay for Duty Shift Review Training as per the Chief of Police or his designee. Only one officer per week will be assigned to Duty Shift Review and eligible for the four (4) hours overtime compensation.

ARTICLE XLV - PAY FOR ACTING SHIFT LEADER

1. Any patrol officer who is assigned by the Chief of Police to act as Shift Leader due to the failure of the Employer to assign a Sergeant to act as a regular Shift Leader, shall be compensated at the Sergeant's rate of pay as long as he/she fills that function, as long as a 1st Class Patrolman (existing employee as of 12/31/13 step scale) or 7th Class Patrolman (New Employee Step Scale effective 1/1/14) is in charge of the shift.

APPENDIX A – UNIFORM

The following items of clothing and equipment shall be provided by the employer during each calendar year:

- Two (2) pair of shoes, up to a maximum expenditure of \$180 per calendar year
- Two (2) pair of pants
- Two (2) long sleeve shirts
- Two (2) short sleeve shirts

The following items of clothing and equipment may be provided as needed during each calendar year:

- Two (2) pair of pants
- Two (2) long sleeve shirts
- Two (2) short sleeve shirts

And any other necessary items of clothing and equipment as the above items wear out.

Pursuant to Article XXXIV, step movement from Class to Class shall be as follows:

Shall occur on the anniversary date of the hiring of the officer upon a satisfactory annual evaluation and recommendation by the Chief.

All other provisions of Article XXXIV not in conflict with this Appendix B are applicable.

For Individual Coverage:

an employee/retiree who earns less than \$20,000 shall pay 4.5 percent of the cost of coverage;
an employee/retiree who earns \$20,000 or more but less than \$25,000 shall pay 5.5 percent of the cost of coverage;
an employee/retiree who earns \$25,000 or more but less than \$30,000 shall pay 7.5 percent of the cost of coverage;
an employee/retiree who earns \$30,000 or more but less than \$35,000 shall pay 10 percent of the cost of coverage;
an employee/retiree who earns \$35,000 or more but less than \$40,000 shall pay 11 percent of the cost of coverage;
an employee/retiree who earns \$40,000 or more but less than \$45,000 shall pay 12 percent of the cost of coverage;
an employee/retiree who earns \$45,000 or more but less than \$50,000 shall pay 14 percent of the cost of coverage;
an employee/retiree who earns \$50,000 or more but less than \$55,000 shall pay 20 percent of the cost of coverage;
an employee/retiree who earns \$55,000 or more but less than \$60,000 shall pay 23 percent of the cost of coverage;
an employee/retiree who earns \$60,000 or more but less than \$65,000 shall pay 27 percent of the cost of coverage;
an employee/retiree who earns \$65,000 or more but less than \$70,000 shall pay 29 percent of the cost of coverage;
an employee/retiree who earns \$70,000 or more but less than \$75,000 shall pay 32 percent of the cost of coverage;
an employee/retiree who earns \$75,000 or more but less than \$80,000 shall pay 33 percent of the cost of coverage;
an employee/retiree who earns \$80,000 or more but less than \$95,000 shall pay 34 percent of the cost of coverage;
an employee/retiree who earns \$95,000 or more shall pay 35 percent of the cost of coverage;

APPENDIX D

LONG-TERM ILLNESS BANK

Effective 1/1/15 a "long-term illness bank" (hereafter referred to as "the bank") will be established for each of the current active employees.

The intention of the bank is to provide access to additional paid sick time to each employee of good standing in the event of serious health condition as defined by the Federal Family and Medical Leave Act. The bank shall be accessed only after the employee has exhausted his/her annual allotment of sick days.

The bank will be pre-populated with paid sick days for each employee based on the following formula:

1. For each year, or partial year, of active employment completed as of 12/31/14, each employee will be granted four (4) paid sick days for pre-population of their bank.
2. During the past three years, if it was determined at a hearing that the Officer's injury or illness was proximately caused by the Officer having engaged in conduct unbecoming, and that conduct was upheld by a Hearing Officer after any appeal, and that conduct directly resulted in the Officer having used twenty (20) or more sick days in any given year during the past three (3) years, the employee's pre-populated sick leave bank will be reduced by the amount of the days over twenty (20) days per year used by the Officer during the preceding three (3) year period in connection with that incident.
3. For any employee who has used twenty (20) or more sick days from conduct resulting in disciplinary hearings in any given year in the past three years and was the subject of disciplinary proceedings and found guilty, that employee's pre-populated sick leave bank will be reduced by the amount of days over 20 days per year used by that employee during the preceding three (3) year period.
4. Unless reduced by the preceding paragraph 2, regardless of the actual time of active employment, the minimum pre-population amount of paid sick days will be twenty (20) for each bank and the maximum pre-population of paid sick days will be seventy-five (75) for each bank.

As of 1/1/16, and each subsequent year thereafter, any unused sick days remaining from the twenty (20) issued for the prior year will automatically be transferred into the bank. The maximum sick days for any employee within each bank cannot be greater than one hundred twenty (120) at any time.

APPENDIX E
INSURANCE COVERAGE SUMMARY

APPENDIX F

INSURANCE COVERAGE FOR YOUNG ADULTS UP TO AGE 31 GUIDELINES

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.

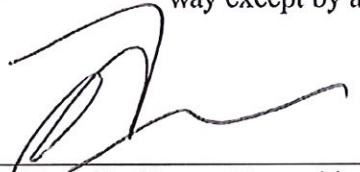
WHEREAS, the Parties, are in agreement that the current structure of the Salary Schedule is inefficient and places burdens on the parties that are counterproductive to a good working environment; and

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

The Parties **AGREE** as follows:

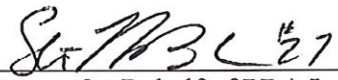
1. Effective January 1, 2023, the Salary Schedule set forth in Appendix B of the Parties' Contract and the merged scales created with the prior side letter agreement from 2021 shall be changed to reduce the number of classes by combining the salaries of Academy Recruit and Probation; reduced further by removing the 12th 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 1st - 5th) 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:

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
	3 ^d Class	92,117.87	92,117.87	94,420.81	96,781.33	99,200.87
	4 th Class	83,845.31	83,845.31	85,941.44	88,089.98	90,292.23
	5 th Class	78,255.62	78,255.62	80,212.01	82,217.31	84,272.75
	6 th Class	72,665.93	72,665.93	74,482.58	76,344.64	78,253.26
	7 th Class	67,076.25	67,076.25	68,753.16	70,471.98	72,233.78
	8 th Class	62,604.50	62,604.50	64,169.61	65,773.85	67,418.20
	9 th Class	58,132.75	58,132.75	59,586.07	61,075.72	62,602.62
	10 th Class	53,661.01	53,661.01	55,002.53	56,377.54	57,787.03
	11 th Class	49,189.25	49,189.25	50,418.98	51,679.45	52,971.44
	12 th 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 st Class	107,303.66	109,986.25	112,735.91
	2 nd Class	99,449.67	101,935.91	104,484.31
	3 ^d Class	94,420.81	96,781.33	99,200.87
	4 th Class	85,941.44	88,089.98	90,292.23
	5 th Class	80,212.01	82,217.31	84,272.75
	6 th Class	74,482.58	76,344.64	78,253.26
	7 th Class	68,753.16	70,471.98	72,233.78
	8 th Class	64,169.61	65,773.85	67,418.20
	9 th Class	59,586.07	61,075.72	62,602.62
Starting	10 th Class	55,002.53	56,377.54	57,787.03
Academy/ Probation	11 th Class	50,418.98	51,679.45	52,971.44
	12 th 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 1st - 5th) of the Salary Schedule.

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

Zachary Burnham – Retro 8th class from hire date

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

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

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

Linda Oswald

From: Linda Oswald
Sent: Monday, November 6, 2023 3:21 PM
To: 'opra+request-54869-c4718123@requets.opramachine.com'
Subject: OPRA#187-2023
Attachments: OPRA#187-2023 Lavin.pdf

Good afternoon,

Please see OPRA request filed for current collective negotiations agreement.

Thank you,

Linda L. Oswald, RMC, CMR
Municipal Clerk
Registrar of Vital Statistics
Logan Township
125 Main Street, PO Box 314
Bridgeport, NJ 08014
(856)467-3424, ext. #2
(856)467-1061 Fax
loswald@logan-twp.org