

**A RESOLUTION AUTHORIZING A COLLECTIVE BARGAINING
AGREEMENT WITH THE POLICE SUPERIOR OFFICER'S ASSOCIATION
(SOA) LOCAL 160, FOR THE PERIOD FROM
JANUARY 1, 2018 THROUGH DECEMBER 31, 2021**

WHEREAS; the Township of North Brunswick has previously recognized the bargaining unit know as North Brunswick Police Officer's Association Local 160 (SOA) for certain employees of the Township; and

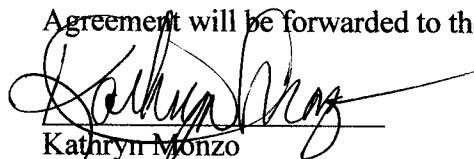
WHEREAS; the existing agreement between the Township and the SOA expired on December 31, 2017; and

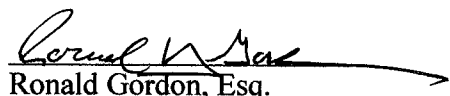
WHEREAS; the Business Administrator representing the Township of North Brunswick and the SOA have agreed to terms and conditions for a new collective bargaining agreement between the two parties effective January 1, 2018 through December 31, 2021, as contained in the attached Memorandum of Agreement; and

WHEREAS; the Business Administrator hereby recommends to the Governing Body execution of a new collective bargaining agreement consistent with the provisions outlined within the Memorandum of Agreement.

NOW, THEREFORE, BE IT RESOLVED on this 23rd day of April, 2018 the Township Council of the Township of North Brunswick hereby authorizes the Mayor to execute and Clerk to witness a new collective bargaining agreement between the Township and the SOA for a term commencing January 1, 2018 through December 31, 2021;

BE IT FURTHER RESOLVED a copy of this Resolution along with the Executed Agreement will be forwarded to the SOA.

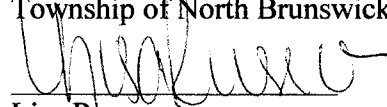

Kathryn Monzo
Business Administrator


Ronald Gordon, Esq.
Township Attorney
Approved as to legal form

RECORDED VOTE:

COUNCIL MEMBER	YES	NO	ABSTAIN	NOTES
LOPEZ	A			
GUADAGNINO 1	✓			
ANDREWS 2	✓			
CORBIN	A			
SOCIO	A			
DAVIS	✓			
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 23, 2018.



Lisa Russo
Township Clerk

O. K. Monzo
J. Pugliese

**MEMORANDUM OF AGREEMENT BETWEEN THE TOWNSHIP OF NORTH
BRUNSWICK AND THE NORTH BRUNSWICK SUPERIOR OFFICER'S
ASSOCIATION**

WHEREAS, the Township of North Brunswick (the "Township") and the North Brunswick Superior Officer's Association (the "SOA") are parties to a Collective Bargaining Agreement ("CBA") with a term of January 1, 2016 through December 31, 2017; and

WHEREAS, the Township and the SOA have reached an agreement on new terms and conditions, which are subject to ratification by the membership of the SOA and the Township Council; and

WHEREAS, the negotiating committees for the Township and the SOA agree to recommend that the agreement be ratified and approved.

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth, the parties agree as follows:

1. The following terms are subject to ratification and approval by the Mayor and Council of the Township and the SOA for the period of January 1, 2018 through December 31, 2021.

2. All other terms and conditions contained in the parties CBA not specifically addressed herein shall remain unchanged.

3. **ARTICLE XXXVIII: Term.** The Term of the CBA will be four (4) years from January 1, 2018 through December 31, 2021. All changes to the CBA will be consistent with the new term.

4. **ARTICLE XIX, SECTION A AND SCHEDULE A: Salary Increase.**

a. Effective January 1 of each relevant year, increase salary 2.0% in years 2018 and 2019, and 2.25% in years 2020 and 2021 for all SOA unit members.

b. **Rank Differential.** For personnel hired on or after January 1, 2018, the rank differential for Sergeant shall be calculated on the step in the PBA contract salary guide from which they are promoted. Each year thereafter, the officer promoted to Sergeant shall move to the next step in the PBA salary guide until he reaches the top step of the PBA guide. The differential shall be based on the step on which he moves to. The salary guide is attached hereto.

c. **Pay Calculation.** Freeze indexing percentage at 2018 calculation which is .9860, for personnel hired prior to January 1, 2018. For those employees hired on or after January 1, 2018, indexing will be eliminated.

5. **ARTICLE XVIII, SECTION A, 3a, replace with: Employee Health Care.** Healthcare contributions for employees will be made in accordance with the year-2 provisions of Chapter 78 Laws of 2011 (see table below). There will be no required contribution for retirees who retire with 20 or more years of service credit or who retire on a disability except as set forth in Subsection 3c, below. Retirees who retire with less than 20 years of service credit will make healthcare contributions based on the year-4 provisions of Chapter 78 Laws of 2011 (see table below) applied to their annual pension benefit.

Employee Health Benefits Contribution Chart (% of Premium)

Salary Range,	Parent/child Or		
	Single Coverage	Emp /Sp/Prtnr Coverage	Family Coverage
Less than 20,000	2.25%	1.75%	1.50%
20,000 - 24,999.99	2.75%	1.75%	1.50%
25,000 - 29,999.99	3.75%	2.25%	2.00%
30,000 - 34,999.99	5.00%	3.00%	2.50%
35,000 - 39,999.99	5.50%	3.50%	3.00%
40,000 - 44,999.99	6.00%	4.00%	3.50%
45,000 - 49,999.99	7.00%	5.00%	4.50%
50,000 - 54,999.99	10.0%	7.50%	6.00%
55,000 - 59,999.99	11.5%	8.50%	7.00%
60,000 - 64,999.99	13.5%	10.5%	8.50%
65,000 - 69,999.99	14.5%	11.5%	9.50%
70,000 - 74,999.99	16.0%	13.0%	11.0%
75,000 - 79,999.99	16.5%	13.5%	11.5%
80,000 - 84,999.99	17.0%	14.0%	12.0%
85,000 - 89,999.99	17.0%	15.0%	13.0%
90,000 - 94,999.99	17.0%	15.0%	14.0%
95,000 - 99,999.99	17.5%	15.0%	14.5%
100,000 - 109,999.99	17.5%	17.5%	16.0%
110,000 and over	17.5%	17.5%	17.5%

**Retiree Health Benefits Contribution Chart
(Less than 20 Years of Service Credits)(% of Premium)**

Pension Benefit	Single Coverage	Parent/child Or	
		Emp /Sp/Prtnr Coverage	Family Coverage
Less than 20,000	4.50%	3.50%	3.00%
20,000 - 24,999.99	5.50%	3.50%	3.00%
25,000 - 29,999.99	7.50%	4.50%	4.00%
30,000 - 34,999.99	10.0%	6.00%	5.00%
35,000 - 39,999.99	11.0%	7.00%	6.00%
40,000 - 44,999.99	12.0%	8.00%	7.00%
45,000 - 49,999.99	14.0%	10.0%	9.00%
50,000 - 54,999.99	20.0%	15.0%	12.0%
55,000 - 59,999.99	23.0%	17.0%	14.0%
60,000 - 64,999.99	27.0%	21.0%	17.0%
65,000 - 69,999.99	29.0%	23.0%	19.0%
70,000 - 74,999.99	32.0%	26.0%	22.0%
75,000 - 79,999.99	33.0%	27.0%	23.0%
80,000 - 84,999.99	34.0%	28.0%	24.0%
85,000 - 89,999.99	34.0%	30.0%	26.0%
90,000 - 94,999.99	34.0%	30.0%	28.0%
95,000 - 99,999.99	35.0%	30.0%	29.0%
100,000 - 109,999.99	35.0%	35.0%	32.0%
110,000 and over	35.0%	35.0%	35.0%

Section A, 3b, modify with the following: Method of contribution - If a contribution is required for a retired member, retirees' health care contribution must be made directly to the Township. Failure to make timely payment will result in discontinuance of coverage.

6. **ARTICLE XX, amend as follows: Longevity.** For personnel hired on or after January 1, 2018, current longevity percentages were added to the base salary of each respective year based on the PBA Local 160 salary schedule and for those employees the current longevity calculation will no longer be applied. The PBA salary schedule is attached hereto.

7. **ARTICLE XII, SECTION D, modify as follows: In-service training** will be a maximum of 15 hours worked outside of work hours.

8. **ARTICLE XXVII, SECTION A, modify as follows: Bereavement Leave.**

Five (5) days paid leave per incident shall be allowed for death of a spouse, civil union partner, child, stepchild, parent, grandparent, siblings, father/mother-in-law, daughter/son-in-law, brother/sister-in-law, and person, partner, or significant other who resides permanently in the same residence as the employee. One (1) day paid leave per incident for aunts, uncles, nephews and nieces.

9. **ARTICLE XIX, SECTION A: Indexing.** It is understood that the SOA is agreeing to freeze the indexing percentage and eliminate the indexing for employees hired on or after 1/1/18 and to modify longevity for those officers hired on or after January 1, 2018 only in exchange for the changes to premium sharing for active officers and retirees set forth in paragraph 5 above. Should the law regarding employee and/or retiree premium sharing be changed so that SOA unit members and/or retirees are required to pay more than that which is set forth in paragraph 5, the indexing changes and longevity changes for officers hired on or after January 1, 2018, respectively shall be eliminated and indexing shall no longer be frozen for all pre-1/1/18 employees and employees hired on or after 1/1/18 will receive on a prospective basis from the effective date of the changes in the law, the same indexing, differential pay and longevity as all pre-January 1, 2018 hires.

10. The aforementioned changes are to be applied retroactively to January 1, 2018.

11. All proposals of the parties not contained herein are deemed withdrawn.

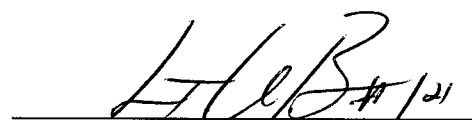
FOR THE TOWNSHIP:



Kathryn Monzo
Township Business Administrator

Date: 4/23/18

FOR THE SOA:



William Bonura,
President of SOA

Date: 4/23/18

Step	2018 Base salary	2019 Base Salary	2020 Base Salary	2021 Base Salary
Academy	41,935	42,774	43,736	44,720
Remainder of year 1	46,968	47,907	48,985	50,087
2	63,089	64,351	65,799	67,279
3	70,571	71,982	73,602	75,258
4	78,053	79,614	81,405	83,237
5	85,533	87,244	89,207	91,214
6	93,016	94,876	97,011	99,194
7	100,498	102,508	104,814	107,172
8	112,298	114,544	117,121	119,756
9	112,859	115,116	117,707	120,355
10	113,423	115,691	118,295	120,957
11	113,990	116,270	118,887	121,562
12	114,560	116,851	119,481	122,169
13	115,134	117,437	120,079	122,781
14	115,709	118,023	120,680	123,395
15	116,287	118,613	121,283	124,012
16	116,869	119,206	121,889	124,632
17	117,453	119,802	122,499	125,255
18	118,041	120,401	123,111	125,881
19	118,631	121,004	123,728	126,512
20	119,225	121,609	124,346	127,144
21	119,820	122,217	124,967	127,779
22	120,419	122,828	125,592	128,418
23	121,021	123,441	126,219	129,059
24	121,626	124,058	126,851	129,705
25	122,234	124,678	127,485	130,353

Step	2018 Sergeant Base	2019 Sergeant Base	2020 Sergeant Base	2021 Sergeant Base
Academy				
Remainder of year 1				
2				
3				
4	86,834	88,571	90,563	92,601
5	95,155	97,059	99,243	101,476
6	103,480	105,550	107,925	110,353
7	111,804	114,040	116,606	119,229
8	124,932	127,430	130,297	133,229
9	125,556	128,067	130,949	133,895
10	126,183	128,707	131,603	134,564
11	126,814	129,350	132,262	135,238
12	127,448	129,997	132,923	135,913
13	128,087	130,648	133,588	136,594
14	128,726	131,301	134,257	137,277
15	129,369	131,957	134,927	137,963
16	130,016	132,617	135,602	138,653
17	130,666	133,280	136,280	139,346
18	131,320	133,946	136,961	140,043
19	131,977	134,617	137,647	140,744
20	132,638	135,290	138,335	141,447
21	133,300	135,966	139,026	142,154
22	133,966	136,646	139,721	142,865
23	134,636	137,329	140,419	143,578
24	135,309	138,015	141,122	144,297
25	135,985	138,705	141,827	145,018