

**A RESOLUTION AUTHORIZING A COLLECTIVE BARGAINING
AGREEMENT WITH THE POLICEMEN'S BENEVOLENT ASSOCIATION
(PBA) 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 Policemen's Benevolent Association Local 160 (PBA) for certain employees of the Township; and

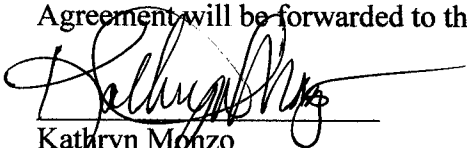
WHEREAS; the existing agreement between the Township and the PBA expired on December 31, 2017; and

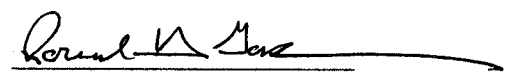
WHEREAS; the Business Administrator representing the Township of North Brunswick and the PBA have agreed to terms and conditions for a new collective bargaining agreement between the two parties effective January 1, 2018 through December 31, 2021, as contained in the attached Memorandum of Agreement;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

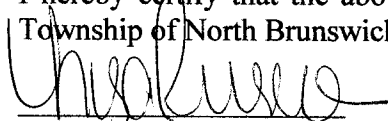

Kathryn Monzo
Business Administrator


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

C. K. Monzo


J. Prugolin



Kathryn Monzo, Business Administrator
Township of North Brunswick
710 Hermann Road
North Brunswick, New Jersey 08902
Telephone: 732-247-0922, ext 206
Email: kmonzo@northbrunswicknj.gov

Memorandum

To: Lt. William Bonura, SOA President
Jason Vallese, PBA President

From: Kathy Monzo, Business Administrator 

CC: Francis Mac Womack III, Mayor
Ron Gordon, Esq. – Township Labor Attorney
Justine Progebin, Assistant Business Administrator
Sonia Brown, Personnel Officer

Date: April 3, 2018

Re: PBA/SOA Final Proposal

The following was offered, and tentatively agreed upon pending approval on both sides after very productive and positive negotiations for a new collective bargaining agreement with the North Brunswick SOA and PBA unions:

1. **Term** - a four year contract – 1/1/2018-12/31/2021.
2. **Salary increase** - Increase salary 2.0% in years 2018 and 2019, and 2.25% in years 2020 and 2021 for all PBA/SOA members and by adjusting all of the existing steps by the annual rate increase as has been in past practice.
3. **Employee health care:** Healthcare contributions in accordance with the year-2 provisions of Chapter 78 Laws of 2011 (see table below). No contribution for retirees who retire with 20 or more years of service credit. 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.

Health Benefits Contribution Chart Year 2

Salary Range, if on active duty	Single Coverage	Parent/child	Family Coverage
		Or Emp /Sp/Prtnr 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%

Health Benefits Contribution Chart**Year 4**

Pension benefit (if retired)	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%

Method of contribution - If 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.

- 4. **Pay Calculation:** Freeze indexing at 2018 calculation (.9860) for personnel hired prior to January 1, 2018. For those hired on or after January 1, 2018, indexing will be eliminated.
- 5. **Longevity:** For personnel hired on or after January 1, 2018, current longevity percentages will be added to the base salary of each respective year based on the 2017 salary schedule (see table below). The current longevity calculation will no longer be applied.

Step	2017 Base salary
Academy	41,112
Remainder of year 1	46,046
2	61,852
3	69,187
4	76,523
5	83,856
6	91,192
7	98,527
8	110,096
9	110,646
10	111,199
11	111,755
12	112,314
13	112,876
14	113,440
15	114,007
16	114,577
17	115,150
18	115,726
19	116,305
20	116,887
21	117,471
22	118,058
23	118,648
24	119,241
25	119,837

6. **In- service training** will be a maximum of 15 hours worked outside of work hours.
7. **Bereavement Leave** –
 - a. Five (5) days leave per incident shall be allowed for death of a spouse, civil union partner, person, partner, or significant other who resides permanently in the same residence, child, stepchild, parent, grandparent, siblings, father/mother-in-law, daughter/son-in-law and brother/sister-in-law.
 - b. One (1) day leave per incident for aunts, uncles, nephews and nieces.
8. It is understood that the PBA is agreeing to eliminate the indexing and to modify longevity for those officers on or after January 1, 2018 only in exchange for the changes to premium sharing for active officers and retirees set forth in paragraph 3, above. Should the law regarding employee and/or retiree premium sharing be changed so that PBA unit members and/or retirees are required to pay more than that which is set forth in paragraph 3, the indexing and longevity changes for officers hired on or after January 1, 2018, respectively shall be eliminated and they will receive on a prospective basis from the effective date of the changes in the law, the same indexing and longevity as all pre-January 1, 2018 hires.
9. The aforementioned changes are to be applied retroactively from January 1, 2018.

**MEMORANDUM OF AGREEMENT BETWEEN THE TOWNSHIP OF NORTH
BRUNSWICK AND THE NORTH BRUNSWICK POLICEMEN'S BENEVOLENT
ASSOCIATION, LOCAL 160**

WHEREAS, the Township of North Brunswick (the "Township") and the North Brunswick Policemen's Benevolent Association, Local 160 (the "PBA") 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 PBA have reached an agreement on new terms and conditions for the CBA, which are subject to ratification by the membership of the PBA and the Township Council; and

WHEREAS, the negotiating committees for the Township and the PBA 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 PBA 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 XXVIII: 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, amend: Salary Increase.** 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 PBA members and adjust all of the existing steps by the annual rate increase as has been in past practice.

5. **ARTICLE XVIII, Section A, 3a, replace with: Employee Health Care.** Healthcare contributions 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 c, below. Retirees who retire with less than 20 years of service credit will make healthcare

5/15/18

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 Credit)(% of Premium)**

Pension Benefit if on active duty	Parent/child Or		
	Single Coverage	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 XIX, SECTION A, amend: 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.

7. **ARTICLE XX, amend as follows: Longevity.** For personnel hired on or after January 1, 2018, current longevity percentages will be added to the base salary of each respective year based on the 2017 salary schedule (see below salary guide, which shall be increased by the wage increases set forth herein) and for those employees the current longevity calculation will no longer be applied.

Step	2017 Base salary
Academy	41,112
Remainder of year 1	46,046
2	61,852
3	69,187
4	76,523
5	83,856
6	91,192
7	98,527
8	110,096
9	110,646

10	111,199
11	111,755
12	112,314
13	112,876
14	113,440
15	114,007
16	114,577
17	115,150
18	115,726
19	116,305
20	116,887
21	117,471
22	118,058
23	118,648
24	119,241
25	119,837

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

9. **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.

10. **Indexing and Longevity.** It is understood that the PBA is agreeing to eliminate the indexing and modify the longevity for those officers 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 PBA unit members and/or retirees are required to pay more than that which is set forth in paragraph 5, the indexing elimination and longevity changes for officers hired on or after January 1, 2018, respectively shall be eliminated and employees hired on or after 1/1/18 shall receive on a prospective basis from the effective date of the changes in the law, the same indexing and longevity as all pre-January 1, 2018 hires.

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

12. 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 PBA:



Jason Vallese,
President, PBA Local 160

Date: 4/23/18