

**A RESOLUTION OF THE TOWNSHIP OF NORTH BRUNSWICK  
RATIFYING A MEMORANDUM OF AGREEMENT WITH  
THE POLICEMEN’S BENEVOLENT ASSOCIATION  
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 North Brunswick Policemen’s Benevolent Association Local 160 (“PBA”), that together with the Superior Officer’s Association Local 160 (“SOA”) make up the sworn workforce for the Township; and

**WHEREAS;** the collective bargaining agreement (“CBA”) between the Township and PBA 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 PBA 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 PBA, 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 North Brunswick Policemen’s Benevolent Association Local 160 (“PBA”).

\_\_\_\_\_  
Cavel Gallimore  
Chief Financial Officer

\_\_\_\_\_  
Justine Progebin  
Business Administrator

\_\_\_\_\_  
Ronald Gordon, Esq.  
Township Attorney  
Approved as to Legal Form

**RECORDED VOTE:**

<b>COUNCIL MEMBER</b>	<b>YES</b>	<b>NO</b>	<b>ABSTAIN</b>	<b>NOTES</b>
HUTCHINSON				
GUADAGNINO				
ANDREWS				
DAVIS				
SOCIO				
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  
POLICEMEN’S BENEVOLENT ASSOCIATION LOCAL 160 (PBA)**

**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 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

**SCHEDULE A. Hired before January 1, 2018**

**Schedule A**

<b>Year</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b><u>2026</u></b>
<b>% Incr.</b>	3.50%	3.00%	3.00%	3.00%	3.50%
Academy	\$52,286	\$53,855	\$55,471	\$57,135	\$ 59,135
Yr.1	\$57,838	\$59,574	\$61,361	\$63,202	\$ 65,414
Begin Yr.2	\$75,634	\$77,903	\$80,240	\$82,647	\$ 85,540
Begin Yr.3	\$83,892	\$86,409	\$89,001	\$91,671	\$ 94,880
Begin Yr.4	\$92,151	\$94,916	\$97,763	\$100,696	\$104,219
Begin Yr.5	\$100,407	\$103,419	\$106,521	\$109,717	\$113,557
Begin Yr.6	\$108,666	\$111,925	\$115,283	\$118,742	\$122,898
Begin Yr.7	\$116,923	\$120,430	\$124,043	\$127,765	\$132,237
Begin Yr.8	\$125,181	\$128,936	\$132,804	\$136,788	\$141,577

**SCHEDULE A1. Hired after January 1, 2018**


**Schedule A1**

	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b><u>2026</u></b>
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	\$ 129,948	\$ 133,846	\$ 137,862	\$ 141,998	\$ 146,967
9	\$ 130,568	\$ 134,485	\$ 138,519	\$ 142,675	\$ 147,668
10	\$ 131,190	\$ 135,126	\$ 139,180	\$ 143,355	\$ 148,373
11	\$ 131,817	\$ 135,771	\$ 139,844	\$ 144,040	\$ 149,081
12	\$ 132,445	\$ 136,419	\$ 140,511	\$ 144,726	\$ 149,792
13	\$ 133,078	\$ 137,070	\$ 141,183	\$ 145,418	\$ 150,508
14	\$ 133,714	\$ 137,726	\$ 141,857	\$ 146,113	\$ 151,227
15	\$ 134,352	\$ 138,383	\$ 142,534	\$ 146,810	\$ 151,949
16	\$ 134,994	\$ 139,044	\$ 143,215	\$ 147,512	\$ 152,675
17	\$ 135,639	\$ 139,708	\$ 143,900	\$ 148,217	\$ 153,404
18	\$ 136,287	\$ 140,375	\$ 144,587	\$ 148,924	\$ 154,137
19	\$ 136,940	\$ 141,048	\$ 145,279	\$ 149,638	\$ 154,875
20	\$ 137,594	\$ 141,722	\$ 145,973	\$ 150,352	\$ 155,615
21	\$ 138,251	\$ 142,399	\$ 146,671	\$ 151,071	\$ 156,358
22	\$ 138,912	\$ 143,080	\$ 147,372	\$ 151,793	\$ 157,106
23	\$ 139,576	\$ 143,763	\$ 148,076	\$ 152,518	\$ 157,857
24	\$ 140,245	\$ 144,452	\$ 148,786	\$ 153,249	\$ 158,613
25	\$ 140,916	\$ 145,143	\$ 149,498	\$ 153,982	\$ 159,371

**For the Township of North Brunswick:**

 \_\_\_\_\_ 4/4/2023  
 Justine Progebin, Business Administrator Date

**For PBA:**

 \_\_\_\_\_ 4/2/23  
 Jason Vallese, Union President Date

 \_\_\_\_\_ 4/2/23  
 John Hanrahan, State Delegate Date

**Council Action: Date** \_\_\_\_\_ **Resolution No.** \_\_\_\_\_