

**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”).

\_\_\_\_\_  
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 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	1/1/26
	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% 2022 Base	Clothing 2022 PBA Base	12.5% 2022 Sgt Base	3% 2023 PBA Base	12.5% 2023 Sgt Base	3% 2024 PBA Base	12.5% 2024 Sgt Base	3% 2025 PBA Base	12.5% 2025 Sgt Base	3.5% 2026 PBA Base	12.5% 2026 Sgt Base
Academy	46,285	52,285	58,821	53,854	60,585	55,469	62,401	57,133	64,775	59,131	66,525
Rem Yr 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	80,240	90,270	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	103,190	94,880	106,740
4	86,150	92,150	103,669	94,915	108,779	97,762	109,983	100,695	113,282	104,219	117,247
5	94,406	100,406	112,957	103,419	118,946	106,521	119,896	109,717	123,491	113,557	127,752
6	102,666	108,666	122,249	111,926	128,916	115,284	129,694	118,742	133,585	122,898	138,260
7	110,923	116,923	131,530	120,431	139,485	124,044	139,549	127,765	143,796	132,237	148,766
8	123,947	129,947	146,191	133,846	150,577	137,861	155,094	141,997	159,747	146,967	165,338
9	124,567	130,567	146,808	134,484	151,295	138,519	155,834	142,675	160,509	147,668	164,127
10	125,190	131,190	147,589	135,126	152,017	139,180	156,577	143,355	161,275	148,373	166,919
11	125,817	131,817	148,294	135,771	152,743	139,844	157,325	144,040	162,045	149,081	167,716
12	126,445	132,445	149,001	136,418	153,471	140,511	158,075	144,726	162,817	149,792	168,515
13	127,078	133,078	149,713	137,071	154,205	141,183	158,811	145,418	163,596	150,508	169,321
14	127,714	133,714	150,428	137,725	154,941	141,857	159,589	146,113	164,377	151,227	170,130
15	128,352	134,352	151,146	138,383	155,681	142,534	160,351	146,811	165,162	151,949	170,942
16	128,994	134,994	151,868	139,044	156,424	143,215	161,117	147,512	165,951	152,675	171,759
17	129,639	135,639	152,594	139,708	157,172	143,899	161,887	148,216	166,743	153,404	172,579
18	130,287	136,287	153,323	140,375	157,922	144,587	162,660	148,924	167,540	154,137	173,404
19	130,940	136,940	154,057	141,048	158,679	145,280	163,440	149,638	168,343	154,875	174,235
20	131,594	137,594	154,793	141,722	159,437	145,974	164,220	150,353	169,147	155,615	175,067
21	132,251	138,251	155,533	142,399	160,199	146,671	165,005	151,071	169,955	156,358	175,903
22	132,913	138,913	156,277	143,080	160,965	147,372	165,794	151,794	170,768	157,106	176,745
23	133,576	139,576	157,023	143,763	161,734	148,076	166,586	152,519	171,583	157,857	177,589
24	134,245	140,245	157,775	144,452	162,509	148,786	167,384	153,249	172,405	158,613	178,439
25	134,915	140,915	158,530	145,143	163,286	149,497	168,184	153,982	173,230	159,371	179,293

**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	\$ 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

