

**New Jersey Public Employment Relations Commission**  
**POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer:  County:

2 Employee Organization:  Number of Employees in Unit:

3 Base Year Contract Term:

4 New Contract Term:

**SECTION II: Type of Contract Settlement (please check only one)**

5  Contract settled without neutral assistance

6  Contract settled with assistance of mediator

7  Contract settled with assistance of fact-finder

8  Contract settled in Interest Arbitration

9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes  No

**SECTION III: Base Salary Calculation**

[SEE MOA ATTACHED](#)

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10 Salary Costs in base year \$

11 Longevity Costs in base year \$

12 Other base year salary costs

<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>

Sum of "Other" Costs Listed in Line 12. \$

13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$

**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**

14 Total Base Salary Cost from Line 13: \$  SEE MOA ATTACHED

Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15 Effective Date (month/day/year)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
16 Cost of Salary Increments (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
17 Salary Increase Above Increments (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
18 Longevity Increase (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
19 Total Increased Cost for "Other" Items (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
20 Total Increase (\$) (sum of lines 16-19)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**SECTION V: Average Increase Over Term of New CNA**

SEE MOA ATTACHED

21 Dollar Increase Over Life of Contract \$  [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year % [Divide percentage on Line 22 by number of years of the contract]

**SECTION VI: Other Economic Items Outside Base Salary and Increases**

SEE MOA ATTACHED

←Increases→

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
25	Totals (\$):	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**SECTION VII: Medical Costs**

SEE MOA ATTACHED

Insurance Costs		Base Year	Year 1
26	Health Plan Cost	\$ <input type="text"/>	\$ <input type="text"/>
27	Prescription Plan Cost	\$ <input type="text"/>	\$ <input type="text"/>
28	Dental Plan Cost	\$ <input type="text"/>	\$ <input type="text"/>
29	Vision Plan Cost	\$ <input type="text"/>	\$ <input type="text"/>
30	Total Cost of Insurance	\$ <input type="text"/>	\$ <input type="text"/>

Employer: County of Union

Employee Organization: PBA 250 Det & Invest

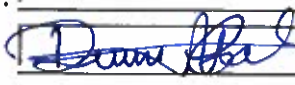
**SECTION VII: Medical Costs (continued)**

31 Employee Insurance Contributions \$            \$             
32 Contributions as % of Total Insurance Cost            %            %

33 Identify any insurance changes that were included in this CNA.

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Diana Calle  
Position/Title: Labor Relations Coordinator  
Signature:   
Date: January 7, 2021

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

Revised 8/2016



**UNION COUNTY BOARD OF CHOSEN FREEHOLDERS**

**RESOLUTION:** 2019-92

JANUARY 24, 2019

CHAIR BETTE JANE KOWALSKI

**WHEREAS**, the County of Union engaged in collective bargaining negotiations with PBA250-Prosecutor's Detectives & Investigators effective January 1, 2018 through December 21, 2020; and

**WHEREAS**, the County of Union and the negotiating committee for PBA250-Prosecutor's Detectives & Investigators, reached a tentative agreement on December 20, 2018 and the union had ratified same on the same date. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, the approval of same; and

**WHEREAS**, the County of Union now desires to confirm the understandings in a Memorandum of Agreement with the union, which is attached hereto and made a part hereof:

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with PBA250-Prosecutor's Detectives & Investigators.

Sufficiency of Funds Authorized Subject to inclusion in the 2019 Budget and 2020 Budget:

\_\_\_\_\_ *J. Kowalski*

Approved as to Form:

\_\_\_\_\_ *[Signature]*

Certifying as to an Original Resolution:

\_\_\_\_\_ *[Signature]*

Certified as to a True Copy:

✓ Vote Record - Resolution 10623		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Rebecca Lynne Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Kimberly Palmieri-Mouded	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Andrea Staten	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Angela R. Garretson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**MEMORANDUM OF AGREEMENT**

**PROSECUTOR'S**

**PBA250-DETECTIVES & INVESTIGATORS ASSOCIATION**

**&**

**COUNTY OF UNION**

The County and PBA250-Prosecutor's Detectives & Investigators Association engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2017. The County and PBA250-Prosecutor's Detectives & Investigators Association have reached a tentative agreement which the parties now desire to confirm in this Memorandum of Agreement.

The tentative Agreement has been ratified by the membership of PBA250-Prosecutor's Detectives & Investigators Association and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of PBA250-Prosecutor's Detectives & Investigators Association agrees to recommend, without reservation, the approval of the tentative Agreement to the membership of the Union. The representatives of the County agree to recommend, without reservation, the approval of the tentative Agreement to the Union County Board of Chosen Freeholders.

Therefore, the County and PBA250-Prosecutor's Detectives & Investigators Association agree to the attached three (3) pages of modifications to the Collective Bargaining Agreement. The parties by their signatures set forth below signify their agreement as to the terms set forth in this Memorandum of Agreement.

December 20, 2018

Date

| | | |

## MEMORANDUM OF AGREEMENT

Agreement made this 20<sup>th</sup> day of December 2018 by and between the County of Union and the Union County Prosecutor (herein the Employer”) and PBA Local 250 (herein the “PBA”):

WHEREAS, the Employer and the PBA are parties to a Collective Negotiations Agreement (herein “CNA”) covering the period from January 1, 2015 to December 31, 2017; and

WHEREAS, the Employer and the PBA have engaged in good faith negotiations for a successor contract that has resulted in an agreement between the negotiating committees subject to ratification by the PBA membership and approval by the Employer’s governing body:

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

1. Except as herein modified, the terms and conditions of the 2015-2017 CNA shall remain in full force and effect.

**A. PREAMBLE**

Correct all dates in contract.

**B. ARTICLE XVI, HEALTH BENEFITS**

Add the following to Section 2.C:

If any of the applicable premium sharing provisions of Chapter 78, P.L. 2011 are repealed, modified or overturned by a court of competent jurisdiction or the legislature, the parties agree to meet to negotiate the impact of any such repeal, modification or court decision. In addition, the premium upon which the employee’s Chapter 78 contribution is based shall be frozen at the 2018 levels. An employee’s contribution amount shall not change if the premium increases or if an employee’s salary increase moves him/her into a new range. An employee’s contribution amount

may change if the employee changes health plans or changes categories of coverage, i.e., moves from family to single or single to family, etc.

**C. ARTICLE XIX, OVERTIME**

Section 3, replace A and B with the following:

Employees shall be permitted to accrue up to 175 hours of compensatory time during the calendar year. An employee shall be allowed to carry-over 175 compensatory time hours from one year to the next. Thus, the maximum amount of compensatory time that an employee may have in his bank in any given year is 175 hours. Once an employee's bank is at 175 hours, cash overtime will be paid at 1.5 times the hourly rate.

**D. ARTICLE XXIII, SALARIES**

1. Section 1:

- a. Effective and retroactive to January 1, 2018            2.50% ATB
- b. Effective January 1, 2019                                    2.50% ATB
- c. Effective January 1, 2020                                    1.00% ATB
- d. In addition, all employees shall receive their step increment, if applicable.

2. Section 5:    Add Senior Officer Step of \$1575.00 at 10 years. To be eligible,

the 10 years must be with the UCPO.

**E. ARTICLE XXXII, DURATION**

January 1, 2018 through December 31, 2020.

**F. SCHEDULE A**

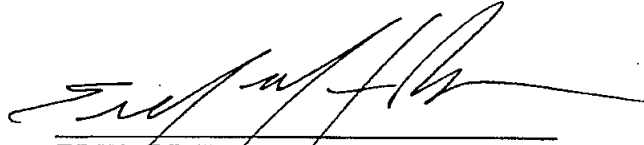
Adjust for raises in Article XXIII.

**G** All proposals of the parties not addressed herein are deemed withdrawn.




H. The negotiating committees for each of the parties agree to recommend this agreement to their respective constituents.

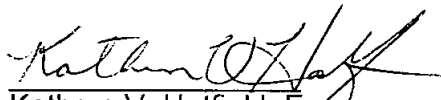
FOR PBA LOCAL 250

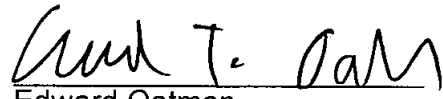
  
EDWARD HENDERSON, PRESIDENT

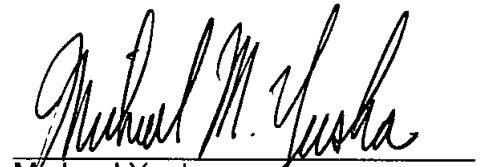
FOR UNION COUNTY  
OFFICE OF THE PROSECUTOR

  
MICHAEL A. MONAHAN,  
ACTING PROSECUTOR

Approved as to Form:

  
Kathryn V. Hatfield, Esq.  
Attorney for the County

  
Edward Oatman  
County Manager

  
Michael Yuska  
Director of Administrative Services

January 8, 2019  
Date