

**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"/>

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"/>					
16 Cost of Salary Increments (\$)	<input type="text"/>					
17 Salary Increase Above Increments (\$)	<input type="text"/>					
18 Longevity Increase (\$)	<input type="text"/>					
19 Total Increased Cost for "Other" Items (\$)	<input type="text"/>					
20 Total Increase (\$) (sum of lines 16-19)	<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"/>							
25	Totals (\$):	<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: PBA73A-Cty Police Superiors

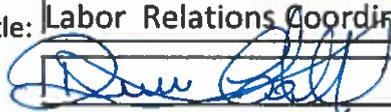
**SECTION VII: Medical Costs (continued)**

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:** 2020-865

DECEMBER 3, 2020

CHAIRMAN ALEXANDER MIRABELLA

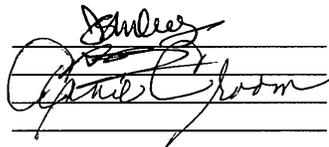
**WHEREAS**, the County of Union engaged in collective bargaining negotiations for a new Labor Agreement with the PBA 73A - County Police Superior Officers, effective January 1, 2021 through December 31, 2021; and

**WHEREAS**, the County of Union and the negotiating committee for the Supervisor's Association, reached a tentative agreement on October 28, 2020, and the union ratified same on the same day. 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 PBA 73A - County Police Superior Officers.

Subject to Inclusion in the Budget 2021 Budget:  
 Approved as to Form:  
 Certifying as to an Original Resolution:  
 Certified as to a True Copy:

  
 \_\_\_\_\_  
 \_\_\_\_\_

✓ Vote Record - Resolution 12854		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-Moued	<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	Angela R. Garretson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	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**  
**PBA73A-COUNTY POLICE SUPERIORS**

**&**

**COUNTY OF UNION**

The County and PBA73A-County Police Superiors engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2020. The County and PBA73A-County Police Superiors 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 PBA73A-County Police Superiors and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of PBA73A-County Police Superiors agree 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 PBA73A-County Police Superiors agree to the attached two(2) 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.

October 28, 2020

Date

## MEMORANDUM OF AGREEMENT

Agreement made this 28 day of October 2020, by and between the County of Union (herein the "County") and Patrolmen's Benevolent Association, Local 73A (herein the "PBA 73A").

**WHEREAS**, the County and PBA 73A are parties to a collective negotiations agreement ("CNA") covering the period January 1, 2018 through December 31, 2020; and

**WHEREAS**, the County and PBA 73A have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA; and

**WHEREAS**, the County and PBA 73A have reached agreement on new terms and conditions subject to ratification by the membership of PBA 73A and approval by the Freeholders of the County; and

**WHEREAS**, the negotiating committees for the County and PBA 73A unanimously agree to recommend this agreement for ratification and approval;

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

1. Except as herein modified, the terms and conditions set forth in the 2018 through 2020 CNA between the County and PBA 73A shall remain in full force and effect.

2. **Article 23, Duration**

January 1, 2021 through December 31, 2021

3. **Article 4, Salaries**

**Section 1. Wage Increase**

2021 - 2% across the board

Amend salary guide.

4. Article 7, Hours of Work

Section 3.

Increase compensatory time bank to 175 hours from 125 hours.

5. Article 11, Holidays

The PBA agrees to substitute Juneteenth for Lincoln's Birthday and change Washington's Birthday to President's Day. Juneteenth shall be celebrated on the third Friday of June. This change shall become effective when all County bargaining units accept such change.

6. Article 21, Employee Rights

Section 4.

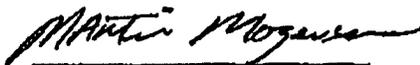
Add: The County will make every effort to conduct interrogations or interviews of a target of an internal affairs investigation during working hours. If an employee cannot be interrogated/interviewed during working hours, the employee will be required to appear on his/her own time without compensation.

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS \_\_\_\_\_

DAY OF OCTOBER 28, 2020

FOR PBA 73A SOA

FOR THE UNION COUNTY

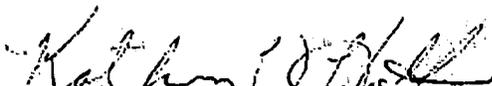


MARTIN MOGENSEN  
BUSINESS AGENT



EDWARD OATMAN  
COUNTY MANAGER

APPROVED AS TO FORM:



KATHRYN V. HATFIELD, ESQ.



LAURA SCUTARI  
DIRECTOR, ADMINISTRATIVE  
SERVICES