

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 OF UNION		County:	UNION
2	Employee Organization:	ASSISTANT PROSECUTOR ASSOC		Number of Employees in Unit:	58
3	Base Year Contract Term:	1/1/2021 - 12/31/2023			
4	New Contract Term:	1/1/2024 - 12/31/2025			

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

5	<input checked="checked" type="checkbox"/>	Contract settled without neutral assistance	
6	<input type="checkbox"/>	Contract settled with assistance of mediator	
7	<input type="checkbox"/>	Contract settled with assistance of fact-finder	
8	<input type="checkbox"/>	Contract settled in Interest Arbitration	
9	If contract was settled in Interest Arbitration, did the Arbitrator issue an Award?		
	Yes	<input type="checkbox"/>	No <input type="checkbox"/>

SECTION III: Base Salary Calculation

SEE ATTACHED MOA

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	
	<div style="border: 1px solid black; height: 20px; width: 100%;"></div>	\$
	<div style="border: 1px solid black; height: 20px; width: 100%;"></div>	\$
	<div style="border: 1px solid black; height: 20px; width: 100%;"></div>	\$
	<div style="border: 1px solid black; height: 20px; width: 100%;"></div>	\$
	Sum of "Other" Costs Listed in Line 12.	\$
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$

Employer: County of UnionEmployee Organization: Assistant Prosecutor Assoc

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SEE ATTACHED MOA**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**14 Total Base Salary Cost from Line 13: \$

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

SEE ATTACHED MOA**SECTION V: Average Increase Over Term of New CNA**

- 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**←Increases→**

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
25	Totals (\$):							

SEE ATTACHED MOA**SECTION VII: Medical Costs****Insurance Costs**

		Base Year	Year 1
26	Health Plan Cost	\$ <u> </u>	\$ <u> </u>
27	Prescription Plan Cost	\$ <u> </u>	\$ <u> </u>
28	Dental Plan Cost	\$ <u> </u>	\$ <u> </u>
29	Vision Plan Cost	\$ <u> </u>	\$ <u> </u>
30	Total Cost of Insurance	\$ <u> </u>	\$ <u> </u>

Employer: County of Union

Employee Organization: Assistant Prosecutor Assoc

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SECTION VII: Medical Costs (continued)

SEE ATTACHED MOA

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

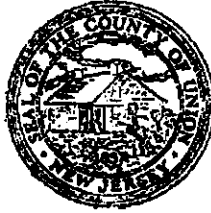
34 The undersigned certifies that the foregoing figures are true:

Print Name: Vanessa Figueiredo
Position/Title: Labor Relations Coordination
Signature: *Vanessa Figueiredo*
Date: 1/7/2025

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

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 COUNTY COMMISSIONERS

RESOLUTION: 2023-964

NOVEMBER 9, 2023

CHAIRMAN SERGIO GRANADOS

WHEREAS, the County of Union engaged in collective bargaining negotiations with the Assistant Prosecutor's Association, effective January 1, 2024 through December 31, 2025; and

WHEREAS, the County of Union and the negotiating committee for the Assistant Prosecutor's Association, reached a tentative agreement and the Union ratified same on November 2, 2023. 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 Assistant Prosecutor's Association, which is attached hereto and made a part hereof:

NOW, THEREFORE, BE IT RESOLVED by the Union County Board of County Commissioners that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with the Assistant Prosecutor's Association.

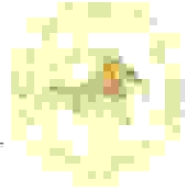
Subject to Inclusion in the Budget 2024 Budget and 2025 Budget: [Signature]

Approved as to Form: [Signature]

Certifying as to an Original Resolution: [Signature]

Certified as to a True Copy: [Signature]

✓ Vote Record - Resolution RB-2023-964		Yes/Aye	No/Nay	Absent	Absent
<input checked="" type="checkbox"/> Adopted	James Baker Jr.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Joseph C. Bodek	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Deferred	Angela R. Garretson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Betsy Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Louder M. Leon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Minibella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Rebecca Lynne Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmer-Mouder	<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"/>



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES
Laura M. Scutari, Director

**BOARD OF
COUNTY COMMISSIONERS**

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Deputy County Manager

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County Counsel

JAMES E. PELLETIERE
Clerk of the Board

**To: Edward Oatman,
County Manager**

**From: Laura Scutari
Director, Department of Administrative Services**

Date: November 3, 2023

**Re: Assistant Prosecutor's Association
Collective Bargaining Agreement
January 1, 2024 through December 31, 2025**

Please be advised that a tentative agreement (attached) was reached with the Assistant Prosecutor's Association on November 2, 2023 and the membership ratified the agreement on November 2, 2023. Please place a Resolution authorizing this agreement on the Commissioners Agenda for November 9, 2023.

Thank you:



Laura M. Scutari, Director Administrative Services

**Cc: Claudia Martins, Director, Division of Personnel
James Pelletiere, Clerk of the Board
Bruce H. Bergen, County Counsel
Bibi Taylor, Director, Department of Finance
William A. Daniel, Prosecutor
James O. Tansey, First Assistant Prosecutor
Kathryn Harfield, Esq., Hatfield Schwartz Law Group
Juan C. Fernandez, Fernandez Garcia, LLC**

ADMINISTRATION BUILDING

Elizabethans Plaza

Elizabeth

02208

908-328-4200

fax 908-328-8160

www.co.union.nj.us

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MEMORANDUM OF AGREEMENT
PROSECUTOR'S
ASSISTANT PROSECUTOR'S ASSOCIATION
&
COUNTY OF UNION

The County and Assistant Prosecutor's Association engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which is expiring on December 31, 2023. The County and Assistant Prosecutor's 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 Assistant Prosecutor's Association and is now subject to the approval of the Union County Board of Chosen Commissioners. The Bargaining Committee of Assistant Prosecutor's 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 Commissioners.

Therefore, the County and Assistant Prosecutor's Association agree to the attached one (1) page 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.

November 2, 2023

Date

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the County of Union, Union County Prosecutors Office (collectively, the "County") and the Assistant Prosecutors Association (herein "APA"):

WHEREAS, the County and the APA are parties to a Collective Negotiations Agreement covering the period from January 1, 2021 through December 31, 2023; and

WHEREAS, the County and APA have engaged in good faith negotiations that has resulted in an agreement between the negotiating committees subject to ratification by the APA membership and approval by the County's governing body, which the negotiating committees for the parties unanimously agree to recommend;

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

Except as herein modified, the terms and conditions of the January 1, 2021 through December 31, 2023 contract shall remain in full force and effect.

1. Term of Agreement:

January 1, 2024 – December 31, 2025

2. Article XI, Salaries

2024 - 3% across the board
2025 - 3% across the board

FOR APA

 11/8/23
WILLIAM REYES,
PRESIDENT

FOR THE COUNTY OF UNION



EDWARD OATMAN,
COUNTY MANAGER


APPROVED AS TO FORM:


KATHRYN V. HATFIELD, ESQ.
LABOR COUNSEL

Dated: 11/3/23

FOR THE UNION COUNTY
PROSECUTOR'S OFFICE


WILLIAM A. DANIEL,
PROSECUTOR


James E. Pelletiere
Clerk of the Board
Union County Board
of County Commissioners