

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): \$

SEE MOA ATTACHED

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)	<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"/>					

SEE MOA ATTACHED

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
	<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"/>						

SEE MOA ATTACHED

SECTION VII: Medical Costs

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 108A Sheriff Off Superiors

SECTION VII: Medical Costs (continued)

SEE MOA ATTACHED

- 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 Coordinator

Signature: Vanessa Figueiredo

Date: 12/8/2022

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: 2022-263

MARCH 24, 2022

CHAIR REBECCA LYNNE WILLIAMS

WHEREAS, the County of Union engaged in collective bargaining negotiations with PBA 108A-Sheriff's Superior Officers, effective January 1, 2021 through December 31, 2022; and

WHEREAS, the County of Union and the negotiating committee for PBA 108A-Sheriff's Superior Officers, reached a tentative agreement on March 1, 2022 and the union had ratified same on March 7, 2022. 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 County Commissioners 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 108A-Sheriff's Superior Officers.

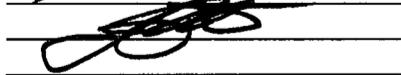
Sufficiency of Funds Authorized 2021 Budget; Subject to Inclusion in the 2022 Budget:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:





✓ Vote Record - Resolution 15459		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Adopted as Amended <input type="checkbox"/> Defeated <input type="checkbox"/> Tabled <input type="checkbox"/> Withdrawn	James Baker Jr	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	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"/>
	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Lourdes M. Leon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmieri-Mouded	<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"/>
	Rebecca Lynne Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MEMORANDUM OF AGREEMENT

Agreement made this ___ day of February 2022, by and between the County of Union, Union County Sheriff's Office (herein the "County") and Patrolmen's Benevolent Association, Local 108A (herein the "PBA 108A").

WHEREAS, the County and PBA 108A are parties to a collective negotiations agreement ("CNA") covering the period January 1, 2018 through December 31, 2020; and

WHEREAS, the County and PBA 108A 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 108A have reached agreement on new terms and conditions subject to ratification by the membership of PBA 108A and approval by the Commissioners of the County; and

WHEREAS, the negotiating committees for the County and PBA 108A 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 2018-2020 CNA between the County and PBA 108A shall remain in full force and effect.

2. Article XXVI, Duration

January 1, 2021 through December 31, 2022

3. Article IV, Salaries

Section 1. Wage Increase

Effective and retroactive to January 1, 2021 -	2% across the board
Effective and retroactive to January 1, 2022 -	2% across the board

Amend salary guide. Any retroactive monies owed to bargaining unit members will be paid as soon as practicable following ratification by the bargaining unit and adoption by the Union County Board of Commissioners.

4. Article V, Pension and Welfare, Section 3

Effective and retroactive to January 1, 2022, employees shall be required to pay 1.5% of annual salary as contributions towards the health benefits premiums. This reduction in health benefit contributions shall sunset on December 31, 2022 and, thereafter, Chapter 78 contributions revert to year 4 levels and shall be based on the 2019 premium levels.

5. Article VI, Vacations

Section 2: Modify as follows:

Employees will continue to be permitted to utilize up to six (6) vacation days per year as floating days, during the first three quarters of the year, provided there is sufficient manpower and ~~at least three (3) days prior notice is given to the Sheriff's office~~ *and P.C.* *and* *advance notice request is made by the employee.* In the event all ~~four~~ *floating* days have not been taken in the first three quarters of the year, the remaining days will be scheduled by management in the fourth quarter. *JW*

6. Article XIX, Miscellaneous

New Section 6.

Effective January 1, 2022, employees shall be entitled to one (1) administrative day with pay per year. Administrative days do not accumulate and may not be carried into the following year.

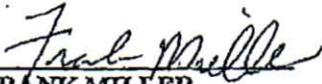
7. Reopener

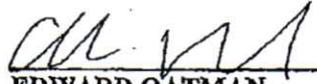
In the event the County agrees with another collective negotiations unit to provide for paid retiree health benefits for employees who otherwise are not eligible for paid retiree health benefits, the County agrees to re-open the 2021-2022 collective negotiations agreement to permit bargaining over this issue only.

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS _____

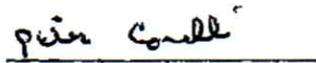
DAY OF FEBRUARY ~~2022~~ ^{P.C.}
~~2022~~
MARCH 7, 2022
FOR PBA 108A

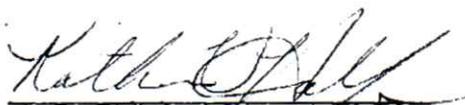
FOR THE UNION COUNTY


FRANK MILLER
PRESIDENT


EDWARD OATMAN
COUNTY MANAGER

FOR THE UNION COUNTY
SHERIFF'S OFFICE


PETER CORVELLI
SHERIFF

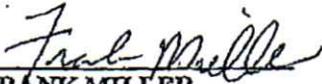

KATHRYN V. HATFIELD, ESQ.

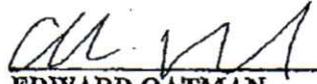

LAURA SCUTARI
DIRECTOR, ADMINISTRATIVE
SERVICES

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS _____

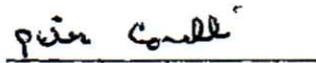
DAY OF FEBRUARY ~~2022~~ ^{P.C.}
~~2022~~
MARCH 7, 2022
FOR PBA 108A

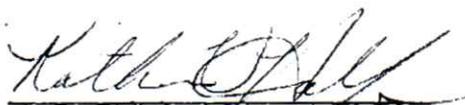
FOR THE UNION COUNTY


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