

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: FMBA Local 72343 Number of Employees in Unit: 12
 3 Base Year Contract Term: 1/1/2015 - 12/31/2015
 4 New Contract Term: 1/1/2016 - 12/31/2017

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
 _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 _____ \$ _____
 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)

SEE MOA ATTACHED

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"/>	<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
25	Totals (\$):							

SECTION VII: Medical Costs

SEE MOA ATTACHED

		Base Year	Year 1
Insurance Costs			
26	Health Plan Cost	\$	\$
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$	\$
29	Vision Plan Cost	\$	\$
30	Total Cost of Insurance	\$	\$

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: MARK TRAMM
Position/Title: LABOR RELATIONS COORDINATOR
Signature: *Mark Tramm*
Date: September 27, 2016

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 CHOSEN FREEHOLDERS

RESOLUTION: 2016-622

JULY 21, 2016

CHAIRMAN BRUCE H. BERGEN

WHEREAS, the County of Union engaged in collective bargaining negotiations with FMBA--Local R2343, effective January 1, 2016 through December 31, 2017; and

WHEREAS, the County of Union and the negotiating committee for FMBA--Local R2343, reached a tentative agreement and ratified same on June 10, 2016. 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 the Memorandum of Agreement with the union, which is attached hereto and made a part hereof:

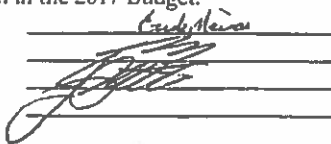
NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with FMBA--Local R2343.

Sufficiency of Funds Authorized ; Subject to Inclusion in the 2017 Budget:

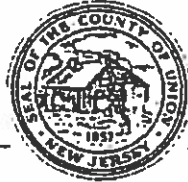
Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:



✓ Vote Record - Resolution RES-2016-622		Yes/Aye	Nn/Nay	Abstain	Absent
<input checked="" type="checkbox"/>	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Angel G. Estrada	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Sergio Granados	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Christopher Hudak	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Bette Jane Kowalski	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/>	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Venell Wright	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Lanola Carter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Mohamed S. Jalloh	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES
Michael Yuska, Director

To: Alfred J Faella,
County Manager

From: Michael Yuska
Director, Department of Administrative Services

Date: June 16, 2016

Re: FMBA-Local R2343
Collective Bargaining Agreement
January 1, 2016 through December 31, 2017

**BOARD OF
CHOSEN FREEHOLDERS**

BRUCE IL BERGEN
Chairman

SERGIO GRANADOS
Vice Chairman

LINDA CARTER

ANGEL G. ESTRADA

CHRISTOPHER HUDAK

MUHAMMAD S. JALLOH

BETTE JANE KOWALSKI

ALEXANDER MIRABELLA

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

CLAUDIA Y. MARTINS
*Director of Personnel
Management & Labor
Relations*

Please be advised that a tentative agreement (attached) was reached with FMBA-Local R2343 on June 10, 2016 and was also ratified by the membership this same date. Please place a Resolution authorizing this agreement on the Freeholder Agenda for July 14, 2016.

Thank you.

Cc: Claudia Martins, Deputy Director, Division of Personnel
James Pellettiere, Clerk of the Board
Robert E. Barry, County Counsel
Bibi Taylor, Director, Department of Finance
Andrew Moran, Director, Department of Public Safety
Christopher Scaturro, Director, Division of Emergency Services
Kathryn Hatfield, Esq., Bauch Zucker Hatfield, LLC

DIVISION OF PERSONNEL MANAGEMENT AND LABOR RELATIONS

Administration Building

Elizabethtown Plaza

Elizabeth, NJ 07207

(908)527-1160

fax(908)558-2566

www.ucnj.org

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MEMORANDUM OF AGREEMENT

FMBA – NAGE LOCAL R2343

&

COUNTY OF UNION

The County and FMBA-NAGE Local R2343 engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2015. The County and the FMBA 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 FMBA-NAGE Local R2343 and is subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of the FMBA-NAGE Local R2343 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 the FMBA-NAGE Local R2343 agree to the attached Four (4) pages of modifications to the Collective Bargaining Agreement. The parties by their signatures set forth attached signify their agreement as to the terms set forth in this Memorandum of Agreement.

June 10, 2016

Date

MEMORANDUM OF AGREEMENT

Agreement made this 10th day of June, 2016, by and between the County of Union (herein the "County") and FMBA, NAGE Local R-2343(herein the "FMBA").

WHEREAS, the FMBA was certified as the bargaining representative for all regularly employed nonsupervisory hazmat employees employed by the County of Union including those in the following titles: EMT, EMT/Responder, Hazmat Technician 1, and Hazmat Technician 2; and

WHEREAS, the County and FMBA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CBA; and

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

WHEREAS, the negotiating committees for the County and FMBA unanimously agree to recommend their 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. Article 5, Work Schedules: Add new Section 3 as follows: In the event the Department moves to a work schedule consisting of shifts of more than eight (8) hours, all benefit time (vacation, personal, sick, bereavement) shall be converted to hours with a day equaling eight (8). For example, an employee with an annual allotment of 13 vacation days would now be entitled to 104 hours of annual vacation.
2. Article 14, Holidays: Effective July 1, 2016, eight (8) holidays shall be included in an employee's base pay. Effective January 1, 2017, the remaining six (6) holidays shall be included in an employee's base pay. Holiday pay shall be paid in equal installments in accordance with the Employer's regular payroll.
3. Article 15, Salaries: Effective and retroactive to January 1, 2016, the attached salary guide shall be implemented. Employees shall be placed on the guide nearest to his/her

current salary taking into consideration years of service as well. Employees shall be entitled to a 2% across the board increase effective January 1, 2017 which is reflected on the attached guide.

4. Article 15. Salaries. Section 2: Delete and replace with the following: Effective January 1, 2017, employees who are designated as a field training officer shall be entitled to a \$500 annual stipend. Effective January 1, 2017, employees designated as either a hazmat instructor and/or a CPR instructor shall be entitled to the following annual stipend(s):

Hazmat:	\$750.00
CPR:	\$750.00
Both:	\$1500.00

All stipends shall be paid in a lump sum in December assuming the employee was designated as a field training officer or instructor the prior January. Any employee designated as a field training officer or instructor after January shall be entitled to a prorated stipend amount. Employees must be designated by the Department or Division Head as either a field training officer or instructor in order to be eligible for the stipend. Employees who may have the requisite training or certifications but who are not so designated are not eligible for the stipend.

5. Article 15. Salaries: Add new Section 4: Effective January 1, 2017, any employee regularly scheduled to work a shift commencing on or after 7 pm shall be entitled to a night differential equal to 4% of the employee's base salary, which shall be added to the employee's base salary.
6. Article 16. Overtime: Add new Section as follows: If the Department elects to move to a work schedule that results in regularly occurring overtime, the parties will meet to discuss the impact of this change and how the overtime will be paid.
7. Article 22. Health Benefits. Section 5: Add the following:

Effective July 1, 2015, the County implemented two (2) additional plans -- a high deductible plan with a health savings account (HSA) and an exclusive provider organization (EPO) plan. Employees hired on or after July 1, 2016, shall be required to choose one of these two plans during the first two (2) years of employment. Following the completion of two (2) years of employment, the employee may select any of the County's other plans. All current employees may voluntarily select one of these plans during open enrollment. With regard to the HSA, the County agrees that it will contribute \$1000 towards the deductible for single coverage and \$2000 towards the deductible for family coverage for both current and new employees who elect the HSA.
8. Article 25. Duration: Specify duration to be January 1, 2016-December 31, 2017.


FOR FMBA Local R-2343


THOMAS ZUB,
PRESIDENT

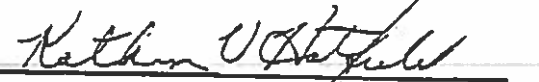
VICE-PRESIDENT

FOR THE UNION COUNTY


ALFRED FAELLA
COUNTY MANAGER


MICHAEL YUSKA,
DIRECTOR, ADMINISTRATIVE
SERVICES

APPROVED AS TO FORM:


KATHRYN Y. HATFIELD ESQ.
ATTORNEY FOR COUNTY

JUNE 15, 2016
DATE

Haz Mat Responder / EMT						
STEP	01/01/16	8 Holidays rolled in	07/01/16	6 Holidays rolled in	Total w/ holidays	01/01/17
1	\$ 39,000	\$ 1,200	\$ 40,200	\$ 900	\$ 41,100	\$ 41,922
2	\$ 41,340	\$ 1,272	\$ 42,612	\$ 954	\$ 43,566	\$ 44,437
3	\$ 43,820	\$ 1,348	\$ 45,169	\$ 1,011	\$ 46,180	\$ 47,104
4	\$ 46,450	\$ 1,429	\$ 47,879	\$ 1,072	\$ 48,951	\$ 49,930
5	\$ 49,237	\$ 1,515	\$ 50,752	\$ 1,136	\$ 51,888	\$ 52,926
6	\$ 52,191	\$ 1,606	\$ 53,797	\$ 1,204	\$ 55,001	\$ 56,101
7	\$ 55,322	\$ 1,702	\$ 57,024	\$ 1,277	\$ 58,301	\$ 59,467

Haz Mat Responder / EMT			
STEP	01/01/16	07/01/16	01/01/17
1	39,000	40,200	41,922
2	41,340	42,612	44,437
3	43,820	45,169	47,104
4	46,450	47,879	49,930
5	49,237	50,752	52,926
6	52,191	53,797	56,101
7	55,322	57,024	59,467

Haz Mat Technician 1						
STEP	01/01/16	8 Holidays rolled in	07/01/16	6 Holidays rolled in	Total w/ holidays	01/01/17
1	\$ 50,000	\$ 1,538	\$ 51,538	\$ 1,154	\$ 52,692	\$ 53,746
2	\$ 53,000	\$ 1,631	\$ 54,631	\$ 1,223	\$ 55,854	\$ 56,971
3	\$ 56,180	\$ 1,729	\$ 57,909	\$ 1,296	\$ 59,205	\$ 60,389
4	\$ 59,551	\$ 1,832	\$ 61,383	\$ 1,374	\$ 62,757	\$ 64,013
5	\$ 63,124	\$ 1,942	\$ 65,066	\$ 1,457	\$ 66,523	\$ 67,853
6	\$ 66,911	\$ 2,059	\$ 68,970	\$ 1,544	\$ 70,514	\$ 71,924
7	\$ 70,926	\$ 2,182	\$ 73,108	\$ 1,637	\$ 74,745	\$ 76,240

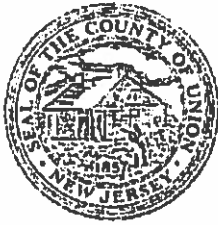
Haz Mat Technician 1			
STEP	01/01/16	07/01/16	01/01/17
1	50,000	51,538	53,746
2	53,000	54,631	56,971
3	56,180	57,909	60,389
4	59,551	61,383	64,013
5	63,124	65,066	67,853
6	66,911	68,970	71,924
7	70,926	73,108	76,240

Haz Mat Technician 2						
STEP	01/01/16	8 Holidays rolled in	07/01/16	6 Holidays rolled in	Total w/ holidays	01/01/17
1	\$ 60,000	\$ 1,846	\$ 61,846	\$ 1,385	\$ 63,231	\$ 64,495
2	\$ 63,000	\$ 1,938	\$ 64,938	\$ 1,454	\$ 66,392	\$ 67,720
3	\$ 66,780	\$ 2,055	\$ 68,835	\$ 1,541	\$ 70,376	\$ 71,783
4	\$ 70,787	\$ 2,178	\$ 72,965	\$ 1,634	\$ 74,599	\$ 76,090
5	\$ 75,034	\$ 2,309	\$ 77,343	\$ 1,732	\$ 79,074	\$ 80,656
6	\$ 79,536	\$ 2,447	\$ 81,983	\$ 1,835	\$ 83,819	\$ 85,495
7	\$ 84,308	\$ 2,594	\$ 86,902	\$ 1,946	\$ 88,848	\$ 90,625

Haz Mat Technician 2			
STEP	01/01/16	07/01/16	01/01/17
1	60,000	61,846	64,495
2	63,000	64,938	67,720
3	66,780	68,835	71,783
4	70,787	72,965	76,090
5	75,034	77,343	80,656
6	79,536	81,983	85,495
7	84,308	86,902	90,625

On Call SPVR Stipend = 7% of Base Pay

On Call SPVR Stipend = 7% of Base Pay



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2015-243

MARCH 12, 2015

CHAIRMAN MOHAMED S. JALLOH


WHEREAS, the County of Union engaged in collective bargaining negotiations with the FMBA, NAGE Local R-2343, for a new Labor Agreement between the parties effective January 1, 2015 through December 31, 2015; and


WHEREAS, the County of Union and the negotiating committee for the FMBA, NAGE Local R-2343, reached a tentative agreement on February 24, 2015; and

WHEREAS, the County of Union now desires to confirm the understandings in the 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 FMBA, NAGE Local R-2343.

Subject to Inclusion in the Budget 2015 Budget:
 Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:





Vote Record		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Linda Carter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Beate 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"/>
	Vernell Wright	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mohamed S. Jalloh	<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"/>



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES
Norman W. Albert, Esq., Director

**BOARD OF
CHOSEN FREEHOLDERS**

MUBAMED S. JALLON
Chairman

BRUCE H. BERGEN
Vice Chairman

LINDA CARTER

ANGEL G. ESTRADA

SERGIO GRANADOS

CHRISTOPHER HUDAK

BETTE JANE KOWALSKI

ALEXANDER MIRABELLA

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager


WILLIAM REYES, JR.
Deputy County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

NORMAN W. ALBERT, ESQ.
*Director of Personnel
Management & Labor
Relations*

TO: Alfred J. Faella, County Manager

FROM: Norman W. Albert, Esq., Director 
Department of Administrative Services

RE: FMBA, NAGE Local R-2343
Memorandum of Agreement
January 1, 2015 through December 31, 2015

DATE: March 2, 2015

Please be advised that a tentative agreement (attached) was reached with the FMBA, NAGE Local R-2343, the union ratified the Memorandum of Agreement on February 24, 2015.

Please place a request for resolution authorizing this agreement at the Freeholder agenda meeting scheduled for March 5, 2015.

Thank you.

Cc: James Pellettiere, Clerk of the Board
Robert E. Barry, County Counsel
Bibi Taylor, Director, Department of Finance
Kathryn V. Hatfield, Esq., Bauch, Zucker, Hatfield, LLC
William Hernandez, Jr., President

DIVISION OF PERSONNEL MANAGEMENT AND LABOR RELATIONS

Administration Building
Elizabethtown Plaza Elizabeth, NJ 07207 (908)327-4160 fax(908)538-2366 www.ucnj.org
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MEMORANDUM OF AGREEMENT

Agreement made this 21st day of January, ^{February} 2015, by and between the County of Union (herein the "County") and FMBA, NAGE Local R-2343 (herein the "FMBA").

WHEREAS, the FMBA was certified as the bargaining representative for all regularly employed nonsupervisory hazmat employees employed by the County of Union including those in the following titles: Responder, Hazmat Technician 1, and Hazmat Technician 2; and

WHEREAS, the County and FMBA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CBA; and

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

WHEREAS, the negotiating committees for the County and FMBA unanimously agree to recommend their 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. Article 1, Recognition: Add EMT title to recognition clause.
2. Article 4, Union Business, Section 4: Add "or designee" after FMBA President.
3. Article 5, Work Schedules, Section 2: Delete phrase "provided that normal starting times . . . inclusive of an unpaid lunch period." in 2nd sentence.
4. Article 8, Grievance Procedure, Section 2: Add new Step 2 and include Division Director, rename remaining steps.
5. Article 9, Vacation, Section 11: Delete and renumber remaining sections.
6. Article 10, Sick Leave, Section 1: Delete sentence starting with "Up to five (5) days may be permitted . . ."

7. Article 15, Salaries

Wage Increase/Salary Scale:

	<u>Minimum</u>	<u>Maximum</u>
Hazmat Responder/ EMT	\$39,000	\$59,000
Hazmat Tech 1	\$43,000	\$65,000
Hazmat Tech 2	\$47,000	\$71,000

Employees holding the titles Hazmat Responder/EMT and Hazmat Tech 1 shall receive a \$5000.00 increase to base salary effective January 1, 2015 as a retention adjustment.

2015: 2%

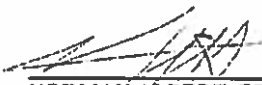
8. Article 16, Overtime: Increase call-out minimum to four hours.
9. Article 16, Overtime: Add language permitting employees to accumulate a maximum of 40 hours of compensatory time during the year. The 40 hours shall be replenishable but at no time may compensatory time exceed 40 hours. Any unused compensatory time remaining at the end of the year shall be paid out at the employee's then regular rate consistent with the County's pay practices.
10. Article 17, On Call Pay: Increase to \$300/week. In addition, the on-call supervisor shall receive a stipend equivalent to 7% of base salary, to be added to base salary, as recognition for his 24/7 on call status.
11. Article 22, Health Benefits, Section 5: Modify paragraph 3 to delete references to "Proposed".
12. Add New Article 23, Duration: Specify duration to be January 1, 2015-December 31, 2015.
13. Change references to Department Director to Division Director where applicable throughout agreement.

FOR FMBA Local R-2343


WILLIAM HERNANDEZ, JR.,
PRESIDENT

FOR THE UNION COUNTY

ALFRED FAELLA
COUNTY MANAGER



NORMAN ALBERT, ESQ.
DIRECTOR, ADMINISTRATIVE
SERVICES