

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

Line #

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

1	Public Employer: <input style="width: 95%;" type="text" value="COUNTY OF UNION"/>	County: <input style="width: 95%;" type="text" value="Union"/>
2	Employee Organization: <input style="width: 95%;" type="text" value="Assistant Prosecutor Assoc"/>	Number of Employees in Unit: <input style="width: 95%;" type="text" value="57"/>
3	Base Year Contract Term: <input style="width: 95%;" type="text" value="1/1/2021 - 12/31/2023"/>	New Contract Term: <input style="width: 95%;" type="text" value="1/1/2024 - 12/31/2025"/>

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

4	<input checked="" type="checkbox"/> Contract settled without neutral assistance
5	<input type="checkbox"/> Contract settled with assistance of mediator
6	<input type="checkbox"/> Contract settled with assistance of fact-finder
7	<input type="checkbox"/> Contract settled with assistance of super-conciliator
8	If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
	Yes <input type="checkbox"/> No <input type="checkbox"/>

**SECTION III: Salary Base**

SEE MOA ATTACHED

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9	Salary Costs in Base Year	\$	<input style="width: 95%;" type="text"/>
10	Longevity Costs in Base Year	\$	<input style="width: 95%;" type="text"/>
11	Total Salary Base	\$	<input style="width: 95%;" type="text"/>

**SECTION IV: Salary Increases for Each Year of New Agreement\***

SEE MOA ATTACHED

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
13 Cost of Salary Increments (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
14 Salary Increase Above Increments (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
15 Longevity Increase (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
16 Total \$ Increase (sum of lines 13-15)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
17 New Salary Base (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
18 Percentage increase over prior year	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items\***

SEE MOA ATTACHED

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*\*If contract duration is longer than five years, please add an additional page.*

**SECTION VI: Medical Costs**

SEE MOA ATTACHED

	Base Year	Year 1
21 Health Plan Cost	\$ <u>          </u>	\$ <u>          </u>
22 Prescription Plan Cost	\$ <u>          </u>	\$ <u>          </u>
23 Dental Plan Cost	\$ <u>          </u>	\$ <u>          </u>
24 Vision Plan Cost	\$ <u>          </u>	\$ <u>          </u>
25 Total Cost of Insurance	\$ <u>          </u>	\$ <u>          </u>
26 Employee Insurance Contributions	\$ <u>          </u>	\$ <u>          </u>
27 Employee Contributions as % of Total Insurance Cost	<u>          </u> %	<u>          </u> %

**Section VI: Medical Costs (continued)**

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

**SECTION VII: Certification and Signature**

29 The undersigned certifies that the foregoing figures are true:

Print Name: Vanessa Figueiredo

Position/Title: Labor Relations Coordinator

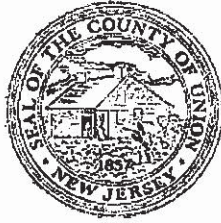
Signature: Vanessa F. Figueiredo

Date: 12/7/2023

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 COUNTY COMMISSIONERS

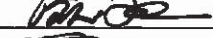

**RESOLUTION:** 2023-964  
 NOVEMBER 9, 2023  
 CHAIRMAN SERGIO GRANADOS

**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:   
 Approved as to Form: \_\_\_\_\_  
 Certifying as to an Original Resolution:   
 Certified as to a True Copy: \_\_\_\_\_

✓ Vote Record - Resolution RBS-2023-964		Yes/Aye	No/Nay	Abstain	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"/> Defeated	Angela R. Garretson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Lourdes M. Leon	<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"/>
	Rebecca Lynne Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmieri-Moudeci	<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

REBECCA WILLIAMS  
*Chair*

CHRISTOPHER HUDAK  
*Vice Chair*

JAMES E. BAKER, JR.

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SERGIO GRANADOS

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KIMBERLY PALMIERI-MOUDY

EDWARD T. OATMAN  
*County Manager*

AMY CRISP WAGNER  
*Deputy County Manager*

BRUCE H. BERGEN, ESQ.  
*County Counsel*

JAMES E. PELLETTIERE  
*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 Hatfield, Esq., Hatfield Schwartz Law Group**  
**Juan C. Fernandez, Fernandez Garcia, LLC**

ADMINISTRATION BUILDING

Elizabethtown Plaza

Elizabeth NJ 07207

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Fax:(908)289-0180

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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 agreed 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

 11/3/23  
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