

**POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

Section I: Agreement Details

Public Employer: County of Union County: Union
 Employee Organization: PBA 73A - County Police Supervisors Employees in Unit: 19
 Base Year Contract Term: 1/1/2010 - 12/31/2012 New Contract Term: 1/1/2013 - 12/31/2015
 Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided 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.

	Base Year - Total Costs 2010-2012 (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement) 2013-2015	
	Column A	Column B	Column C	Column D
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary				
Increment		N/A		N/A
Longevity				
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1		SEE	SEE	
Item 2				
Item 3		MOA	MOA	
Item 4				
Item 5				
Item 6		Attached	Attached	
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column				
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) _____
 Effective Date (m/d/yyyy) _____ SEE MOA
 Percent Increase

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) _____
 Dollar Impact (average per year over term of agreement) _____ SEE MOA

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan		
Employee Contributions		
Prescription		
Dental		
Vision		

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: MARK TRAUM Title: LABOR RELATIONS COORDINATOR
 Signature: [Signature] Date: April 23, 2015



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

5/20/2010

RESOLUTION NUMBER: 2010-516

WHEREAS, the County of Union engaged in collective bargaining agreements with PBA 73-County Police and PBA 73A-County Police Superiors for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2009; and

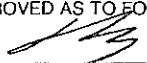
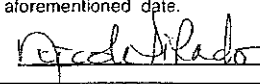
WHEREAS, the County of Union and the negotiating committees for PBA 73-County Police and PBA 73A-County Police Superiors reached a tentative agreement on May 6, 2010 and the Union ratified on May 18, 2010; and

WHEREAS, the County of Union now desires to confirm the understandings in the Memorandum of Agreements with both parties which are 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 73-County Police and PBA 73A-County Police Superiors.

NO SUFFICIENCY OF FUNDS REQUIRED
Frank W. Paderny
 5-20-2010

RECORD OF VOTE																	
FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Mot	Sec	NP	FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Mot	Sec	NP
ESTRADA	X								VAN BLAKE	X							
JALLOH	X					X			WARD	X							
KOWALSKI	X								SCANLON VICE CHAIRMAN	X							
MIRABELLA	X								SULLIVAN CHAIRMAN	X				X			
PROCTOR	X																

APPROVED AS TO FORM  COUNTY ATTORNEY	I hereby certify this is an original resolution adopted by the Board of Chosen Freeholders of the County of Union on the aforementioned date.  CLERK
	I hereby certify this is a true copy of a resolution adopted by the Board of Chosen Freeholders of the County of Union on the aforementioned date. _____ CLERK

MEMORANDUM OF AGREEMENT

Agreement made this 6th day of May, 2010, by and between the County of Union (herein the "County") and PBA Local 73A, Superior Officer Association (herein the "SOA").

WHEREAS, the County and SOA are parties to a collective bargaining agreement ("CBA") covering the period January 1, 2005 through December 31, 2009; and

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

WHEREAS, the negotiating committees for the County and SOA 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. Except as herein modified, the terms and conditions set forth in the 2005 through 2009 CBA between the County and SOA shall remain in full force and effect.
2. **Agreement**: Change heading to "Preamble" and change dates throughout agreement.
3. **Article 5 – Salaries**

A. Section 1: Modify as follows:

- | | | |
|-----|--|-------|
| (a) | Effective and retroactive to January 1, 2010 | 0% |
| (b) | Effective January 1, 2011 | 2.25% |
| (c) | Effective January 1, 2012 | 2.5% |
| (d) | Delete | |

B. Section 3: Modify as follows:

Effective January 1, 2011, senior officer stipends shall be as follows:

Officers starting their 10th year of service shall be entitled to Senior Officer pay in the amount of \$1575 not to be compounded.

Officers starting their 15th year of service shall be entitled to Senior Officer pay in the amount of \$2575 not to be compounded.

Officers starting their 20th year of service shall be entitled to Senior Officer pay in the amount of \$3075 which shall be added to base and compounded by any contractual increases.

4. **Article 7 – Hours of Work:**

A. Section 1: Modify to reflect current schedule

Fourth paragraph: Add “If an officer’s schedule is adjusted for any of the foregoing reasons, he shall be returned to his regular schedule as soon as the reason has ceased.”

Fifth paragraph: Effective January 1, 2010, reduce training days to 2. Any officer who has completed more than 2 training days in 2010 shall receive 1 compensatory day for each day over 2.

B. Section 3:

Add to first paragraph: All overtime shall be offered to officers who are not regularly scheduled to work when the overtime occurs in rotating seniority order so that overtime is equalized as far as possible on an annual basis. Overtime that requires special skills shall not be offered by overall seniority but rather in rotating seniority order amongst those having such special skills. Special skills overtime shall count towards overall overtime equalization. Officers who are on vacation or compensatory time shall be called for overtime.

Modify second paragraph: Effective upon ratification of this Agreement, officers may accumulate up to one hundred (100) hours of compensatory time per year. Officers may elect to convert up to 45 hours^{INTP (ASH) (PCC)} of compensatory time at the end of each year. The remaining bank of compensatory time shall be carried over from year to year. At no time shall any officer have more than one hundred (100) hours of banked compensatory time. Compensatory time may be used in increments of one (1) hour or more. The use of compensatory time shall be with the approval of management because of staffing considerations. Such approval shall not be unreasonably denied.

C. Add new Section 11:

All officers shall be provided time off without loss of pay to take promotional exams if scheduled for duty.

5. **Article 10 – Grievance Procedure**

Delete Step 5(h)

6. **Article 11 – Holidays**

Effective January 1, 2010, 112 hours of holiday time at straight time shall be included in base salary. For 2010, 112 hours of holiday time will be eliminated from each officer's time bank. Effective January 1, 2011, delete entire article and include 112 hours of holiday time at straight time in base salary.

7. **Article 17 – On the Job Injury**

- A. Section 1(b): Change 180 days to "up to one (1) year" and eliminate the word "deliberately" from 4th sentence.
- B. Section 1(c): Change 180 days to "one (1) year".

8. **Article 20 – Insurance**

A. Section 1: Drug Prescription Plan

Effective January 1, 2011, co-payments shall be as follows:

Retail:

\$20.00 co-pay per prescription for name brand where generic is available.

\$15.00 co-pay per prescription for name brand where no generic is available or name brand is required by the physician

\$6.00 co-pay per prescription for generic

Mail:

\$15.00 co-pay per prescription for name brand where generic is available

\$10.00 co-pay per prescription for name brand where no generic is available or name brand is required by the physician

\$5.00 co-pay per prescription for generic.

The above co-pays shall apply to both retail pharmacy purchases (up to 30 day supply and a ninety (90) day supply through mail order.

The restriction on flow through of prescription co-payments to the Major Medical portion of the health insurance coverage shall be continued.

Drug Plan Utilization Modifications:

- a) Enhanced Concurrent Drug Utilization Review (refill too soon/ stockpiling)
- b) Preferred Drug Step Therapy (Generic or Preferred Name Brand first) Limited to PPI, SSRI and Intranaseal steroid drugs
- c) Clinical Intervention (Statement of medical necessity for MD) limited to Anti-Narcoleptic Agents, Weight Loss and Anti-Neoplastic Agents.

B. Section 3: Modify as follows:

Effective January 1, 2011, the following modifications shall be implemented:

- a) The Third Party Administrator (TPA) will be eliminated and the County will no longer reimburse employees for any out-of-network charges.
- b) Emergency Room co-pays of \$25.00 per visit.
- c) Effective May 21, 2010, all current employees shall contribute 1.5% of base salary.
- d) Employees promoted into the S.O.A. shall maintain the same contribution formula they had prior to promotion.

9. Article 21 – Employment Rights:

A. Section 1: Add “Copies of all disciplinary actions involving suspensions filed against a bargaining unit member and the disposition thereof shall be forwarded to the PBA President and State Delegate for review before being placed in the bargaining unit members’ personnel file.

B. Section 4: Add

H. When an officer is involved in a critical incident, he/she shall be immediately removed from the area or as soon thereafter as possible, and given up to forty-eight (48) hours to complete an operations report or give a statement unless the officer is physically or mentally unable to do so.

- I. Interrogations and investigations shall be conducted consistent with the Attorney General Guidelines on Internal Affairs and shall be performed by sworn law enforcement personnel.

10. **Article 22 – Miscellaneous**

Section 4: Delete and replace with: “Effective upon ratification of this Agreement, employees shall be entitled to a Sick Leave Incentive Bonus equal to one (1) day’s pay for each calendar-year quarter (e.g., Jan. 1 – March 31; April 1 – June 30; July 1 – September 30; October 1 – December 31) during which time they do not utilize any sick days. Employees who ^{do not} utilize any sick days during an entire calendar year will receive an additional bonus equal to one (1) day’s pay for a total bonus of five (5) days’ pay. Employees who utilize more than four (4) sick days in any quarter will not be eligible for a sick leave bonus in the succeeding quarter except where the sick days were utilized due to the employee’s serious health condition as defined in the federal Family and Medical Leave Act (“FMLA”) in which case the County would be able to require confirmation of the existence of such serious health condition to the same extent it would under the FMLA.”

11. **Article 23 – Duration**

January 1, 2010 through December 31, 2012.

FOR PBA LOCAL 73A

Bill Caputo
James P. DeLo

FOR THE COUNTY OF UNION

[Signature]

DE FT

COUNTY POLICE SUPERIOR OFFICERS

ARTICLE 11

HOLIDAYS

Section 1. The following Holidays, heretofore have been designated by the County with employees compensated for them by adding eight hours of time for each holiday (112 hours total) to each officer's Time Bank, credited on January 1, of each year, along with vacation and personal time.

New Years Day
Martin Luther King's Birthday
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Election Day
Veteran's Day
Thanksgiving Day
Day After Thanksgiving
Christmas Day

Section 2. Effective January 1, 2010, one hundred-twelve (112) hours of holiday time at straight time shall be included in the base salary and one hundred-twelve (112) hours of holiday time will be eliminated from each officer's time bank. The one hundred-twelve (112) hours of time added to base salary shall be permanently maintained and Holidays shall be permanently eliminated effective January 1, 2011.

AGREEMENT
BETWEEN
THE COUNTY OF UNION
AND
SUPERIOR OFFICERS ASSOCIATION,

P.B.A. LOCAL NO. 73A

EFFECTIVE: JANUARY 1, 2010 THROUGH DECEMBER 31, 2012,

Prepared by:

CONVENTUS LABOR CONSULTING LLC,
773 Clark Street,
Westfield, New Jersey 07090,
(908) 967-2153,

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~~Deleted: SCHENCK, PRICE, SMITH & KING, LLP~~
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~~Deleted: 10 Washington Street, P.O. Box 905~~
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~~Deleted: (973) 540-7300 - Fax~~
~~Deleted: METS SCHIRO & MCGOVERN, LLP~~
~~655 Florida Grove Road~~
~~Woodbridge, New Jersey 07095~~
~~(732) 636-0040 - Telephone~~
~~(732) 636-5705 - Fax~~
~~Deleted: 00840995;4 /~~
~~Deleted: RHB~~
~~Deleted: 6/15/07~~

forty-eight (48) hours to complete an operations report or to give a statement unless the officer is physically or mentally unable to do so.

I. Interrogations and investigations shall be conducted consistent with the Attorney General Guidelines on Internal Affairs and shall be performed by sworn law enforcement personnel.

Section 5. Residency

All police officers hired before March 26, 2001, will be grandfathered. Police officers hired after March 26, 2001, will be required to be residents of Union County for at least two (2) years after hire.

ARTICLE 22

MISCELLANEOUS

Section 1. EMT Stipend

Effective January 1, 2006, all certified EMTs will receive a \$500.00 stipend per year, not to be added to base salary.

Section 2. Sick Incentive

Effective May 18, 2010, employees shall be entitled to a Sick Leave Incentive Bonus equal to one (1) day's pay for each calendar-year quarter (e.g., Jan. 1 – March 31; April 1 – June 30; July 1 – September 30; October 1 – December 31) during which time they do not utilize any sick days. Employees who do not utilize any sick days during an entire calendar year will receive an additional bonus equal to one (1) day's pay for a total bonus of five (5) days' pay. Employees who utilize more than four (4) sick days in any quarter will not be eligible for a sick leave bonus in the succeeding quarter except where the sick days were utilized due to the employee's serious health condition as defined in

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Deleted: Effective January 1, 2006, a five hundred (\$500.00) dollar bonus, not to be added to base, will be paid to any Officer who uses no sick time during the previous year. Effective January 1, 2007, for every six (6) months of no use of sick leave, employees will receive one (1) extra vacation day. If attendance is perfect for twelve (12) consecutive months, employees will receive two (2) extra vacation days and a five hundred (\$500) dollar bonus, not to be added to base salary. Payment of the bonus is to be made by January 15th of the current year.

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UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

5/20/2010

RESOLUTION NUMBER: 2010-576

WHEREAS, the County of Union engaged in collective bargaining agreements with PBA 73-County Police and PBA 73A-County Police Superiors for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2009; and

WHEREAS, the County of Union and the negotiating committees for PBA 73-County Police and PBA 73A-County Police Superiors reached a tentative agreement on May 6, 2010 and the Union ratified on May 18, 2010; and

WHEREAS, the County of Union now desires to confirm the understandings in the Memorandum of Agreements with both parties which are 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 73-County Police and PBA 73A-County Police Superiors.

NO SUFFICIENCY OF FUNDS REQUIRED

Frank W. Adams

5-20-2010

RECORD OF VOTE

Table with 18 columns: FREEHOLDER, Aye, Nay, Abs, Pass, Res., Mot, Sec, NP, FREEHOLDER, Aye, Nay, Abs, Pass, Res., Mot, Sec, NP. Rows include Estrada, Jalloh, Kowalski, Mirabella, Proctor, Van Blake, Ward, Scanlon (Vice Chairman), and Sullivan (Chairman).

APPROVED AS TO FORM
COUNTY ATTORNEY

I hereby certify this is an original resolution adopted by the Board of Chosen Freeholders of the County of Union on the aforementioned date.
Clerk

I hereby certify this is a true copy of a resolution adopted by the Board of Chosen Freeholders of the County of Union on the aforementioned date.
Clerk

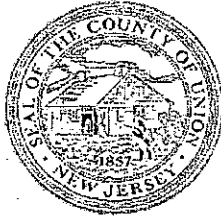
- I. Interrogations and investigations shall be conducted consistent with the Attorney General Guidelines on Internal Affairs and shall be performed by sworn law enforcement personnel.

10. Article 22 – Miscellaneous

Section 4: Delete and replace with: “Effective upon ratification of this Agreement, employees shall be entitled to a Sick Leave Incentive Bonus equal to one (1) day’s pay for each calendar-year quarter (e.g., Jan. 1 – March 31; April 1 – June 30; July 1 – September 30; October 1 – December 31) during which time they do not utilize any sick days. Employees who do not utilize any sick days during an entire calendar year will receive an additional bonus equal to one (1) day’s pay for a total bonus of five (5) days’ pay. Employees who utilize more than four (4) sick days in any quarter will not be eligible for a sick leave bonus in the succeeding quarter except where the sick days were utilized due to the employee’s serious health condition as defined in the federal Family and Medical Leave Act (“FMLA”) in which case the County would be able to require confirmation of the existence of such serious health condition to the same extent it would under the FMLA.”

11. Article 23 – Duration

January 1, 2010 through December 31, 2012.



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2013-704
 AUGUST 22, 2013
 CHAIRMAN LINDA CARTER

WHEREAS, the County of Union engaged in collective bargaining negotiations with PBA73A-County Police Superior Officers, for a new Labor Agreement between the parties effective January 1, 2013 through December 31, 2015 to replace the current Agreement which expired on December 31, 2012; and

WHEREAS, the County of Union and the negotiating committee for PBA73A-County Police Superior Officers reached and ratified the tentative Memorandum of Agreement on May 22, 2013; and

WHEREAS, the County of Union now desires to confirm the understandings in the tentative 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 PBA73A-County Police Superior Officers.

Sufficiency of Funds Authorized Subject to the inclusion of the 2014 & 2015 budget:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:

Linda Carter

✓ Vote Record - Resolution 3904		Yes/Aye	No/Nay	Abstain	Absent
	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angel G. Estrada	<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"/>
	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"/>
	Daniel P. Sullivan	<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"/>
	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Linda Carter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- Adopted
- Adopted as Amended
- Defeated
- Tabled
- Withdrawn

MEMORANDUM OF AGREEMENT
PBA73A-COUNTY POLICE SUPERIOR OFFICERS

&

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, 2012. 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 four (4) 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.

August 6, 2013

Date

MEMORANDUM OF AGREEMENT

Agreement made this 6th day of August 2013 by and between the County of Union and (herein the "Employer") and PBA Local 73A (herein the "SOA"):

WHEREAS, the Employer and the SOA are parties to a Collective Negotiations Agreement (herein "CNA") covering the period from January 1, 2010 to December 31, 2012; and

WHEREAS, the Employer and the SOA have engaged in good faith negotiations for a successor contract that has resulted in an agreement between the negotiating committees subject to ratification by the SOA membership and approval by the Employer'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:

1. Except as herein modified, the terms and conditions of the 2010-2012 CNA shall remain in full force and effect.

2. GENERAL

Correct all dates in contract.

3. ARTICLE 4, SALARIES

a. Replace Section 1, paragraphs 1 and 2 with the following:

Effective and retroactive to 1/1/13, all employees shall receive a 2% increase to base pay.

Effective 1/1/14, all employees shall receive a 2% increase to base pay.

Effective 1/1/15, all employees shall receive a 2% increase to base pay.

b. Section 4, modify as follows: "In the event the County determines to change the pay schedule to a bi-monthly schedule, the SOA agrees that it will accept the change without dispute. Effective January 1, 2014, all paychecks will be done by direct deposit."

c. On or before December 1, 2013, the Employer shall reimburse each officer who deferred pay pursuant to the 2012 deferral agreement, three (3) days pay at their 2013 rate of pay.

4. **ARTICLE 20, HEALTH INSURANCE**

a. Section 1. Effective July 1, 2013 or as soon thereafter as the County can implement, modify all health plans as follows:

	New Co-Pay
Retail Generic (30 day supply)	\$5.00
Retail Name Brand (No generic available or DAW) (30 day supply)	\$25.00
Retail Name Brand (Generic available, not DAW) (30 day supply)	\$50.00
Mail Order Generic (90 day supply)	\$5.00
Mail Order Name Brand (No generic available or DAW) (90 day supply)	\$30.00
Mail Order Name Brand (Generic available, not DAW) (90 day supply)	\$60.00

	Out of Network Benefit
Current	\$250 Single/\$500 All Others
Proposed	\$500 Single/\$1,000 All Others

	Out of Network Reimbursement Benefit*
Current	80 th Percentile of HIAA
Proposed	150% of CMS (Medicare)

***Explanation:** HIAA (Health Insurance Association of America) utilizes 170 major contributors in 50 states to create the average cost for services rendered by Facilities and Professional Providers. As the formula relies on average costs to make a payment, providers have had success in increasing the average cost by billing higher fees. This increases plan costs. On the other hand, moving to a percentage of Medicare allows for no such fee inflation. Medicare, as the largest carrier in the United States, applies set fees based on geographical location without reliance on provider charges.

Also clarify in the successor agreement that to be eligible for the health benefits opt-out payment, an employee must opt out of health and prescription coverage.

5. **ARTICLE 21, EMPLOYEE RIGHTS**

Section 1: Change "PBA President and the State Delegate" to "SOA President."

6. **ARTICLE 22, MISCELLANEOUS**

Section 3. Acting Pay: Change "six (6) shifts in a month" to "four (4) shift in a month" effective June 1, 2013.

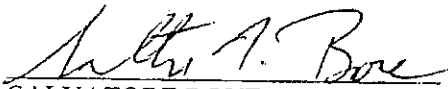
7. **ARTICLE 23, DURATION**

January 1, 2013 through December 31, 2015.


8. EXHIBIT A, SALARIES

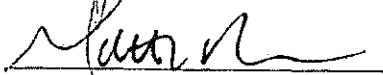
Rank	As of 12/31/12	1/1/13	1/1/14	1/1/15
Sergeant	\$ 102,155	\$ 104,198	\$ 106,282	\$108,408
Detective Sergeant	\$ 104,119	\$ 106,201	\$ 108,325	\$110,492
Lieutenant	\$ 114,099	\$ 116,381	\$ 118,709	\$121,083
Captain	\$ 126,826	\$ 129,363	\$ 131,950	\$134,589

FOR PBA LOCAL 73A


SALVATORE BOVE, PRESIDENT

FOR THE COUNTY OF UNION


ALFRED FAELLA,
COUNTY MANAGER


MATTHEW DIRADO,
DIR., DIV. OF PERSONNEL
& LABOR MANAGEMENT