

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"/>
<input type="text"/>	\$ <input type="text"/>
<input type="text"/>	\$ <input type="text"/>
<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): \$

SECTION IV: Increase in Base Salary Cost (for each year of New CNA)

14 Total Base Salary Cost from Line 13: \$ **SEE MOA ATTACHED**

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>

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
	<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"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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	<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"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

SECTION VII: Medical Costs

SEE MOA ATTACHED

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:

Employee Organization:

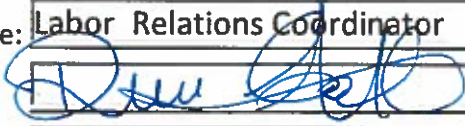
SECTION VII: Medical Costs (continued)

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

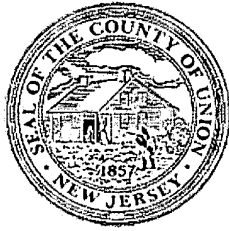
34 The undersigned certifies that the foregoing figures are true:

Print Name:
Position/Title:
Signature: 
Date:

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: 2019-899

OCTOBER 24, 2019

CHAIR BETTE JANE KOWALSKI

WHEREAS, the County of Union engaged in collective bargaining negotiations with PBA 108A-Sheriff's Superior Officers, effective January 1, 2018 through December 31, 2020; and

WHEREAS, the County of Union and the negotiating committee for PBA 108A-Sheriff's Superior Officers, reached a tentative agreement on October 17, 2019 and the union had ratified same on October 23, 2019. 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:

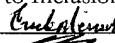
NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with PBA 108A-Sheriff's Superior Officers.

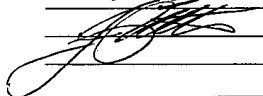
Sufficiency of Funds Authorized 2018 & 2019 Budgets; Subject to Inclusion in the 2020 Budget:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:





✓ Vote Record - Resolution RES-2019-899		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Rebecca Lynne Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Kimberly Palmieri-Moued	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Andrea Straten	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	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"/>
	Christopher Hudak	<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"/>

MEMORANDUM OF AGREEMENT

PBA108A-SHERIFF SUPERIORS

&

COUNTY OF UNION

The County and PBA108A-Sheriff Superiors engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2017. The County and PBA108A-Sheriff 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 PBA108A-Sheriff Superiors and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of the PBA108A-Sheriff Superiors Supervisors 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 PBA108A-Sheriff 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

October 23, 2019

Date

MEMORANDUM OF AGREEMENT

Agreement made this 17th day of October 2019 by and between the County of Union and Union County Sheriff (herein the "Employer") and PBA Local 108A (herein the "PBA"):

WHEREAS, the Employer and the PBA are parties to a Collective Negotiations Agreement covering the period from January 1, 2016 through December 31, 2017; and

WHEREAS, the Employer and the PBA 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 PBA 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:

A. Except as herein modified, the terms and conditions of the 2016-2017 contract shall remain in full force and effect.

B. GENERAL

Adjust all dates in the contract to conform to the new term.

C. ARTICLE IV, SALARIES

1. Section 1:

- | | | |
|----|---------------------------------------|------------------------------------|
| a. | Effective & retro to January 1, 2018: | 2.75% to base pay
(ATB +Steps) |
| b. | Effective & retro to January 1, 2019: | 2.50% to base pay
(ATB + Steps) |
| c. | Effective January 1, 2020 | 0.75%
(ATB + Steps) |

d. Effective and retroactive to July 1, 2019, \$1000.00 shall be added to the base of all salaries.

e. In addition to the above raises, all Sheriff Officers not at top pay shall receive their salary steps.

2. Add New Section: Effective and retroactive to January 1, 2016, officers assigned to the K9 unit shall be entitled to an annual \$1500 stipend added to base pay for such assignment. Once an officer becomes a trainer within the K9 unit, the officer shall be designated as a K9 Trainer and shall be entitled to a \$1500 K9 Trainer stipend in addition to the K9 stipend. The K9 officer's current daily schedules will continue. K9 Officers shall continue to keep their K9 partner(s) at their residence and care for them while both on and off duty.

D. **ARTICLE V, PENSION AND WELFARE**

1. Add the following to Section 3e:

If any of the applicable premium sharing provisions of Chapter 78, P.L. 2011 are repealed, modified or overturned by a court of competent jurisdiction or by the legislature, the parties agree to meet to negotiate the impact of any such repeal, modification, or court decision. In addition, the premium upon which the Sheriff Officer's Chapter 78 contribution shall be frozen at the 2019 levels. An employee's contribution amount shall not change if the premium increases or if an employee's salary increase moves him/her into a new range. An employee's contribution amount may change if the employee changes health plans or changes categories of coverage, i.e., moves from family to single or single to family, etc.

E. **ARTICLE X, HOURS OF WORK**

1. Section 3: Eliminate one (1) training day effective January 1, 2020.

F. **MISCELLANEOUS**

The PBA agrees to withdraw, with prejudice, all grievances and unfair practices and specifically, unfair practices bearing docket nos. CO-2017-142, CO-2017-155 and CO-2018-303, currently pending before PERC.

G. **ARTICLE XXXI, DURATION**

January 1, 2018 through December 31, 2020.

H. **EXHIBIT A – SALARY GUIDE**

See attached.

I. This Agreement is subject to ratification by the PBA membership and the approved by the governing body of the Employer.

J. All other proposals of the parties no contained herein are deemed withdrawn.

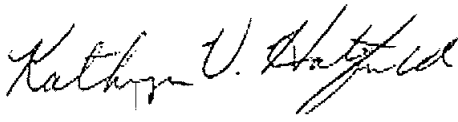
FOR PBA LOCAL 108A


FRANK MILLER, PRESIDENT

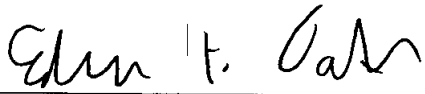
FOR THE UNION COUNTY SHERIFF


PETER CORVELLI, SHERIFF

APPROVED AS TO FORM


KATHRYN V. HATFIELD

FOR THE COUNTY OF UNION


EDWARD OATMAN,
COUNTY MANAGER

SGT	2.75%	2.50%	\$1,000	0.75%	
Steps	2017	01/01/18	01/01/19	07/01/19	01/01/20
1	96,058	98,700	101,167	102,167	102,933
2	99,370	102,103	104,655	105,655	106,448
3	103,453	106,298	108,955	109,955	110,780
4 - 10y	1,575	1,575	1,575	1,575	1,575
	105,046	107,873	110,530	111,530	112,355
5 - 15y	2,575	2,575	2,575	2,575	2,575
	106,056	108,873	111,530	112,530	113,355
6 - 20y*	3,075	3,075	3,075	3,075	3,075
	106,562	109,373	112,030	113,030	113,855

Officers move to 4th Step at commencement of 10th year of employment

Officers move to 5th Step at commencement of 15th year of employment

Officers move to 6th Step at commencement of 20th year of employment

LIEUT	2.75%	2.50%	\$1,000	0.75%	
Steps	2017	01/01/18	01/01/19	07/01/19	01/01/20
1	106,201	109,122	111,850	112,850	113,696
2	115,081	118,246	121,202	122,202	123,118
3 - 10y	1,575	1,575	1,575	1,575	1,575
	116,673	119,821	122,777	123,777	124,693
4 - 15y	2,575	2,575	2,575	2,575	2,575
	117,684	120,821	123,777	124,777	125,693
5 - 20y*	3,075	3,075	3,075	3,075	3,075
	118,189	121,321	124,277	125,277	126,193

Officers move to 3rd Step at commencement of 10th year of employment

Officers move to 4th Step at commencement of 15th year of employment

Officers move to 5th Step at commencement of 20th year of employment

CAPT	2.75%	2.50%	\$1,000	0.75%	
Steps	2017	01/01/18	01/01/19	07/01/19	01/01/20
1	117,731	120,969	123,993	124,993	125,930
2	127,660	131,171	134,450	135,450	136,466
3 - 10y	1,575	1,575	1,575	1,575	1,575
	129,253	132,746	136,025	137,025	138,041
4 - 15y	2,575	2,575	2,575	2,575	2,575
	130,263	133,746	137,025	138,025	139,041
5 - 20y*	3,075	3,075	3,075	3,075	3,075
	130,769	134,246	137,525	138,525	139,541

Officers move to 3rd Step at commencement of 10th year of employment

Officers move to 4th Step at commencement of 15th year of employment

Officers move to 5th Step at commencement of 20th year of employment

Senior Officer Pay:

10y	Officers starting their 10th year of service as a Union County Sheriff's Officer shall receive \$1,575 added to base salary. The \$1,575 Senior Officer Pay is not to be compounded by any percentage increases applied to the base rate
15y	Officers starting their 15th year of service as a Union County Sheriff's Officer shall receive \$2,575 added to base salary. The \$2,575 Senior Officer Pay is not to be compounded by any percentage increases applied to the base rate

20y*	Officers starting their 20th year of service as a Union County Sheriff's Officer shall receive \$3,075 added to base salary. Officers who have started their 20th year of service shall have their Senior Officer Pay compounded by any percentage increase applied to the base rate. Actual compounding starts in the 21st year.
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