

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 ATTACHED MOA

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): \$

SEE ATTACHED MOA

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)						
16 Cost of Salary Increments (\$)						
17 Salary Increase Above Increments (\$)						
18 Longevity Increase (\$)						
19 Total Increased Cost for "Other" Items (\$)						
20 Total Increase (\$) (sum of lines 16-19)						

SEE ATTACHED MOA

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]

SEE ATTACHED MOA

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
25	Totals (\$):							

SECTION VII: Medical Costs

Insurance Costs

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

Employer: COUNTY OF UNION

Employee Organization: PBA 108-SHERIFF OFFICERS

SECTION VII: Medical Costs (continued)

SEE ATTACHED MOA

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:	<i>Vanessa Figueiredo</i>
Date:	1/7/2025

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: *2024-794*

OCTOBER 9, 2024

CHAIRWOMAN KIMBERLY PALMIERI-MOUDÉD

WHEREAS, the County of Union engaged in collective bargaining negotiations with PBA 108 - Sheriff Officers, for a new Labor Agreement between the parties effective January 1, 2023 through December 31, 2026; and

WHEREAS, the County of Union and the negotiating committee for PBA 108- Sheriff Officers, reached a tentative agreement and ratified same on September 30, 2024. 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 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 PBA 108 - Sheriff Officers.

Sufficiency of Funds Authorized ; Subject to Inclusion in the 2025 Budget and 2026 Budget.:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:

[Handwritten signatures]

✓ Vote Record - Resolution RES-2024-794		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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Joseph C Bodek	<i>S</i> <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Michèle S. Delisfort	<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"/>
	Alexander Mirabella	<i>M</i> <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"/>
	Lourdes M. Leon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmieri-Moudéd	<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**

KIMBERLY PALMIERI-MOUDED
Chairwoman

LOURDES LEON
Vice-Chairwoman

JAMES E. BAKER, JR.

JOSEPH C. BODEK

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BETTE JANE KOWALSKI

ALEXANDER MIRABELLA

REBECCA WILLIAMS

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: October 4, 2024

**Re: PBA108-Sheriff Officers
Collective Bargaining Agreement
January 1, 2023 through December 31, 2026**

Please be advised that a tentative agreement (attached) was reached with PBA108-Sheriff Officers on September 30, 2024 and was ratified by the membership on September 30, 2024. Please place a Resolution authorizing this agreement on the Commissioners Agenda for October 9, 2024.

Thank you.

Laura Scutari, Director Administrative Services

**Cc: Claudia Martins, Deputy Director, Division of Personnel
James Pellettiere, Clerk of the Board
Bruce H. Bergen, County Counsel
Bibi Taylor, Director, Department of Finance
Peter Corvelli, Union County Sheriff
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group
James Mets Esq., Mets Schiro McGovern & Paris LLP**

ADMINISTRATION BUILDING

Elizabethtown Plaza

Elizabeth, NJ 07207

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We're Connected to You!

MEMORANDUM OF AGREEMENT

PBA108-SHERIFF OFFICERS

&

COUNTY OF UNION

The County and PBA108-Sheriff Officers engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2022. The County and PBA108-Sheriff Officers 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 PBA108-Sheriff Officers and is now subject to the approval of the Union County Board of Chosen Commissioners. The Bargaining Committee of the PBA108-Sheriff Officers 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 Commissioners.

Therefore, the County and PBA108-Sheriff Officers agree to the attached six (6) 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

September 30, 2024

Date

MEMORANDUM OF AGREEMENT

Agreement made by and between the County of Union and Union County Sheriff (herein the “Employer”) and PBA Local 108 (herein the “PBA”):

WHEREAS, the Employer and the PBA are parties to a Collective Negotiations Agreement covering the period from January 1, 2021 through December 31, 2022; 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, 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 2021-2022 contract shall remain in full force and effect.

B. **GENERAL**

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

2. Counsel for the parties shall review the draft successor agreement and have the authority to correct non-substantive errors such as typos.

3. Change Roman numerals to Arabic.

C. **ARTICLE III, DUES CHECK OFF**

Section C. Replace with:

Any member may revoke their dues in accordance with the requirements of N.J.S.A. 52:14-15.9E. Notice of withdrawal must be submitted by the employee in writing to the Finance Department and the P.B.A President. The Employer shall also forward a copy of the employee's written request of notice to withdraw to the P.B.A. prior to termination of dues deduction.

D. **ARTICLE IV, SALARIES**

1. Section 1 :
 - a. See attached.
 - b. In addition , all Officers not at top pay shall receive their salary steps.

2. Section 3, **Sheriff's Detectives**.

- a. Effective date of signing, Detective Stipend will be Increased to \$2,000.00.
- b. Section 9, **Reopener**. Delete.

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

1. Section 2, subsection 4, amend as follows: Effective June 28, 2011, P.L. 2011, Chapter 78, governs the amount of Employee contributions. 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 is based shall be frozen at the 2018 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. Effective January 1, 2025, the premium upon which the Sheriff Officer's Chapter 78 contribution is based shall continue to be frozen at the 2018 levels. However, if the employee's salary increases and he/she moves into a new Chapter 78 range, he/she shall be required to pay the new percentage rate.

2. Section 4, Dental Plan. Replace with: Effective July 1, 2024, the Employer shall offer as an option to all employees and their eligible dependents the Horizon Dental Option Plan Plus (PPO).

3. Section 5, Retiree Insurance

The subsidy paid to employees covered by Exhibit C (hired on or after 1/1/10) shall be increased to 50%.

F. **ARTICLE VI, VACATIONS**

1. Section 2, replace with the following:

Effective for 2025, vacation requests based on seniority shall be submitted from the second Monday in January to January 31. The Sheriff shall post the seniority-based vacation schedule by the Third Monday in February.

Seniority does not apply to any additional vacation requests made after January 31. They shall be granted on a first-come-first serve basis.

Vacation and all other requests for time off shall be responded to within 72 hours or less of its submission.

2. Section 10, Delete.

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

Section 3. Post/Shift Bidding. Add

(d) Effective for bid assignments in 2025 and thereafter, the practice of selecting a 2nd and 3rd bid preference shall no longer be followed by the parties.

H. **ARTICLE XI, OVERTIME**

1. Section 5, add: If an Officer is transferred to cover a vacancy because of a temporary absence (such as an absence for an on-the-job injury) the transferred Officer shall be allowed to work foreseeable overtime in the unit provided he/she

is temporarily assigned to the unit for a period of 30 days or greater. Upon Reassignment the transferred Officer shall not be eligible for any foreseeable overtime.

2. Section 7 (New). Effective 1/1/24, officers may cash in up to 42 hours of compensatory time per year. Officers who wish to cash-in compensatory time shall provide written notice to the Sheriff or his designee by July 1 specifying the number of hours that he/she will cash-in. Payment shall be made in the month of August.

I. **ARTICLE XVI, PBA DELEGATE**

1. Change title of Article to “PBA Leave Time.”
2. Section 1: Increase to 21 days.
3. Section 3 (moved from Article XXVII): The P.B.A. President and State Delegate shall each be assigned to a 1st shift post.

J. **ARTICLE XXI, CLOTHING**

Section 1. Replace with: If the Employer changes the current uniform or equipment requirements, it shall pay for the initial issue of those items.

K. **ARTICLE XXVI, UNUSED SICK LEAVE**

Section (b). Amend the 401 accumulated sick days cash-in to apply to Officers hired prior to May 21, 2010.

L. **ARTICLE XXVII, PBA AND EMPLOYEE RIGHTS**

3rd paragraph moved to Article XVI.

M. **ARTICLE XXXI, DURATION**


January 1, 2023 through December 31, 2026.

N. EXHIBIT A - SALARY GUIDE

See attached.

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS 9 DAY
OF OCTOBER , 2024

FOR PBA LOCAL 108


RICK ANTONUCCI,
PRESIDENT/Delegate


VICE-PRESIDENT

FOR THE UNION COUNTY


EDWARD ORTMAN,
COUNTY MANAGER


PETER CORVELLA,
SHERIFF


LAURA SOUTARI,
DIRECTOR, ADMINISTRATIVE
SERVICES

APPROVED AS TO FORM


KATHRYN V. HATFIELD, ESQ.

EXHIBIT A
PBA 108 Guide

	Current	For All Employees					
		1/1/2023	1/1/2024	7/1/2024	1/1/2025	1/1/2026	
Start	\$ 43,555	\$ 44,426	\$ 45,759	\$ 45,759	\$ 47,132	\$ 48,546	
Academy Grad.	\$ 50,667	\$ 51,680	\$ 53,231	\$ 53,231	\$ 54,828	\$ 56,473	
1	\$ 61,520	\$ 62,750	\$ 64,633	\$ 64,633	\$ 66,572	\$ 68,569	
2	\$ 66,580	\$ 67,912	\$ 69,949	\$ 69,949	\$ 72,047	\$ 74,209	
3	\$ 71,647	\$ 73,080	\$ 75,272	\$ 75,272	\$ 77,531	\$ 79,856	
4	\$ 76,713	\$ 78,247	\$ 80,595	\$ 80,595	\$ 83,013	\$ 85,503	
5	\$ 81,773	\$ 83,408	\$ 85,911	\$ 85,911	\$ 88,488	\$ 91,143	
6	\$ 85,859	\$ 87,576	\$ 90,203	\$ 90,203	\$ 92,910	\$ 95,697	
7	\$ 91,016	\$ 92,836	\$ 95,621	\$ 95,621	\$ 98,490	\$ 101,445	
8	\$ 101,133	\$ 103,156	\$ 106,250	\$ 106,250	\$ 109,438	\$ 112,721	
9	\$ 102,784	\$ 104,840	\$ 107,985	\$ 109,485	\$ 112,769	\$ 118,212	
(10Y SOP) 10	\$ 104,359	\$ 106,415	\$ 109,560	\$ 111,060	\$ 114,344	\$ 119,787	
(15Y SOP) 11	\$ 105,359	\$ 107,415	\$ 110,560	\$ 112,060	\$ 115,344	\$ 120,787	
(20Y SOP) 12	\$ 105,859	\$ 109,563	\$ 113,877	\$ 115,422	\$ 118,805	\$ 124,411	