

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)

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]

SEE MOA ATTACHED

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
	<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"/>
	<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"/>
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: County of Union

Employee Organization: PBA 199A-Superior Correction Officers

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

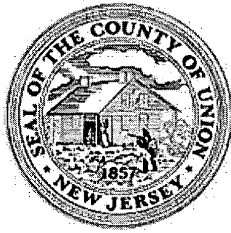
34 The undersigned certifies that the foregoing figures are true:

Print Name: Vanessa Figueiredo
Position/Title: Labor Relations Coordinator
Signature: Vanessa Figueiredo
Date: 12/5/2022

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: 2022-398

MAY 12, 2022

CHAIR REBECCA LYNNE WILLIAMS

WHEREAS, the County of Union engaged in collective bargaining negotiations for a new Labor Agreement with Superior Correction Officers Local 199A Collective Bargaining Agreement effective January 1, 2022 through December 31, 2026; and

WHEREAS, the County of Union and the negotiating committee for Superior Correction Officers Local 199A, reached a tentative agreement and ratified same on April 6, 2022. 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 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 and a Contract Agreement with Superior Correction Officers Local 199A Collective Bargaining Agreement effective January 1, 2022 through December 31, 2026.

Subject to Inclusion in the Budget 2022 Budget; Subject to Inclusion in the 2023 Budget; Subject to Inclusion in the 2024 Budget; Subject to Inclusion in the 2025 Budget; Subject to Inclusion in the 2026 Budget:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:

✓ Vote Record - Resolution 15522		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/>	Adopted	5			
<input type="checkbox"/>	Adopted as Amended				
<input type="checkbox"/>	Defeated				
<input type="checkbox"/>	Tabled				
<input type="checkbox"/>	Withdrawn				
	James Baker Jr	5			
	Angela R. Garretson				
	Sergio Granados				
	Bette Jane Kowalski				
	Lourdes M. Leon				
	Alexander Mirabella	4			
	Kimberly Palmieri-Moued				
	Christopher Hudak				
	Rebecca Lynne Williams				



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES

Laura M. Scutari, Director

**BOARD OF
COUNTY COMMISSIONERS**

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County Manager

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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: April 12, 2022

**Re: PBA199A-Superior Correction Officers
Collective Bargaining Agreement
January 1, 2022 through December 31, 2026**

Please be advised that a tentative agreement (attached) was reached with PBA199A-Superior Correction Officers on April 6, 2022, with the union membership ratified on April 6, 2022. Please place a Resolution authorizing this agreement on the Commissioners Agenda for May 12, 2022.

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
Ronald Charles, Director, Division of Corrections
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group
James Mets, Esq., Mets Schiro & McGovern, LLP**

ADMINISTRATION BUILDING

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MEMORANDUM OF AGREEMENT

PBA199A- SUPERIOR CORRECTION OFFICERS

&

COUNTY OF UNION

The County and PBA199A-Superior Correction Officers engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which is expiring on December 31, 2021. The County and PBA199A-Superior Correction 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 PBA199A-Superior Correction Officers and is now subject to the approval of the Union County Board of Chosen Commissioners. The Bargaining Committee of PBA199A-Superior Correction 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 PBA199A-Superior Correction Officers 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.

April 6, 2022

Date

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the County of Union and the Office of the Union County Sheriff (herein the "Employer") and PBA Local 199A (herein the "SOA"):

WHEREAS, the Employer and the SOA are parties to a Collective Negotiations Agreement covering the period from July 1, 2021 through December 31, 2021; 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:

A. Except as herein modified, the terms and conditions of the July 1, 2021 through December 31, 2021 contract shall remain in full force and effect.

B. **GENERAL**

1. Change dates throughout the Agreement to coincide with the new term and general cleanup of language.

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

C. **ARTICLE 2, PAYROLL DEDUCTION OF SOA DUES AND REPRESENTATION FEE**

Update language to comply with Janus, WDEA, and the Responsible Collective Negotiations Act.

D. **ARTICLE 7, HOURS OF WORK**

Section 2. Update the shift schedules to:

First Shift 0700 to 1500 hours

Second Shift 1500 to 2300 hours

Third Shift 2300 to 0700 hours

E. ARTICLE 8, SALARIES

1. Section 2. Implement the following wage increases:

Effective and retro to 1/1/22	2.00% ATB
1/1/23	2.00% ATB
1/1/24	2.00% ATB
1/1/25	2.00% ATB
1/1/26	2.00% ATB

2. Section 7 (New). Hazard Pay

Should any County law enforcement unit be granted hazard pay, the Employer agrees to reopen the contract solely to negotiate the issue of hazard pay with the SOA.

3. Section 8 (New): Reopener

If any other organized group of employees of the County, Sheriff's Department, or Prosecutor's Office receives an across the board increase in salary during the term of this Agreement that averages more than the 2% increases set forth above and/or receives hazard pay, the SOA shall have the option to reopen this contract for further negotiations on those issues.

F. ARTICLE 15, PERSONAL BUSINESS AND RELIGIOUS LEAVE

Section 4 (New): Effective January 1, 2022, each employee shall be entitled to 1 administrative leave day with pay. Administrative leave days are to be used in the same manner as personal days.

G. ARTICLE 20, HOLIDAYS

Section 1. Add: Effective and retroactive to January 1, 2022, a 15th holiday (Juncteenth) shall be added to base pay.

H. ARTICLE 27, INSURANCE

Section 4, subsection 2. Add: Effective and retroactive to January 1, 2022, officers shall be required to pay 1.5% of their pensionable base pay towards the cost of medical premiums for calendar year 2022. Effective January 1, 2023, the employee contributions shall revert to those paid under the July 1, 2021 through December 31, 2021 contract.

If any other organized group of employees of the County, Sheriff's Department, or Prosecutor's Office receive a reduction in premium sharing contributions for its unit members during the term of this Agreement that is less than that which is paid by SOA unit members, the SOA shall have the option to reopen this contract for further negotiations on that issue.

I. ARTICLE 31, DURATION

Change the term to January 1, 2022 through December 31, 2026, Change the negotiations notice to October 31, 2026.


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

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

FOR PBA LOCAL 199A

FOR THE COUNTY OF UNION

Authenticign
arturo marin
4/10/22 8:42:32 AM EDT
ARTURO MARIN, PRESIDENT


EDWARD OATMAN,
COUNTY MANAGER

Dated:

Dated:

FOR THE UNION COUNTY SHERIFF

Peter Corvelli
PETER CORVELLI, SHERIFF

Dated:

APPROVED AS TO FORM:

Kathryn V. Hatfield
KATHRYN V. HATFIELD, ESQ.
LABOR COUNSEL

Dated: *April 11, 2022*