



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2019-92

JANUARY 24, 2019

CHAIR BETTE JANE KOWALSKI

WHEREAS, the County of Union engaged in collective bargaining negotiations with PBA250-Prosecutor's Detectives & Investigators effective January 1, 2018 through December 21, 2020; and

WHEREAS, the County of Union and the negotiating committee for PBA250-Prosecutor's Detectives & Investigators, reached a tentative agreement on December 20, 2018 and the union had ratified same on the same date. 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 PBA250-Prosecutor's Detectives & Investigators.

Sufficiency of Funds Authorized Subject to inclusion in the 2019 Budget and 2020 Budget:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:

[Signature]
[Signature]

✓ Vote Record - Resolution 10623		Yes/Aye	No/Nay	Abstain	Absent
☒ Adopted	Rebecca Lynne Williams	☒	☐	☐	☐
☐ Adopted as Amended	Kimberly Palmieri-Moulded	☒	☐	☐	☐
☐ Defeated	Andrea Staren	☒	☐	☐	☐
☐ Tabled	Angel G. Estrada	☒	☐	☐	☐
☐ Withdrawn	Angela R. Garretson	☒	☐	☐	☐
	Sergio Granados	☒	☐	☐	☐
	Christopher Hudak	☒	☐	☐	☐
	Bette Jane Kowalski	☒	☐	☐	☐
	Alexander Mirabella	☒	☐	☐	☐

MEMORANDUM OF AGREEMENT

PROSECUTOR'S

PBA250-DETECTIVES & INVESTIGATORS ASSOCIATION

&

COUNTY OF UNION

The County and PBA250-Prosecutor's Detectives & Investigators Association 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 PBA250-Prosecutor's Detectives & Investigators 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 PBA250-Prosecutor's Detectives & Investigators Association and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of PBA250-Prosecutor's Detectives & Investigators 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 Freeholders.

Therefore, the County and PBA250-Prosecutor's Detectives & Investigators Association agree to the attached three (3) 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.

December 20, 2018

Date

| | | |

MEMORANDUM OF AGREEMENT

Agreement made this 6th day of December 2018 by and between the County of Union and the Union County Prosecutor (herein the Employer") and PBA Local 250 (herein the "PBA"):

WHEREAS, the Employer and the PBA are parties to a Collective Negotiations Agreement (herein "CNA") covering the period from January 1, 2015 to 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:

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 2015-2017 CNA shall remain in full force and effect.

A. PREAMBLE

Correct all dates in contract.

B. ARTICLE XVI, HEALTH BENEFITS

Add the following to Section 2.C:

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 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 employee'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.

C. ARTICLE XIX, OVERTIME

Section 3, replace A and B with the following:

Employees shall be permitted to accrue up to 175 hours of compensatory time during the calendar year. An employee shall be allowed to carry-over 175 compensatory time hours from one year to the next. Thus, the maximum amount of compensatory time that an employee may have in his bank in any given year is 175 hours. Once an employee's bank is at 175 hours, cash overtime will be paid at 1.5 times the hourly rate.

D. ARTICLE XXIII, SALARIES

1. Section 1:

- a. Effective and retroactive to January 1, 2018 2.50% ATB
- b. Effective January 1, 2019 2.50% ATB
- c. Effective January 1, 2020 1.00% ATB
- d. In addition, all employees shall receive their step increment, if applicable.

2. Section 5: Add Senior Officer Step of \$1575.00 at 10 years. To be eligible,

the 10 years must be with the UCPO.

E. ARTICLE XXXII, DURATION

January 1, 2018 through December 31, 2020.

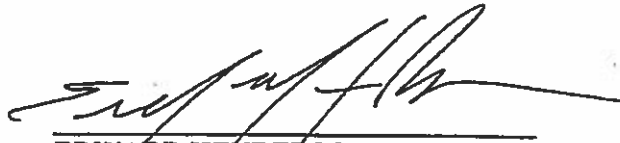
F. SCHEDULE A

Adjust for raises in Article XXIII.

G All proposals of the parties not addressed herein are deemed withdrawn.

H. The negotiating committees for each of the parties agree to recommend this agreement to their respective constituents.

FOR PBA LOCAL 250

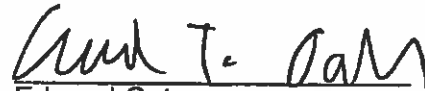

EDWARD HENDERSON, PRESIDENT

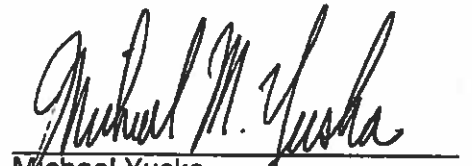
FOR UNION COUNTY
OFFICE OF THE PROSECUTOR


MICHAEL A. MONAHAN,
ACTING PROSECUTOR

Approved as to Form:


Kathryn V. Hatfield, Esq.
Attorney for the County


Edward Oatman
County Manager


Michael Yuska
Director of Administrative Services

January 8, 2019
Date