

**MEMORANDUM OF AGREEMENT  
BETWEEN  
COUNTY OF HUNTERDON  
AND  
CWA LOCAL 1036  
NONSUPERVISORY AND SUPERVISORY UNITS**

**Date: March 17, 2026**

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WHEREAS, the County of Hunterdon (“Employer” or “County”) and CWA Local 1036 (“Union”) are parties to collective negotiations agreements covering Nonsupervisory employees and Supervisory employees, respectively, which expired December 31, 2025; and

WHEREAS, the parties have negotiated in good faith to reach tentative agreements for successor contracts, and these tentative agreements are incorporated into this Memorandum of Agreement; and

WHEREAS, all tentative agreements are subject to ratification by the Board of County Commissioners and the union membership in each bargaining unit; and

WHEREAS, the negotiations representatives shall recommend approval of the tentative agreements to their respective governing bodies; and

NOW WHEREFORE, the parties agree as follows:

**SALARY AND WAGES**

**(Nonsupervisors Article 10; Supervisors Article 9)**

- A. Wages shall be paid as hereinafter set forth, provided that part-time employees employed on a regularly scheduled basis shall be paid a salary according to their title pro-rata.
- B. GENERAL WAGE INCREASES (GWI): All full-time employees, employed by the County of Hunterdon as of the date of ratification will receive the following general wage increases effective January 1 of each year:

2026	4.0%
2027	4.0%

2028

4.0%

Part-time employees who are eligible for general wage increases will receive an increase of \$1.00/hour or the negotiated GWI, whichever is greater, each year of the Agreement.

C. *[delete all – See M. below]*

D. SALARY ADJUSTMENTS

*[delete current language and replace with the following]*

1. To aid recruitment and retention, the parties may agree to negotiate salary adjustments for certain titles or departments during the term of this contract.

E. MINIMUMS AND MAXIMUMS

1. No full-time title in the Nonsupervisory unit shall have a minimum salary less than \$38,000 effective January 1, 2026. The minimums for promotional titles within a title series shall be adjusted with the appropriate differential from its lower-level, in-series title. For example, an entry-level title minimum shall be \$38,000 and the minimum for the next title in the series shall be 8% higher. The negotiated across the board increases shall be applied to the minimums each year. The County shall not compensate any position or title less than the state minimum wage.

2. [no change]

3. The salary for the position of Laborer in the Roads and Bridges Department shall be capped at their rate of pay after one year. Laborers who obtain their CDL License shall be entitled to be promoted to Road Repairer or Bridge Repairer or Traffic Maintenance Worker provided they have completed their working test period. See Side Letter #3 Regarding CDLs in Department of Public Works for additional terms.

F. PUBLIC SAFETY TELECOMMUNICATIONS OPERATORS

[no change]

G. SHIFT DIFFERENTIAL

Building and Maintenance Department employees whose majority of hours on their regularly scheduled shifts are after 4:30 p.m. and before 7:00 a.m., shall receive shift differential of \$1.50 per hour for all hours worked. Shift differential shall not apply to summer hours.

H. PAYDAYS

The County will pay employees on a bi-weekly basis during the calendar year. See Side Letter #1 to this Agreement. [no change]

I. [no change]

J. Tree Trimming Work. Pursuant to past practice, whenever a Road Department employee is operating an aerial tree-trimming bucket, he/she shall receive the base rate of pay for an Equipment Operator.

K. LONGEVITY.

[no change]

L. [no change]

M. Any Parks Department employee who has or obtains a Commercial Driver's License, will receive an adjustment in base pay of \$600, where their job requires operation of a vehicle requiring a CDL operator's license. The adjustment will be removed from base salary if the employee ceases to hold a CDL.

N. [no change]

O. [no change]

P. [no change]

Q. [delete]

## **HEALTH BENEFITS**

**(Nonsupervisors Article 16, Supervisors Article 15)**

Add new Nonsupervisory 16.F.3. and Supervisors 15.D.2.:

### **{F.3}/{D.2}. Joint Healthcare Committee:**

1. Starting no later than April 30, 2026, the parties will establish a Healthcare Committee comprised of representatives from management and CWA. The County's health insurance broker(s) or consultant(s) will be provided as resources to the Committee. The Committee will meet during calendar year 2026 and

periodically thereafter for the remainder of the term of this Agreement. The Committee will be tasked with reviewing health care expenditures and identifying cost-effective and innovative strategies to maintain high quality health benefits while containing costs for both the County and covered employees.

2. The Committee will meet monthly or as mutually determined by the Committee. The Working Group shall review relevant claims and utilization data in a manner fully compliant with the Health Insurance Portability and Accountability Act (HIPAA) and all other applicable privacy laws and regulations. The County shall make all reasonable efforts to share claims utilization and cost data with the Union to facilitate these discussions.
3. The Healthcare Committee shall analyze claims trends, utilization patterns, plan design impacts, and provider billing rates, and may develop recommendations for consideration by the parties regarding plan modifications, wellness initiatives, cost-saving measures, employee incentives for lowering healthcare costs and premiums, and other mutually beneficial strategies. Any recommended actions require written approval by the County and CWA to take effect. Neither party waives its rights with respect to negotiations by entering into this joint management-labor committee.

## **GENERAL ISSUES**

- A. The parties agree to correct typographical and formatting errors, to make administrative updates to the contract, such as eliminating old dates, outdated information, updated department names, etc.
- B. The parties agree to incorporate into the contract any Side Letters of Agreement and Memoranda of Agreement that the parties executed during the 2021-2025 contract period.
- C. All terms of the preceding agreements shall be retained unless modified as below.

### **Article 2. Payroll Deposit and Deductions**

- B.3. Add “union membership status and salary”
- C. Delete references to “automobile insurance” and insert “supplemental insurance benefits provided through the Union”

### **Article 5. Rights and Privileges of the Union**

- A. (and throughout the document) change “Board of Chosen Freeholders” to “Board of County Commissioners”

### **Article 30. Copies of Minutes**

- Delete Article. No longer needed.

### **Article 33. Responsible Relations**

- Add new C. The parties will cooperate to distribute contract books printed by the County print shop within ninety (90) days of submission of a final signed contract document.

### **Article 34. General Provisions**

- Section C: update for employment agreements.

### **Article 35. Donated Sick Leave Program**

- Donated leave time shall not count against an employee's eligibility for sick leave incentive or attendance payments, to the extent that such programs are offered under contract or County policy.

### **Article 17. Employee Expenses**

#### **G. Tuition Reimbursement**

Employees will be entitled to a tuition reimbursement of up to \$1,250 per semester for job-related courses. The reimbursement allowed for Fall, Spring and Summer courses not to exceed an aggregate of \$2,000.00 in a calendar year.

A written request must be submitted and approved by the Board of County Commissioners or their designee prior to beginning the course in order to be eligible for reimbursement and the employee must receive a grade of "C" or better. Reimbursement is paid by the County after the class is completed and the employee receives a grade of "C" or better. The amount will be paid at the end of the course.

### **Article 8. Hours of Work**

- F. Flexible Work Hours
  - Add "Summer Hours" for Roads and Bridges Department, Building and Maintenance Department, Engineering Department and Parks Department.
    - First full week in May to the second week of August: 6:00AM to 2:30PM
    - Third week of August to Labor Day: 6:30AM to 3:00PM  
If daylight standard time changes, the times above will be adjusted to 30 minutes of the sunset/sunrise.

- ⊖ 3.c.: The County may also approach the Local Union, about altering work hours for an employee or group of employees to accommodate a special need of the County, but no employee shall be mandated to work flexible work hours.
- Add new L. The County may offer a Remote Work Program for all County Departments at the exclusive discretion of the Board of Commissioners. If the County offers a Remote Work Program, the terms of the program shall be negotiated between the County and the Union on an annual basis. Constitutional Officers shall determine eligibility for remote work in their respective jurisdictions.

### **Article 11. Overtime**

- A.2. Add Buildings and Grounds to 1.8x for overtime related to emergencies or storm/snow related events only. An emergency shall be defined as an unexpected situation requiring immediate maintenance response outside of normal working hours to protect life or safety, prevent significant property damage, restore or maintain essential operations, or address conditions that cannot reasonably wait until the next regular work shift.
- A.3. Health Department. Employees will receive 1.5x their hourly rate for hours worked between 35 and 40 hours in a week.

### **Article 12. Holidays**

Add: The County of Hunterdon shall observe Juneteenth as an official County holiday on the same day as observed by the State of New Jersey, unless changed by law.

### **Article 20. Unscheduled Closing of County Departments**

- A. The County does not intend to ever close all County offices. However, should the County declare a delayed opening, early dismissal or complete closure, employees who were scheduled to work shall be credited for that time as time worked, without loss of pay or benefits. Employees who use benefit time (sick, vacation, or personal leave) during the closure shall not have that time restored to their respective leave banks.
- B. In the event there is a general county-wide closing, the County shall declare the hours of the closing and those employees who the County designates as "mission essential" employees will be required to work and they shall receive hour-for hour compensatory time equal to the duration of the unscheduled closing that occurred during "core" County hours of operation (8:00am – 4:30pm). Employees who are

not designated as “mission essential” shall be excused from work with no loss of pay or benefit leave time during periods when the County Administrator or designee declares a State of Emergency in Hunterdon County.

- C. Absences during periods of inclement weather in which the County does not close, shall be authorized where the employee feels she/he is unable to safely travel to and from work. In such instances, the employee may charge such absence to accumulated compensatory time, vacation or personal time upon a supervisor’s authorization, which shall not be unreasonably denied.
- D. Employees are entitled to a lunch break of at least 30 minutes if they will work at least six (6) hours during a workday shortened due to an unscheduled event.
- E. In all circumstances, the County shall attempt to make the call for early dismissal, delayed opening, or closure no less than 90 minutes prior to the hours of operation start and end times. The County will endeavor to notify employees of an anticipated early dismissal at least three days in advance, if known in advance. Section E and F are not grievable.
- F. In recognition that the normal hours of operation for Library, Parks and other Depts may extend beyond core County business hours, the County shall attempt to send a notice to these employees no later than 5pm of status of their decision whenever possible.

### **Article 13. Vacations**

- Re-letter paragraphs to create Section A for entitlements, Section B. as below, and re-letter all following paragraphs of this Article.

Section B. Employees shall submit requests for vacation time no later than March 31st of the year with first and second choices. Approval or disapproval of a vacation request shall be given within ten (10) working days of the cutoff date for submitting vacation requests. For only those employees who submit requests by March 31st, vacations shall be scheduled on the basis of seniority. The request of a senior employee for vacation submitted after March 31st, shall not be given preference over the request of a less senior employee submitted by May 15th. Only simultaneous requests for vacation leave submitted after March 31st shall be decided on the basis of seniority. Requests for vacation after the cut-off date above will receive a response within five business days whenever practicable.

### **Article 14. Leaves of Absence**

B. Attendance Incentive Bonus:

1. Employees hired prior to May 22, 2010: If any employee uses seven (7) or less days sick leave in any given year, the employee will receive Fifteen Dollars (\$15.00) for each unused sick day out of his/her regular annual allotment of fifteen (15).

Payment Schedule:

<u>Employee Use</u>	<u>Payment</u>
0 days	\$ 225
1 day	\$210
2 days	\$195
3 days	\$180
4 days	\$165
5 days	\$150
6 days	\$135
7 days	\$120
8 days or more	no payment

Employees will still retain all unused sick days.

2. Employees hired after May 22, 2010:

- a. An employee may convert up to fifteen (15) sick leave days accrued the prior year into vacation days as follows:
  - 4 sick leave days    1 vacation leave day
  - 8 sick leave days    2 vacation leave days
  - 12 sick leave days    3 vacation leave days
- b. Only sick days from the immediate proceeding year are eligible for conversion. Sick days accrued in prior years are not eligible for conversion. Once converted from sick to vacation time, those days cannot be converted back to sick time for any reason.
- c. Employees shall utilize the sick days that have been converted into vacation days in the year converted and shall not carry the converted vacation time into the next calendar year. Any unused converted time is lost. It is expressly agreed and understood that the employee shall not be compensated for any unused converted time. It is further agreed and expressly understood that the employee shall not be compensated for any unused converted time at the time of retirement, resignation or termination of employment. HR/Finance will code converted vacation time differently than regular vacation time in the payroll system.
- d. Request to use approved converted vacation time shall be made in the same manner as regular vacation leave time.

- e. All requests to convert the prior year's sick time to vacation leave time must be made to HR no later than January 31<sup>st</sup> each year.
- f. Approval for conversion shall not be granted unless the Employee's sick leave bank contains at least forty-five (45) sick days after the deducting the number of days proposed for conversion.

### **Article 35. Donate Sick Leave Program**

1. There will be times when an employee suffers from a catastrophic illness or injury which necessitates the employee's prolonged absence from work and for which the employee has no available paid leave. The County recognizes that co-workers would like to assist their fellow employees under such circumstances by volunteering to donate a portion of their accumulated benefit days to the employee(s) suffering from the catastrophic illness or injury
2. The County and Union agree to maintain a Donated Sick Leave Program in accordance with County policy.

### **Article 17. Employee Expenses**

A. Increase boot allowance from \$150 to \$175 in 2026 and 2027; \$200 in 2028

B. Meal Allowance.

1. **Meals at conferences, seminars or meetings.** When the event is funded through a grant or other source that allows funding for meals, Employees shall be eligible for reimbursement of meals in direct relation to authorized conferences, seminars or meetings that are directly related to County business, (provided the conference, seminar or meeting does not take place in a county building or facility,) as follows:
  - \$12.00 for breakfast, provided that there is an overnight stay the previous night, or, if there is no overnight stay, there is advance approval by the Department Head of the expense.
  - \$13 for lunch
  - \$25 for dinner, provided that there is an overnight stay later that night, or, if there is no overnight stay, there is advance approval by the Department Head of the dinner expense.

The above does not include elective attendance at professional affiliation functions. It does include tax and gratuity. If the meal exceeds the allocation, the employee is expected to pay the difference. Full documentation for any expenses

must accompany the reimbursement request before the claim will be considered for payment.

2. Delete.
3. Delete.

### **Article 21. Job Postings and Vacancies**

- Add: Transfer opportunities will be posted for at least one week within the Department where such transfer exists.

### **Article 25. Discrimination**

- A. Hunterdon County is committed to the principle of equal employment opportunity and anti-discrimination pursuant to Title VII of the 1964 Civil Rights Act as amended by the Equal Opportunity Act of 1972 and the New Jersey Law Against Discrimination (LAD) and all other applicable state or federal laws. Under no circumstances will the County discriminate on the basis of sex, race, creed, color, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, domestic partnership status, civil union status, atypical heredity, cellular or blood trait, genetic information, disability (including AIDS or HIV infection), pregnancy, breastfeeding, childbirth, liability for service in the United States Armed Forces, gender identity or expression, and/or any other characteristic protected by state or federal law.
- B. Accordingly, decisions regarding hiring, promotion, transfer, demotion or termination are based solely on the qualifications and performance of the employee or prospective employee. Any complaint of discrimination or harassment in the workplace may be filed by an employee through the complaint procedure set forth in the County Policy Against Harassment or under law.

### **Article 26. Discipline**

1. In any case of disciplinary action (except letters of reprimand), including discharge, the Employer will notify the Union Steward, Local Union President or Local Union staff, of the action in the same workday as the notice of disciplinary action is served.
2. Disciplinary Actions do not include Corrective Action: i.e., PIP, Counseling, Verbal or Written Warning. Corrective Action is not grievable but an employee may submit a written rebuttal.
3. An employee may be subject to Discipline for the reasons permitted by Civil Service Commission and under the Hunterdon County Table of Offenses as they are amended

from time to time.

4. Minor Disciplinary Actions, except written reprimands, involving employees with permanent status in any title, may be appealed to arbitration by the Union or the employee. Prior to imposition of a penalty sought in a minor disciplinary action, the employee shall have the right to an administrative hearing as required by Civil Service Rules.
5. Major Disciplinary Actions may only be appealed from a Final Notice of Disciplinary Action issued by the County to the Office of Administrative Law through the NJ Civil Service Commission.
6. Disciplinary notices shall be served by regular and certified mail and via email. Service shall be complete upon mailing. The Union shall be copied in on such matters. An appeal must be filed within ten (10) business days to request a hearing.
7. A hearing date shall be scheduled within thirty (30) business days. The parties will cooperate to schedule by mutual availability within the thirty (30) day time period. The thirty (30) day time period can be extended only by mutual consent of the parties.
8. Initial discovery will be provided by the County to the appealing party within ten (10) business days of the notice of appeal. The appealing party will provide reciprocal discovery within same ten (10) days of notice of appeal, if it possesses any. Either party may provide supplemental discovery to the other party at least three (3) days prior to the hearing. This timeframe will be waived in cases that involve criminal charges and by mutual agreement of the parties. Discovery shall include electronically stored information (electronic documents, spreadsheets, emails, text messages and other similar type communications) which the party intends to use as part of any departmental hearing or administrative proceeding. The County shall provide information relevant to the charges at issue requested by the appealing party related to discovery. Discovery disputes will be submitted to the hearing officer assigned to the appeal.

**Article 28. Economy Layoffs**

- A. Layoffs shall be accomplished according to the rules and regulations of the New Jersey Civil Service Commission. Layoff rights and appeals shall follow the applicable rules of the Commission.
  
- B. [Delete section B.]

## **DEPARTMENT ISSUES**

### **A. Health Department**

- Duty Officer: increase pay from \$300 to \$350 per week.

### **B. Public Safety**

#### **Article 8A. HOURS OF WORK FOR COMMUNICATIONS OPERATORS**

- Incorporate Public Safety MOAs from March 2025 and November 2025.

**SIDE LETTER #2 REGARDING HEALTH BENEFITS PLAN DESIGNS EFFECTIVE  
FEBRUARY 1, 2026**

**A. Plan Offerings and Plan Designs**

1. Effective February 1, 2026, the County shall offer medical and prescription benefits under the Aetna High Deductible Plan (“HDHP”), which is attached as Exhibit 1.
2. As a material part of the medical and prescription plans provided to employees, the County shall provide a Health Reimbursement Account (HRA) attached to the HDHP. Such HRA will cover out of pocket expenses for in-network and out-of-network services as covered in Exhibit 1 and not less than benefits provided under the plans in 2025, including but not limited to:
  - a. \$10 out of pocket copay for PCP, Specialist and Urgent Care office visits
  - b. \$25 Emergency Room copay
  - c. \$0 labs, imaging services
  - d. Prescriptions: \$0 out of pocket cost for generic, preferred or non-preferred drugs; \$0 out of pocket costs for retail and mail order; all prescription drug costs are paid integrated into single and family deductibles, and all costs shall be paid through the HRA
  - e. In Network Deductible: \$0 single / \$0 family
  - f. In Network MOOP: \$0
  - g. Out of Network Deductible: \$100 single / \$200 family
  - h. Out of Network MOOP: 20% to \$1,000 single / 20% to \$2,000 family
3. The build back of benefits described in Section 2 is based upon the most advantageous plan currently offered by the SHBP (“Direct10”). If the SHBP should no longer offer this plan or modifies it, the County agrees to comply with Article 16, Section F of the CBA; however, no changes to Section 2 would be effective before 1/1/2027.
4. The Aetna HDHP uses the same provider network as the Aetna PPO plans provided in 2025. There is no provider disruption due to changing plans to the HDHP.
5. Existing prior authorizations obtained under the Aetna PPO plans in 2025 will be continued under the Aetna HDHP in 2026.
6. The prescription formulary in the Aetna HDHP plan in January 2026 is the same as the formulary for the Aetna PPO plans in 2025. The parties recognize formularies are set by the third-party administrator and are subject to change.
7. Employee contributions for medical and prescription benefits will be calculated on the blended underlying Aetna plan premium (medical and prescription) and shall not include any fees or costs of the Health Reimbursement Account (HRA) attached to the HDHP. All employee contributions will continue to be deducted on a pre-tax basis.

## **B. Health Reimbursement Account (HRA) and Flexible Spending Account (FSA)**

1. The County agrees to provide a health reimbursement account (HRA) to employees enrolled in the Aetna HDHP plan.
  - a. The County will fund up to the employee's maximum out of pocket limits into an HRA account to provide for the level of benefits, copays, and out of pocket expenses as set forth in Exhibit 1, for each employee regardless of their level of coverage (single, member/spouse, parent/child or family).
  - b. This HRA account can be used by the employees to pay the difference in employee out-of-pocket costs between the Aetna HDHP and the benefit design negotiated as set forth in Exhibit 1. The HRA plan will provide benefits for expenses under medical and prescription coverage only.
  - c. The HRA benefits described in this Agreement shall be administered via debit/credit card provided by the County and funded 100% by the County. Employees shall not be responsible for any fees or costs related to administration of the HRA benefits. Employees shall be provided cards as necessary for all dependents over the age of 18.
  - d. The HRA Program must provide access to representatives via call center/telephone at least 15 hours per day, a minimum of 5 days per week, and access via web and/or mobile application. The HRA call center must be located in the United States of America.
  - e. The Aetna HDHP will send a copy of an employee's Explanation of Benefits directly to the HRA administrator. The HRA administrator shall issue timely payment for covered services, less any employee copay or deductible obligation, directly to the provider. Provided all information was coded properly by the provider and properly submitted to the HRA administrator on a timely basis, any late or missed payments, late fees or other obligations due to processing error or delay by the HRA Administrator will be paid by the HRA Administrator and/or County.
2. Flexible Spending Account: The County will not fund any Flexible Spending Account for employees in 2026. The FSA from 2025 will have a run-out period through March 31, 2026 which the deadline for employees to submit expenses that were incurred prior to December 31, 2025.

**C. Education and Information**

1. The County shall provide employees access to informational materials, meetings with health benefits consultants, and meetings with the Union during open enrollment periods.
2. The County shall require any third-party administrators or consultants who administer the HRA or FSA programs to hold onsite, in-person availability to County employees during and after open enrollment. The times, places, and duration of such availability will vary in order to be accessible to County employees.
3. The County shall require third-party administrator(s) to provide monthly reports including statistical data on utilization, TPA performance, and reimbursement timeframes. Reports will be shared with the Union. The parties agree to meet monthly with TPAs and consultants to discuss administration and performance of the HRA and FSA programs.

D. This Agreement may be amended only by mutual agreement. Either party shall notify the other of its desire to re-open and the parties will schedule negotiation within 30 days of such notice.

E. If any provisions in this Agreement are deemed by an agency of the State of New Jersey or a court of competent jurisdiction to be prohibited or held to be void or unenforceable, the parties shall deem this entire Agreement void and unenforceable.

## Continuation of Side Letter #2

<span style="font-size: 24px; font-weight: bold; margin-left: 100px;">SUMMARY OF BENEFITS</span>			
<b>Hunterdon County Govt NJ</b>		<b>AETNA</b> <b>2/1/2026</b> to <b>12/31/2026</b> <span style="font-weight: bold; margin-left: 100px;">High</span>	
<b>Swipe card for benefit listed under the "Difference Card Pays" column.</b>			
<b>Your provider is reimbursed when claim is received from your carrier.</b>			
TYPE OF VISIT	YOU PAY	DIFFERENCE CARD PAYS	AETNA BENEFIT
<b>PHYSICIAN SERVICES</b>			
<b>Primary Care Office Visit Copay</b>	\$10	Remaining Amount	Deductible and Coinsurance
<b>Specialist Office Visit Copay</b>	\$10	Remaining Amount	Deductible and Coinsurance
<b>Preventive Care / Screening / Immunization</b> No Charge			
<b>Urgent Care</b>	\$10	Remaining Amount	Deductible and Coinsurance
<b>PHARMACY</b>			
<b>Prescription Deductible Application</b>		Integrated with Medical Deductible	
<b>Prescription Individual Deductible</b>	\$0	Integrated with Medical Deductible \$2,500 ind./ \$5,000	
<b>Prescription Family Deductible</b>	\$0		
<b>Retail Prescriptions</b>	\$0	100%	20%
<b>Mail Order Prescriptions</b>	\$0	100%	20%
<b>DIAGNOSTIC PROCEDURES</b>			
<b>Diagnostic Test- Lab Bloodwork</b>	\$0	Deductible and Coinsurance	Deductible and Coinsurance
<b>Diagnostic Test X-Ray</b>	\$0	Deductible and Coinsurance	Deductible and Coinsurance
<b>Complex Imaging (CT/Pet Scans, MRIs)</b>	\$0	Deductible and Coinsurance	Deductible and Coinsurance
<b>HOSPITAL SERVICES</b>			
<b>Emergency Room Care</b>	\$25	Remaining Amount	Deductible and Coinsurance
<b>Outpatient Surgery</b>	\$0	Deductible and Coinsurance	Deductible and Coinsurance
<b>Inpatient Hospital</b>	\$0	Deductible and Coinsurance	Deductible and Coinsurance
<b>IN NETWORK DEDUCTIBLE &amp; COINSURANCE</b>			
<b>Qualified High Deductible Health Plan</b>		Yes	
<b>Deductible Accumulation Period</b>		Calendar year	
<b>Family Deductible Accumulation Type</b>		Family Total Accumulation	
<b>In-Network Individual Deductible</b>	\$0	\$2,500 Ind.	\$2,500 Ind.
<b>In-Network Family Deductible</b>	\$0	\$5,000 Fam.	\$5,000 Fam.
<b>In-Network Individual Coinsurance Limit</b>	\$0	20% to \$2,700 Ind.	20% to \$2,700 Ind.
<b>In-Network Family Coinsurance Limit</b>	\$0	20% to \$5,400 Fam.	20% to \$5,400 Fam.
<b>OUT OF NETWORK DEDUCTIBLE &amp; COINSURANCE</b>			
<b>Out-of-Network Individual Deductible</b>	First \$100	Last \$4100	\$4,200
<b>Out-of-Network Family Deductible</b>	First \$200	Last \$8,200	\$8,400
<b>Out-of-Network Individual Coinsurance Limit</b>	20% to \$1,000	20% to remaining	40% to \$2,000
<b>Out-of-Network Family Coinsurance Limit</b>	20% to \$2,000	20% to remaining	40% to \$4,000
In-Network Family Multiplier      2.  All claims must be submitted within 3 months of the end of the deductible accumulation period. Terminated members must submit claims within 3 months of the termination date. All Out-of-Network Services are subject to the Deductible. Information on this document based on carrier SBC.	Out-of-Network Family Multiplier      2.  Please have your provider swipe the Difference Card for the following amounts: Primary Care Swipe - Specialist Swipe - ER Visit Swipe - Urgent Care Swipe - RX Copay - 100% Call 888.343.2110 with any questions.	Mail Order Multiplier      2.  Download the Mobile App to View and Submit Claims   SCAN THIS WITH YOUR CAMERA	

### **SIDE LETTER #3 REGARDING CDLs IN DEPARTMENT OF PUBLIC WORKS**

- A. Effective April 1, 2026, employees in the Department of Public Works must obtain a CDL permit within ninety (90) days of hiring. Employees hired prior April 1, 2026 must obtain a CDL permit by July 1, 2026. Such timeframe may be extended only by mutual written agreement between the Union and County Administrator and shall be based on good cause.
- B. Effective April 1, 2026, employees in the Department of Public Works must obtain a CDL license within six (6) months of obtaining the permit. Employees hired prior to April 1, 2026 must obtain a license by February 1, 2027. Such timeframe may be extended only by mutual written agreement between the Union and County Administrator and shall be based on good cause.
- C. Employees who do not obtain the CDL license within nine (9) months of hire may be terminated pursuant to disciplinary procedures set forth in this Agreement.
- D. The County shall include these requirements in all notices of vacancy, promotional announcements and other job postings for the Department of Public Works.
- E. The County shall affirmatively notify employees of the process to request ADA accommodations related to CDL testing. Such notification may be included in job postings or issued separately.
- F. Trainers:
  - 1. A minimum of two employees shall be trained and designated as Certified CDL Trainers. CDL Trainers shall receive a \$5,000 annual stipend which shall be divided equally among bi-weekly pay periods.
  - 2. A minimum of two employees, who may or may not also be designated as CDL Trainers, shall be designated "Forklift Trainers". Forklift Trainers shall receive a \$2,000 annual stipend which shall be divided equally among bi-weekly pay periods.
  - 3. CDL and Forklift Trainers shall be responsible for training employees to obtain those licenses appropriate for their departments, including theory training, vehicle operation, and accompanying employees to testing. Trainers shall also be responsible for training employees in powered industrial and forklift safety.

4. Indemnification for Trainers shall be provided in accordance with the New Jersey Tort Claims Act (N.J.S.A. 59:1-1 et seq.) and any limits set forth in the County's Joint Insurance Fund.

FOR HUNTERDON COUNTY

FOR CWA LOCAL 1036

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