

P.E.R.C. NO. 2023-1

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

BOROUGH OF BERGENFIELD,

Respondent,

-and-

Docket No. IA-2021-016

PBA LOCAL 309,

Appellant.

SYNOPSIS

The Public Employment Relations Commission vacates an interest arbitration award on remand and remands it to another arbitrator. The PBA appealed from the remand award asserting that the arbitrator: failed to identify the salary levels of the awarded 10-step salary guide for new hires; failed to clarify the appropriate step placement for officers at the start of the award; unreasonably increased health benefit contributions because he considered maintenance of the status quo health benefit contribution level as akin to a salary increase; and improperly failed to consider comparability evidence submitted by the PBA while considering evidence outside of the record. The Commission finds that the award failed to define the 10-step salary guide for new hires, failed to clarify step placement at the start of the award, and did not provide sufficient support for its healthcare contributions award or its overall salary award. Accordingly, the Commission vacates the remand award because a mutual, final and definite award upon the subject matter submitted was not made, and because it is not supported by substantial credible evidence in the record as a whole.

This synopsis is not part of the Commission decision. It has been prepared for the convenience of the reader. It has been neither reviewed nor approved by the Commission.