

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 4/1/2016 thru 6/30/2019.

Employer: OC Board of Chosen Freeholders

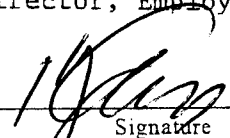
County: Ocean

Date: 12/28/2016

Name: Keith J. Goetting

Print Name

Title: Director, Employee Relations


Signature

**POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

Section I: Agreement Details

Public Employer: OC Board of Chosen Freeholders County: Ocean
 Employee Organization: PBA Local #258A Corrections Superior Officers Employees in Unit: 36
 Base Year Contract Term: 4/1/2013-3/31/2016 New Contract Term: 4/1/2016-6/30/2019
 Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided 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.

	Base Year - Total Costs <i>(Last Year of Previous agreement)</i>		New Base Year - Total Costs <i>(First Year of Successor agreement)</i>	
	Column A	Column B	Column C	Column D
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary				
Increment		N/A		N/A
Longevity				
Section IV: Additional Costs List economic items indicate either inside or outside base salary as agreed to between the parties.				
<u>Item Description</u>				
Item 1				
Item 2				
Item 3				
Item 4				
Item 5				
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column				
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) _____

Effective Date (m/d/yyyy)	4/1/2016	9/1/2017	9/1/2018
Percent Increase	1.5%	1.5%	1.5%
Actual dollar increase			
Total Economic Costs (successor agreement)			

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 1.5%
 Dollar Impact (average per year over term of agreement) _____

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	SHBP	
Employee Contributions		
Prescription		
Dental		
Vision		

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: Keith A. Goetting Title: Director, Employee Relations
 Signature: [Signature] Date: 12/28/2016

AGREEMENT

BETWEEN

THE OCEAN COUNTY BOARD OF CHOSEN FREEHOLDERS

AND

**NEW JERSEY STATE POLICEMEN'S BENEVOLENT
ASSOCIATION, LOCAL #258A**

REPRESENTING

CORRECTIONS SUPERIOR OFFICERS

AGREEMENT TERM: THREE YEARS

APRIL 1, 2016 THROUGH JUNE 30, 2019

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AGREEMENT

This Agreement, executed this *21st* day of *December*, 2016 between the Ocean County Board of Chosen Freeholders, hereinafter referred to as "Employer," and the New Jersey Policemen's Benevolent Association, Local #258A, comprised of Ocean County Corrections Superior Officers and for this particular Agreement, excluding Rank and File Officers, and all other employees, which organization has been certified by the Public Employment Relations Commission as an appropriate bargaining unit, hereinafter referred to as the "Association" or "PBA." Wherever the term Corrections Superior Officer or Employee is used in this Agreement, each designation shall be interchangeable and have the same meaning and effect.

WITNESSETH

WHEREAS, the Public Employment Relations Commission has certified the New Jersey State Policemen's Benevolent Association, Local #258A, as the exclusive representative of all Ocean County Corrections Superior Officers for the purpose of collective negotiations with respect to wages, hours, terms and other conditions of employment, for those Correction Superior Officers set forth in the certification to the Public Employment Relations Commission and employed by the County of Ocean and all the rules and regulations of the Civil Service Commission.

Now, Therefore, the County of Ocean and the New Jersey State Policemen's Benevolent Association, Local #258A mutually agree as follows:

ARTICLE 1

PURPOSE

The purpose of this Agreement is to set forth herein all terms and conditions of employment to be observed between the parties hereto.

ARTICLE 2

RECOGNITION

A. UNIT

The County of Ocean and the Warden hereby recognize New Jersey State PBA, Local #258A as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all permanent Corrections Superior Officers holding the rank of Sergeant, Lieutenant or Captain and excluding all Corrections Officers, Deputy Warden and all other employees.

B. MODIFICATION

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE 3

MANAGEMENT RIGHTS

- A. The Board and the Warden reserve to themselves and their agent's full jurisdiction and authority over matters of policy, work rules and regulations, and retain the right, subject only to the specific limitations imposed by language of this Agreement, in accordance with applicable laws and regulations.
1. To direct the employees of the unit.
 2. To hire, promote, transfer, assign and retain employees in positions in the unit and for just cause, to suspend, to demote, to discharge or to take other disciplinary action against employees.
 3. To relieve employees from duties because of lack of work or for other legitimate reasons.
 4. To maintain the efficiency of the operations of the County and the Department of Corrections entrusted to the Board and the Warden.
 5. To determine the methods, means, and personnel by which such operations are to be conducted.
 6. To take whatever actions may be necessary to carry out the mission of the County and the Department of Corrections in situations of emergency.

ARTICLE 4

UNIFORM MAINTENANCE POLICY

All Corrections Superior Officers shall maintain and wear the proper uniform as required by the Warden. Should the County change uniforms (either the style or color of the uniform) the cost of such change shall be borne entirely by the County.

ARTICLE 5

PERSONAL DAYS

Each employee may be eligible for three (3) days of Personal Leave, which may be used for personal business, which cannot be conducted during the employee's shift. Personal Leave days are considered "earned" on January 1st, May 1st and September 1st of each calendar year. This leave may not commence if any emergency condition exists in the County, as declared by the Warden or his/her designee. Personal Days may not be utilized as compensable days for the purpose of computing overtime.

Upon the death of a Superior Officer, earned and unused Personal time shall be paid to the officer's estate.

ARTICLE 6

HOSPITAL, SURGICAL, MAJOR MEDICAL, PRESCRIPTION AND RETIREMENT BENEFITS

A. The County of Ocean currently provides medical coverage to the County employees through the New Jersey State Health Benefits Program as supplemented by the N.J. Local Prescription Drug Program and Chapter 88 P.L., 1974, as amended by Chapter 436 P.L. 1981. The parties recognize that the State Health Benefits Program is subject to changes enacted by the State of New Jersey that may either increase or decrease benefits.

B. The County shall not change the health insurance coverage referred to in paragraph A except for a Plan that is equivalent or better. Provided, however, that the parties expressly recognize that the components of HMO plans are changed periodically by the plan providers and that the County has no control over or any obligations regarding such changes.

C. All employees, current and future, who retire on or after January 1, 2013, in order to be eligible for the lifetime health benefits upon retirement, must have served a minimum of fifteen (15) of the required twenty-five (25) years with the County. This "minimum of fifteen years with the County" provision does not apply to ordinary and accidental disability retirements.

D. An eligible employee may change his/her coverage only during the announced open enrollment period for each year after having been enrolled in the former plan for a minimum of one (1) full year. Regardless of this election, employees are specifically ineligible for any deductible reimbursement.

E. When a member from this bargaining unit is granted the privilege of a leave of absence without pay for illness, health coverage will continue at County expense for the balance of the calendar month in which the leave commences plus up to three (3) additional calendar months next following the month in which the leave commences. After that time has elapsed, if necessary, coverage for an additional period of eighteen (18) months may be purchased by the employee under the C.O.B.R.A. Plan.

F. In the case of consecutive leaves of absences without pay, it is understood and agreed that the responsibilities of the County to pay for benefits remains limited to the original period of up to four (4) months.

G. The following changes will affect any Superior Officer hired into the Corrections Department on or after November 1, 2012:

1. Employees will be offered the NJ Direct 15 Plan, or its replacement. Any Superior Officer hired into the Corrections Department on or after November 1, 2012 may elect a higher level of coverage at their expense.
2. Continuation of spousal coverage after the death of the retiree will no longer be offered at the County's expense.
3. The County will no longer reimburse Medicare Part B premiums.

ARTICLE 7

FAMILY DENTAL PLAN

Members of this bargaining unit, after the first of the month following three (3) full months of employment, shall be eligible for a Family Dental Plan contracted for with Blue Cross/Blue Shield or other suitable dental care provider.

The Family Dental Plan will be made available to eligible employees, spouses and children to age 19 and will be experience-rated. The maximum total cost for services per patient per benefit year is limited to \$1,000. There will be a \$25.00 deductible per patient per benefit year, to be paid per year is limited to \$1,000. There will be a \$25.00 deductible per patient per benefit year, to be paid by the employee, for up to the first three (3) members of each family. However, this deductible is not applicable to preventive and diagnostic services as described below.

If the patient utilizes a participating dentist, the percentage of coverage indicated next to each class of dental care will prevail:

Preventive and Diagnostic (X-rays, Cleaning, Check-up, Etc.).....	100%
Treatment and Therapy (Fillings).....	80%
Prosthodontics, Periodontics, Inlays, Caps and Crowns, Oral Surgery (Ambulatory).....	50%
Orthodontics (Limited to \$800 per patient over a five year period.....)	50%

ARTICLE 8

VISION CARE

Vision Care benefits will be afforded to all members of the bargaining unit in accordance with the provisions set forth in the "Guidelines for Ocean County Vision Service Plan".

ARTICLE 9

HOLIDAYS

Each full-time Superior Officer covered by this Agreement shall enjoy the following holidays with pay, to be observed on the dates specified each January by the Board of Chosen Freeholders:

Martin Luther King Day	Columbus Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	General Election Day
Good Friday	Thanksgiving Day
Memorial Day	Thanksgiving Friday
Labor Day	

In addition, each full-time Superior Officer covered by this Agreement shall enjoy as holidays January 1st, July 4th and December 25th of each year. If the Board of Chosen Freeholders designates a different date for the County celebration of these three holidays, said designation shall not apply to members of this bargaining unit.

In the event any Superior Officer covered by this Agreement is required by the Warden to perform duties on any of the holidays enumerated above or on Easter Sunday, whether scheduled or call-in situations, he/she shall be compensated as set forth below:

A. All work performed on a holiday shall be compensated at a rate equal to two and one-half times (2 1/2X) the rate of pay which would apply on a normal workday. The eight (8) hours regular day's pay shall always count toward the 2 1/2X rate of pay. Specific examples follow:

1. Employee scheduled to work eight (8) hours on a holiday who actually works the eight (8) hours:

$$\begin{aligned} 8 \text{ hours (regular pay @ straight time)} &= 8 \text{ hours} \\ 8 \text{ hours @ } 1 \frac{1}{2}x &= \underline{12 \text{ hours}} \end{aligned}$$

TOTAL PAY: 20 hours

2. Employee scheduled to work eight (8) hours on a holiday who actually works sixteen (16) hours:

$$\begin{aligned} 8 \text{ hours @ straight time} &= 8 \text{ hours} \\ 8 \text{ hours @ } 1 \frac{1}{2}x &= 12 \text{ hours} \\ 8 \text{ hours @ } 2 \frac{1}{2}x &= \underline{20 \text{ hours}} \end{aligned}$$

TOTAL PAY: 40 hours

3. Employee not scheduled to work because of a holiday who is called in to perform two (2) hours work:

$$\begin{aligned} 8 \text{ hours @ straight time} &= 8 \text{ hours} \\ 4 \text{ hours (min. call-back) @ } 1 \frac{1}{2}x &= \underline{6 \text{ hours}} \end{aligned}$$

TOTAL PAY: 14 hours

4. Employee not scheduled to work because of a holiday who is called in to perform 10 hours work:

$$\begin{aligned} 8 \text{ hours @ straight time} &= 8 \text{ hours} \\ 8 \text{ hours @ } 1 \frac{1}{2}x &= 12 \text{ hours} \\ 2 \text{ hours @ } 2 \frac{1}{2}x &= \underline{5 \text{ hours}} \end{aligned}$$

TOTAL PAY: 25 hours

The holidays in Article 5 will remain unchanged for 2016. Effective January 1, 2017, and for the duration of the Agreement, Lincoln's Birthday and Thanksgiving Friday will be deleted. Washington's Birthday will be changed to Presidents Day.

ARTICLE 10

SICK LEAVE

Sick Leave shall accumulate in hours at the rate of one and one-quarter (1 ¼) days per month in the first year of service, commencing on the first month or major portion thereof from date of hire. It is assumed that the employee shall remain in the service of the County for the remainder of the calendar year and the total number of sick days, pro-rated, shall be credited to the employee. If separation occurs before the end of the year and more Sick Leave has been taken than apportioned on a pro-rated basis, the per diem rate of pay for the excess days shall be deducted from the final pay.

Sick Leave shall accumulate from year to year with an additional fifteen (15) days credited, in hours, to the employee at the beginning of each successive calendar year. Paid holidays occurring during a period of Sick Leave shall not be chargeable to Sick Leave. Effective upon the execution of this contract, sick time will not be utilized in the calculation of a forty (40) hour work week for overtime except in the case of mandatory overtime.

Days lost due to injury or illness arising out of our caused by County employment, for which the employee has a claim for Workers' Compensation, shall not be charged to Sick Leave. Correction Superior Officers who have returned to work on an unrestricted/full duty basis and who are still receiving prescribed therapy as a result of their compensable accidents, shall make all efforts to arrange to schedule such prescribed rehabilitation session during off-duty hours. If this is not possible due to the shift the officer works, then said officer may attend the prescribed rehabilitation session during on-duty hours and may use sick time and/or other leave entitlement time, or may choose to be docked for that time period.

Employees in this bargaining unit are also eligible for coverage under the County's reimbursement for unused Sick Leave at Retirement policy. This policy provides for reimbursement for unused sick days at retirement on the basis of one-half (1/2) pay for each earned and unused sick day to a maximum of \$15,000.00. Employees are responsible for following all of the conditions and controls of this policy and all pertinent forms must be submitted to the Department of Employee Relations at least sixty (60) days prior to the date retirement commences. Employees will have a choice of selecting either a lump sum payment or payments spread over a three (3) year period. The estates of unit members who die while still employed by the Board and/or Warden shall also receive the same benefits within the guidelines described above.

ARTICLE 11

VACATION LEAVE

The County's vacation program is set forth as follows, with time being configured in hours:

- A. For an employee with no more than twelve (12) months of service, one (1) day for each calendar month employed.
- B. For an employee who has served twelve (12) months and one (1) working day up to a total of forty-eight (48) months, twelve (12) working days.
- C. For an employee who has served forty-eight (48) calendar months plus one (1) day up to a total of one hundred thirty-two (132) calendar months, fifteen (15) working days.
- D. For an employee who has served one hundred thirty-two (132) months plus one (1) day up to a total of two hundred twenty-eight (228) calendar months, twenty (20) working days
- E. For an employee who has served two hundred twenty-eight (228) calendar months, plus one (1) day, twenty-five (25) working days.

Each employee will be informed of his/her vacation time through utilization of the County's computer system. Any employee leaving the service of the County shall have earned but unused vacation time, in hours, paid to him/her. Unearned but used vacation time, in hours, will be deducted from the employee's last pay, if termination of service occurs.

Upon the death of a Superior Officer, unused and earned vacation leave, in hours, shall be paid to the Superior Officer's estate.

ARTICLE 12

LONGEVITY

Longevity pay for all classified permanent employees covered by this Agreement with seven (7) or more years of continuous and unbroken service to the County of Ocean will be based upon the schedule set forth below:

7 years	3.0% of base salary
12 years	4.6% of base salary
17 years	5.7% of base salary
22 years	6.5% of base salary

27 years	7.3% of base salary
32 years	8.0% of base salary

Effective May 21, 2014, this benefit ceased for all new hires.

ARTICLE 13

OVERTIME AND CALL-IN

A. Overtime shall be compensated at the rate of time and one-half (1- 1/2x) for each hour actually worked in an overtime status. Overtime payments shall commence after completion forty (40) hours in a work week. Management will endeavor to distribute overtime as equally as possible to bargaining unit members.

B. Those Superior Officers who have completed their regular shift and are required to continue their tour of duty beyond eight (8) hours are entitled to additional compensation at the overtime rate of each hour worked beyond eight (8).

C. The Warden or his/her respective designee, may require a doctor's certificate for any sick day taken by a Superior Officer during a period within which the Superior Officer has worked overtime and the sick day was actually used as a compensable day for the purposes of computation of overtime. Effective upon the execution of this contract, sick time will not be utilized in the calculation of a forty (40) hour work week for overtime except in the case of mandatory overtime.

D. Any Superior Officer who leaves his/her work station and is required to return to work from home will be guaranteed four (4) hours overtime at the applicable rate. If he/she works over five (5) hours, he/she will be guaranteed eight (8) hours overtime. In no event shall the employee be paid at the overtime rate for working during the employee's regularly scheduled working hours. In other words, the minimum overtime pay shall only be paid when the period is outside the employee's regular shift.

E. Superior Officers may accrue a maximum of forty-eight (48) hours of compensatory time per calendar year.

ARTICLE 14

COLLEGE CREDIT

A. The Employer agrees to pay each employee covered by this Agreement, in addition to his/her annual salary, an educational incentive, payable in equal increments, as set forth below on the following basis:

1. For an Associate of Arts Degree or sixty-two (62) college credits, Five Hundred Dollars (\$500.00).

2. For a Bachelor's Degree, or one hundred twenty-four (124) college credits, Eight Hundred Dollars (\$800.00).
 3. For a Master's Degree, One Thousand Dollars (\$1,000.00).
- B. Successful completion of the degree shall be evidenced by submission of any of the following documents:
1. A copy of the actual degree.
 2. A copy of the employee's transcript, indicating that a degree has been awarded accompanied by a letter from the institution certifying the awarding of the degree.
 3. Any certified institutional document that evidences the awarding of the degree.
- C. The foregoing payments shall be made with the regular paycheck. The Superior Officer must submit the proper documentation, of the applicable degree, to the Warden as outlined above. The Officer will begin to receive the appropriate stipend in his/her regular bi-weekly pay within thirty (30) days after notification is made to the Employer.

Superior Officers hired after May 21, 2014, will no longer be eligible for college credit benefits.

ARTICLE 15

TUITION REIMBURSEMENT

Members of this bargaining unit are eligible to be reimbursed for college tuition, subject to the Ocean County Tuition Reimbursement Policy (ER 701-86).

ARTICLE 16

NO STRIKE CLAUSE

During the period of time this Agreement is in effect and notwithstanding any change in existing law, the Association and its employees shall not have the right to engage in any slowdown, work stoppage, sick-out, strike or similar type of activity. The sole method of resolving any disagreement concerning this Agreement or other elements of the employment relationship shall be covered by the procedure contained in this Agreement.

ARTICLE 17

ON-CALL AND EXTRADITION

Superior Officers, when assigned by the Warden to an on-call duty status, shall be compensated in the amount of One Hundred Twenty-Five Dollars (\$125.00) per week for each week so assigned. Effective April 1, 2007, it is agreed between the parties that all members of the Collective Bargaining Agreement shall perform and serve on on-call duty without any additional compensation. In exchange for this agreement, the salaries of all members of the bargaining unit shall be adjusted by \$2,500.00 effective April 1, 2007. It is specifically understood and agreed between the parties that any and all members of the bargaining unit can be required to work on-call without any additional compensation.

Superior Officers performing extraditions shall, in addition to their regular pay, earn four (4) hours of overtime for each twenty-four hour period that they are on duty.

ARTICLE 18

BEREAVEMENT PROVISION

All employees will receive up to three (3) days leave in the event of the death of a spouse, common-law spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandchild, aunt, uncle of the employee; and any other member of the immediate household. Bereavement Leave Days shall be consecutive and shall include the day of interment. All employees shall be entitled to one (1) day in the event of the death of a spouse's aunt, uncle or grandparent.

Any Bereavement Leave taken must be taken concurrently, and any part of Bereavement Leave must occur within fifteen (15) days from the date of death, absent exceptional circumstances.

Bereavement Leave is provided to allow eligible employees time to make necessary arrangements and attend funeral services, therefore, Bereavement Leave requests must include one of the following dates:

- Date of death
- Any day(s) of viewing
- Date of interment
- Day of religious or memorial services

ARTICLE 19

DUES CHECKOFF

The County agrees to deduct from the earnings of each member of the P.B.A. Association membership dues only when said employee has properly authorized such deduction in writing. The Association will indemnify, defend and save harmless the County against any and all such claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the County in reliance upon salary deduction authorization cards submitted by the Union to the County. Unless otherwise specified, the deductions enumerated above shall take place on a monthly basis.

ARTICLE 20

AGENCY SHOP

The County and the PBA agree that an Agency Shop provision as passed into Law Ch 477 PL 1979 NJSA which grants the PBA a representative fee of 85% of the Union dues for non-members, shall be implemented and made part of this Agreement. The PBA agrees to comply with all aspects of the law in the application of this statute as written.

ARTICLE 21

SEVERABILITY CLAUSE

If any part, clause, portion or Article of this Agreement is subsequently deemed by a Court of competent jurisdiction to be illegal, such clause, portion or Article may be deleted and that the remainder of the Agreement not so affected shall continue in full force and effect absent the affected clause.

ARTICLE 22

UNILATERAL CHANGES

There shall not be any unilateral changes in the terms and conditions of this Agreement. Any changes made in this Agreement may be done with the mutual consent of the parties.

ARTICLE 23

MAINTENANCE OF BENEFITS

Except as modified, deleted or changed, this Agreement shall continue all employee benefits existing prior to execution of this Agreement. Nothing contained herein shall be interpreted or applied so as to eliminate, reduce or detract from any employee benefit existing prior to that date, except as specified herein.

ARTICLE 24

GRIEVANCE PROCEDURE

A. Definitions

A "grievance" is a claim by an officer or the PBA based upon the interpretation, application or violation of this Agreement, policies or administrative decisions and practices affecting an officer or group of officers.

An "aggrieved person" is the person or persons or the PBA making the claim.

It is understood that the PBA reserves its lawful right as the Exclusive Bargaining Agent to file a complaint or initiate a formal grievance without the consent or prior notification of the person or group of persons the PBA deems afflicted by any disagreement and asserts its lawful right to enforce this Agreement by doing so.

1. The Grievant(s) or the PBA must file a grievance within fifteen (15) days of its occurrence.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting officers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits – The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Level One – Immediate Superior – A Superior Officer with a grievance shall first discuss it with his/her immediate superior, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

3. Level Two – Warden – if the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within five (5) working days after the presentation of the grievance, he/she may file the grievance in writing with the PBA within five (5) days after the decision at Level One or ten (10) working days after the grievance was presented, whichever is sooner. Within five (5) working days after receiving the written grievance, the Association shall refer it to the Warden.

4. Level Three – County Administrator – If the aggrieved party is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within ten (10) working days after the grievance was delivered to the Warden, whichever is sooner, he/she may request in writing that the PBA submit his/her grievance to the County Administrator for disposition.

5. Level Four – Arbitration - Within ten (10) days, if the aggrieved party is not satisfied with the disposition of this grievance at Level Three, he/she may request in writing that the PBA submit his/her grievance to arbitration. If the PBA determines that the grievance is meritorious, it may submit the grievance to arbitration within twenty (20) days after receipt of a request by the aggrieved person.

Within ten (10) days after such written notice of submission to arbitration, the County and the PBA shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to PERC by either party. The parties shall then be bound by the rules and procedures of PERC.

The arbitrator's decision shall be in writing and shall be submitted to the County and the PBA and shall be final and binding on the parties.

In the event that arbitrability of a grievance is at issue between the parties, jurisdiction to resolve the issue shall rest solely with the arbitrator selected in accordance with the provision of this Article.

The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the County and the PBA. Any other expenses incurred shall be paid by the party incurring same.

D. Rights of Superior Officers to Representation

1. Superior Officers and PBA – Any aggrieved person may be represented at all stages, except at Level One, of the grievance procedures by himself/herself or at his/her option, by representative(s) selected or approved by the PBA. When a Superior officer is not represented by the PBA, the PBA shall have the right to be present and to state its views at all stages of the grievance procedure.

2. No Reprisals – No reprisals of any kind shall be taken by the County or by any member of the administration against any party in interest, any representative, any member of the PBA or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. Written Decisions – Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Level Two and Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the PBA. Decisions rendered at Level Three shall be in accordance with the procedures set forth in the Section.
2. Separate Grievance File – All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
3. Forms – Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents shall be prepared by the PBA and given appropriate distribution so as to facilitate operation of the grievance procedure.
4. Meetings and Hearings – All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designate or selected representatives, heretofore referred to in this Article.
5. Sole and Exclusive Remedy – This grievance procedure shall be the sole and exclusive remedy for any issue arising out of the interpretation, application or violation of this Agreement, policies or administrative decisions and practices affecting an officer or group of officers.
6. Single Grievance – An arbitrator shall be empowered to hear only one grievance for each appointment he/she receives; provided, however, that in the event there is more than one grievance presented and the grievances arise out of the same set of facts or involve the same materially and substantially identical issues, single arbitrator shall be empowered to adjudicate all such grievances.

ARTICLE 25

NEGOTIATION OF A SUCCESSOR AGREEMENT

The parties shall commence negotiations for a successor contract no later than April 1, 2019.

ARTICLE 26

SALARY

- A. Effective April 1, 2016 all employees covered by this Agreement shall receive a one and one-half percent (1.5%) increase to their March 31, 2016 base salary, or a minimum annual salary of \$108,573 for Sergeants, \$119,246 for Lieutenants and \$129,919 for Captains, whichever is greater.
- B. Effective September 1, 2017 employees covered by this Agreement shall receive a one and one-half percent (1.5%) increase to their August 31, 2017 base salary, or a minimum annual salary of \$110,202 for Sergeants, \$121,035 for Lieutenants, and \$131,868 for Captains, whichever is greater.
- C. Effective September 1, 2018 all employees covered by this Agreement shall receive a one and one-half percent (1.5%) increase to their August 31, 2018 base salary, or a minimum annual salary of \$111,855 for Sergeants, \$122,851 for Lieutenants, and \$133,846 for Captains, whichever is greater.

ARTICLE 27

SENIORITY AND SHIFT BIDDING

- A. Every January all Sergeants, Lieutenants and Captains shall have the right to bid for shifts and days off, according to their respective seniority within the same rank. Bidding rights shall not be forfeited when transferred into a division within the Department.
- B. The Warden shall retain the sole authority for the assignment of Superior Officers to sections, divisions or units within their respective Departments.
- C. Seniority shall be defined as a Superior Officers' length of continuous unbroken service from date of permanent appointment, in accordance with Civil Service ranking.

ARTICLE 28

ON THE JOB INJURY POLICY

The County's on the job injury policy as it affects Correction's Superior Officers represented by PBA Local #258A shall be modified upon the execution of this Agreement to provide full pay for up to sixty (60) calendar days when an injury occurs on the job. Should an employee be traumatically injured due to a violent attack by an individual(s) for the intended purpose of causing severe harm to said employee, and upon application to the Director of Employee Relations, the sixty (60) days may be extended to a period of up to one (1) calendar year. The Director of Employee Relations' determination in this regard is final and not subject to further appeal under the terms of this Agreement, or any other judicial forum.

ARTICLE 29

TRANSFERS

If a Superior Officer's permanent work assignment is either changed from one division to another division, or from one shift to another shift, the officer shall be provided with at least seven (7) calendar days' written notice from the Employer before it becomes effective. Advance written notice will not be required if the Warden or his designee determines that the circumstances of the transfer do not allow for such notice.

ARTICLE 30

WORK RULES

The Employer agrees to furnish the PBA President with a minimum of seven (7) calendar day's written notice prior to making changes to departmental rules, policies or procedures unless the Warden or his designee determines that the circumstances do not allow for such notice.

ARTICLE 31

DURATION

The duration of this Agreement shall be from April 1, 2016 through June 30, 2019 and its terms shall remain in full force and effect until a successor Agreement is negotiated.

ARTICLE 32

LAW ENFORCEMENT PROTECTION ACT

The provisions of Public Law 1996, Chapter 115, known as the Law Enforcement Officers Protection Act is incorporated herein and set forth at length.

IN WITNESS WHEREOF, the parties have set their hands and seals this
22nd day of *December*, 2016.

ATTEST:

OCEAN COUNTY BOARD OF
CHOSEN FREEHOLDERS

By: *Betty Vasil*
Betty Vasil
Clerk of the Board

By: *John Kelly*
John Kelly, Director

POLICEMEN'S BENEVOLENT
ASSOCIATION, LOCAL #258A

By: *David Colangelo*
David Colangelo
President, P.B.A. Local #258A

WITNESS:

By: *Lin Donnelly*

By: *Russell Smith*
Russell Smith
Vice President, P.B.A. Local #258A