

1996 - 1998
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE BURLINGTON COUNTY PROSECUTOR
AND
PROSECUTOR'S AGENTS

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PREAMBLE

WHEREAS, the County Prosecutor has voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting his relations with his employees, insofar as such practices and procedures are appropriate to the functions and obligations of the County Prosecutor, to retain the right to effectively operate in a responsible and efficient manner and are consonant with the paramount interests of the County and its citizens; and

WHEREAS, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County Prosecutor by the statutes of the State of New Jersey; and

WHEREAS, it is the intention of this Agreement to provide, where not otherwise mandated by statute or ordinance, for the salary structure, fringe benefits, and employment conditions of employees covered by this Agreement, to prevent interruptions of work and interference with the efficient operations of the Office of the County Prosecutor and to provide an orderly and prompt method for handling and processing grievances;

THIS AGREEMENT dated November 13, 1996 BETWEEN THE BURLINGTON COUNTY PROSECUTOR, hereinafter referred to as the "EMPLOYER" AND THE PROSECUTOR'S AGENTS OF THE BURLINGTON COUNTY PROSECUTOR'S OFFICE;

NOW, THEREFORE, the parties agree with each other as follows:

ARTICLE I

RECOGNITION

The Burlington County Prosecutor hereby recognizes each person as representing him/her self on an individual basis for the purpose of establishing salaries, wages, hours, and other conditions of employment.

ARTICLE II

REPRESENTATIVES

The employee covered by this Agreement shall be granted reasonable time with pay during working hours to participate in collective bargaining meetings and settling grievances, as requested. There shall be no overtime or compensatory time credited under this section.

Collective bargaining meetings shall be held at times and places mutually convenient and at the request of either the employer or employee.

ARTICLE III

GRIEVANCE PROCEDURE

A. The purpose of the grievance procedure shall be to settle grievances between the employer and a grievant as quickly as possible so as to assure efficiency and to promote employee morale. All grievances shall be processed as follows:

1. The grievant and his/her representative (grievance committee) shall present a written statement of the alleged grievance to the First Assistant Prosecutor within five (5) days after the incident complained of. The First Assistant Prosecutor will review the grievance, investigate the facts, and submit a written answer to the grievant within seven (7) days of the submission date on the grievance form.

2. If the grievant is not satisfied with the answer submitted by the First Assistant Prosecutor during the Step 1 stage of his/her process, the same shall be reduced to writing by the grievant and his/her representative and submitted to the Prosecutor within ten (10) days.

3. The Prosecutor shall review the matter and, within fifteen (15) days of the receipt of the complaint, submit a written decision with respect to the alleged grievance. Such decision as made by the Prosecutor shall be final and binding on all issues not

otherwise appealable.

B. As to unclassified non-Civil Service employees who may be discharged by the employer during the term of this Agreement, the following procedure shall apply:

1. The employee so affected may, within three (3) days after notification of his/her discharge, request in writing a hearing before the Prosecutor. Such hearing shall be scheduled by the employer within seven (7) days of receipt of the employee's written notice requesting same. The employee may have a representative of his/her choice at the hearing.

2. The decision of the Prosecutor shall be rendered within three (3) days after the hearing, and such decision shall be final and binding.

C. It is hereby agreed that this Agreement shall, in no way, limit or restrict the Prosecutor's Agents from exercising any legal rights which they might have, including their rights to resort to PERC, the Civil Service Commission, or the courts.

ARTICLE IV

DEFINITIONS

The following words and terms, when used in this contract, shall have the following meanings, unless the context clearly indicates otherwise:

PERMANENT EMPLOYEE - any employee listed herein employed by the Burlington County Prosecutor who has completed the requisite probationary period of 90 days.

RETIRED EMPLOYEES - employees who retire while a member of a State-administered retirement system.

DEPENDENTS - includes employee's spouse and an employee's unmarried children, including any stepchildren and legally adopted children dependent upon employee for complete support and maintenance.

IMMEDIATE FAMILY - means father, mother, spouse, child, stepchild, sister, or brother of the employee. It shall also include relatives and foster children of the employee residing in the employee's household.

GRIEVANCE - means any controversy arising over the language or adherence to the terms and conditions of this Agreement and may be raised by the Prosecutor or an individual.

ANNIVERSARY DATE - date of hire, to include all prior continuous service with any state, county, or local government, except for employees hired after January 21, 1980.

OVERTIME - means all hours worked in excess of seven (7) hours in a twenty-four (24)-hour daily period and compensation will be at the rate of time and one-half for time worked.

DAY - when a day or days are referred to for purposes of submitting or responding to a report or grievance, the word "day" shall be assumed as a working day or day of business, except when further defined in this Agreement.

HOURLY RATE - shall be computed by dividing the employee's annual base salary by the number of working days during the calendar year in which the employee is working, thereby producing the employee's daily rate; the daily rate is then divided by seven (7) (or the number of hours in a work day), thus producing the employee's hourly rate.

For the purposes of this Agreement, the term "Prosecutor's Agents" shall be defined as full-time employees, to include the plural as well as the singular, and to include females as well as males.

ARTICLE V

MANAGEMENT RIGHTS

Except as modified, altered, or amended by the terms of this Agreement, the employer shall not be limited in the exercise of his statutory management functions. The employer hereby retains the exclusive right to hire, direct, and assign the working force; to plan, direct and control operations; to discontinue, reorganize, or combine any section with any consequent reduction or other changes in the working force observing demotional rights established by Civil Service; to hire and lay off classified employees in accordance with Civil Service procedure; to introduce new or improved methods or facilities; and in all respects to carry out the ordinary and customary functions of management, including the establishment of such operational rules as it shall deem advisable. Further, the employer hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in such office prior to the signing of this Agreement.

Both employer and employees agree that all management rights not specifically listed herein are also retained by the employer.

ARTICLE VI

EMPLOYEES' RIGHTS

Employer hereby agrees that every employee shall have the right to freely organize, join, and support any recognized bargaining unit for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a body exercising governmental power under the laws of the State of New Jersey, the employer undertakes and agrees that it shall not directly or indirectly discourage, deprive, or coerce any employee in the enjoyment of any rights conferred by the laws of the State of New Jersey or the Constitution of the State of New Jersey and of the United States.

The employer further agrees that it shall not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in any recognized bargaining unit, his/her participation in any activities of any recognized bargaining unit, collective negotiations with the employer, or his/her institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment as prescribed by the laws and Constitution of the State of New Jersey.

ARTICLE VII

HOURS AND OVERTIME

"Working day" is defined as Monday through Friday, excluding holidays.

A. For all Prosecutor's Agents in the Prosecutor's Office, the work day shall be seven (7) consecutive hours per day, thirty-five (35) hours per week. The work week shall consist of five (5) consecutive days. Lunch periods shall not be included in the seven (7) hour period.

B. Regular working hours shall consist of any consecutive seven (7) hour period from 8:00 AM to 4:00 PM, 8:30 AM to 4:30 PM, or from 9:00 AM to 5:00 PM, with one hour for lunch. Hours worked from 10:00 AM to 6:00 PM shall be worked only when an unusual circumstance arises and must be approved by the supervisor prior to the hours worked.

C. Overtime refers to any time worked beyond the normal work week and is to be earned only when an employee is approved to work by the Department Head or immediate supervisor. Such approval shall be given only when unusual circumstances arise. If an employee works overtime, he/she shall be entitled to compensatory time off or pay equal to one and one half (1 1/2) times the number

of overtime hours worked so long as it is consistent with the Fair Labor Standards Act.

D. No overtime shall be authorized or approved unless the individual making the application has, in fact, worked his/her designated position beyond his/her normal work week or thirty-five (35) hours. Personal, leave, holiday, and vacation time shall be considered "time worked" if properly scheduled and approved. Sick leave shall be considered "time worked."

E. Earned compensatory time not used within the calendar year shall be carried over to the next succeeding year only. If compensatory time is not used during the succeeding year, the remaining time shall be paid to the employee. The employee shall be paid by December 31st of the following year that the time was earned. The payment shall be made at the employee's present hourly rate of pay.

F. The employee has the option of electing compensatory time or paid overtime. The employee who has requested the use of compensatory time shall be permitted to use such time within a reasonable period after making the request, if the use of the compensatory time does not unduly disrupt the operations of the office.

ARTICLE VIII

LEAVE OF ABSENCE

A permanent employee who is temporarily either mentally or physically incapacitated to perform his/her duties, or who desires to engage in a course of study such as will increase his/her usefulness on his/her return to the service, or who for any reason considered good by the Prosecutor desires to secure leave from his/her regular duties may, with approval of the Prosecutor, be granted special leave of absence without pay for a period not exceeding six (6) months and with the approval of the Prosecutor extend such leave for an additional period not exceeding six (6) months. Any employee requesting special leave without pay shall submit his/her request in writing stating the reason why, in his/her opinion, the request should be granted, the date when he/she desires the leave to begin, and the probable date of his/her return to duty. For each separate case of special leave without pay other than as herein provided under the statutes, the Prosecutor shall, at the time the leave is approved, determine whether the employee granted such leave shall be entitled to his/her former position on his/her return from such leave or whether his/her name shall be placed on the re-employment list for the classification.

ARTICLE IX

SICK LEAVE/PREGNANCY DISABILITY AND FAMILY MEDICAL LEAVE

A. An employee who requests leave with or without pay for reason of disability due to pregnancy shall be granted leave under the same terms and conditions as sick leave or leave without pay. The Prosecutor may request acceptable medical evidence that the employee is unable to perform her work because of disability due to pregnancy.

B. An employee may use accrued leave time (e.g., sick, vacation, personal time) for pregnancy disability purposes but shall not be required to exhaust accrued leave before taking a leave without pay. However, the employee must exhaust all accrued sick leave to be eligible for New Jersey Temporary Disability Insurance.

C. Family Leave as set forth in 19 U.S.C., Section 2601, et seq., N.J.S.A. 34:11B-1, et seq., and N.J.A.C. 4A:6-1.21 or any amendments thereto shall be available to all employees covered under this Agreement pursuant to the terms of that Act and/or regulations.

ARTICLE X

OCCUPATIONAL INJURY LEAVE

A. Any employee who is disabled because of an occupational injury or illness shall be covered by the provisions of the New Jersey Workers Compensation Law from the day of injury or illness. This shall include any medically declared quarantine caused by an occupational exposure to a contagious disease. Said employee shall be eligible for a leave of absence for the entire period of disability.

Any employee who suffers any emotional or psychological occupational-related impairment shall also be eligible for a leave of absence for the entire period of disability. The DDP, as referred to in Paragraph B of this Article, shall determine if the impairment is directly attributable to the unique duties of a Prosecutor's Agent.

B. Any employee who is disabled for a period of more than five (5) consecutive working days as the result of an occupational injury or illness directly attributable to the unique duties and responsibilities of a Prosecutor's Agent shall be granted a leave of absence with full pay for the entire period of disability, such leave of absence to be limited to a maximum period of one (1) year from date of injury or illness. In the event that five (5) or more

sick days are charged against an employee, said sick days shall be returned and credited to the employee's sick leave bank. A Disability Determination Panel (DDP) consisting of the Freeholder Director assigned to the Prosecutor's Office, the Prosecutor, and a mutually agreed upon neutral third party member chosen by the Prosecutor and the Board of Chosen Freeholders shall determine whether an injury is directly attributable to the unique duties of a Prosecutor's Agent. The determination made by the panel shall be final and binding.

C. Employees returning from an authorized leave of absence as set forth in (A) and (B) above shall be restored to their original job classification at the appropriate rate of pay with no loss in seniority, sick days, or other employee rights, privileges, and benefits except as modified above.

ARTICLE XI

MILITARY LEAVE OF ABSENCE

The existing statutes with regard to leave for military service in their present state or as they may be amended will be observed by the parties. The benefits under these applicable statutes shall be provided for any eligible employee.

ARTICLE XII

ABSENCE WITHOUT LEAVE

Any unauthorized absence of an employee from duty shall be an absence without leave and is cause for disciplinary action.

1. Leave granted for a particular reason and used for a purpose other than that for which such leave has been granted shall be an unauthorized absence and shall be cause for disciplinary action or dismissal.

2. Absence without proper notice for five (5) consecutive days shall constitute a resignation not in good standing, unless a valid and justifiably acceptable reason exists why proper notice could not have been given during the time period stated.

ARTICLE XIII

HOLIDAYS

The following paid holidays will be observed:

1. January 1, known as New Year's Day
2. Martin Luther King's Birthday, observed on the third Monday in January
3. February 12, known as Lincoln's Birthday
4. Holiday celebrated as the third Monday in February
5. The day designated as Good Friday
6. The last Monday in May, known as Memorial Day
7. July 4, known as Independence Day
8. The first Monday in September, known as Labor Day
9. The second Monday in October, known as Columbus Day
10. General Election Day
11. November 11, known as Veterans' Day
12. The fourth Thursday in November, known as Thanksgiving Day
13. The Friday after Thanksgiving Day
14. December 25, known as Christmas Day.

All of the foregoing holidays which fall on Saturday during the term of this Agreement shall be observed on the previous Friday, and those which fall on Sunday shall be observed on the following Monday.

Employees must be in a pay status the workday before and the workday after a holiday to be paid for a holiday.

ARTICLE XIV

PERSONAL LEAVE

All employees covered by the provisions of this Agreement shall be entitled to three (3) days a year leave of absence with pay for personal business. Said leave shall not be taken unless twenty-four (24) hours notice thereof has been given to the employee's supervisor. The Prosecutor reserves the right to deny requests for personal days as conditions warrant, but authorization shall not be unreasonably withheld. Personal leave days shall be prorated at one (1) for each four (4) months of service during the first year of employment or last year of employment.

ARTICLE XV

VACATIONS

Permanent employees in the County service shall be entitled to the following annual vacation with pay subject to scheduling approval by the department head:

1. New employees shall receive one (1) working day for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month. Employees who begin work on the 9th through the 23rd day of the month shall receive one-half (1/2) working day for the month. Employees who begin work after the 23rd day of the month shall not receive any paid vacation for that month. All such time shall be credited on the first day of the following month.

2. After the initial month of employment and up to the end of the first calendar year, employees shall receive one (1) working day credited the first day of the next month for each month of service. Thereafter, employees shall receive paid vacation days as follows:

1 year and up to 5 years	12 days
after 5 and up to 12 years	15 days
after 12 and up to 20 years	20 days
after 20 years and over	25 days

3. Additional days based upon years of permanent service are credited on January 1st in the calendar year of the employee's anniversary. When in any calendar year the vacation, or part thereof, is not granted by reason of necessity of work, that part of the vacation period not granted shall accumulate to the next succeeding calendar year only.

4. All vacation leave is to be taken only as credited. Although each employee is credited with his/her vacation time at the beginning of the calendar year, vacation time is earned on a prorated basis. The amount of time earned shall be prorated to calculate time owed to the County should an employee leave the County service for any reason. Deductions will be made from an employee's final pay if more vacation has been taken than has been earned.

5. Any employee who is laid off because of a reduction in force, discharged, retired, or separated from the service of the employer for any reason prior to taking his/her vacation, shall be compensated in money for any earned unused vacation time.

ARTICLE XVI

SICK LEAVE

A. Sick leave defined: Proof of need of leave; Sick leave is hereby defined to mean absence from post of duty for an employee because of illness, accident, exposure to contagious disease, attendance upon a seriously ill member of the employee's immediate family requiring the care or attendance of such employee, or absence caused by death in the immediate family of such employee. A certificate of a reputable physician in attendance may be required as sufficient proof of need of absence or leaves of absence of the employee or the need of employee's attendance upon a member of the employee's immediate family.

In case of an illness of a chronic or recurring nature causing an employee's periodic or repeated absence from duty for one (1) day or less, only one medical certificate shall be required for every six-month period as a sufficient proof of need of leave of absence of the employee, provided, however, the certificate specify that the chronic or recurring nature of the illness is likely to cause subsequent absences from employment. In the case of leave of absence due to contagious disease, a certificate from the Department of Health shall be required. In case of death in the family of the employee, any reasonable proof required by the department head shall be sufficient.

B. New employees shall receive one (1) working day for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month. Employees who begin work on the 9th through the 23rd day of the month shall receive one half (1/2) working day for that month. Employees who begin work after the 23rd day of the month shall not receive any paid sick leave for that month. All such time shall be credited on the first day of the following month.

1. After the initial month of employment and up to the end of the first calendar year, employees shall receive one (1) working day credit the first day of the next month for each month of service. Thereafter, employees shall receive fifteen (15) sick days for each year of service.

2. Sick leave may be taken as credited. Although each employee is credited with fifteen (15) sick days after the first calendar year, sick time is earned at 1 1/4 days per month for purposes of computing time owed to the county in the event an employee should leave prior to the completion of that calendar year and having used all credited sick time.

3. Provisional, full time employees in the County service shall be entitled to one (1) working day's sick leave with pay for each month served during such provisional full-time

employment.

C. If an employee is absent for five (5) consecutive working days because of personal illness as set forth in the above rule, the Prosecutor shall require acceptable evidence of recovery by a doctor's certificate stating the nature of the illness and anticipated length of time the employee will be absent from his/her duties.

D. The employer shall, at all times, have the right to allow additional sick leave on such basis as the employer shall deem appropriate.

E. Unused sick leave shall accumulate from year to year.

F. An employee who does not expect to report for work on any working day because of personal illness or for any of the reasons included in the definition of sick leave herein set forth above, shall notify the office by telephone or personal messenger within one (1) hour of the beginning hour. Failure to do so may result in the loss of pay for the period of absence.

G. Failure to so notify his/her supervisor shall be cause of denial of the use of sick leave for that absence. Absence without proper notice for five (5) consecutive days shall constitute a resignation not in good standing.

H. The appointing authority may require an employee who has been absent because of personal illness, as a condition of his/her return to duty, to be examined by a physician selected by the employer. Such examination shall establish whether the employee is capable of performing his/her normal duties without limitations and that his/her return will not jeopardize the health of other employees. Cost of the examination shall be borne by the employer. Employees shall notify the Prosecutor of their intention to return at least seven (7) working days prior to their intended return date.

I. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose. Sick leave credits shall continue to accrue while an employee is on leave with pay. Credits shall not accrue while an employee is on any leave without pay except military leave. Sick leave shall be prorated during the last year of employment.

ARTICLE XVII

SICK LEAVE BENEFITS ON RETIREMENT

Each employee in the classified service who has been granted

sick leave shall be entitled upon retirement to receive a lump sum payment as supplemental compensation for each full day of earned and unused accumulated sick leave which is credited to him/her on the effective date of his/her retirement.

The amount of the supplemental compensation payment shall be computed at the rate of one-half (1/2) of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of his/her employment prior to the effective date of his/her retirement, provided however, that no lump sum supplemental compensation payment shall exceed \$12,000.00.

Prior to being eligible for this benefit, all retirees who are sixty-five (65) years or older must be carriers of Medicare A & B.

The County shall continue its current practice of payment of full coverage for the first ninety (90) days following the date of retirement regardless of the number of years of service.

ARTICLE XVIII

INSURANCE BENEFITS

A. Family Hospital, Surgical, and Major Medical or other medical benefits shall be available for all full-time employees on the first of the month after three (3) months of service, pursuant to the following provisions.

1. All employees shall be covered by a non-contributory comprehensive County self-funded medical plan to include a five dollar (\$5.00) doctor visit co-pay, a seven dollar (\$7.00) generic or a fifteen dollar (\$15.00) brand co-pay prescription plan, and an optical plan. In the case of a husband and wife working for the County, the employee with the earlier date of hire shall be listed for coverage as the primary subscriber. If, for any reason, the primary subscriber has his/her coverage terminated, his/her spouse shall be added immediately to the County plan as the primary subscriber.

2. During the terms of this Agreement, there shall be no change in the health benefits set forth above in paragraph A(1), paid for by the employer on behalf of the employees as shown above. However, this shall not prevent the employer from substituting new and equivalent or more beneficial plans for the ones set forth therein.

3. The County will extend, to a maximum of ninety (90) days, the health insurance coverage for eligible employees and their covered dependents upon exhaustion of such employee's accumulated sick leave who are granted approved sick leave without

pay with the County paying the cost in accordance with paragraph 'A' above.

In those instances where the leave of absence (or an extension of such leave) without pay is for a period of more than ninety (90) days, the employee's coverage shall be terminated effective the first of the month following the 90th day. Said employee shall then be eligible for coverage under the Cobra Regulations. Upon returning to work, the coverage will be reinstated effective the first of the month following the date of return.

B. At the beginning of each enrollment period, permanent employees shall have the option to enroll in a contributory life insurance plan under which the employer shall provide a five thousand dollar (\$5,000) life policy, premiums for the first one thousand dollars (\$1,000) of which shall be paid by the employer. Premiums for the remaining four thousand dollars (\$4,000) coverage shall be paid by the employee through the payroll deduction plan.

C. Employees who have retired or who shall retire with twenty-five (25) years or more of credited service to Burlington County, as defined by the anniversary date in this contract, shall be eligible to have his/her Hospital, Surgical, and Major Medical or Health Maintenance Organization (HMO) benefits premium paid by the County. The employer shall pay up to the same amount toward HMO coverage that it contributes toward alternative coverages for each such retiree. Any additional cost for HMO coverage or coverage for eligible dependents shall be the sole responsibility of the retiree.

Prior to being eligible for this benefit, all retirees who are sixty-five (65) years or older must be carriers of Medicare A & B.

The County shall continue its current practice of payment of full coverage for the first ninety (90) days following the date of retirement regardless of the number of years of service.

DENTAL

D. The County shall continue to provide and pay the full premium cost of the 80/20 family dental plan for preventive, diagnostic, and basic benefits. All other services shall continue to be paid at 50/50.

E. The family program of dental care shall include orthodontics for children only and prosthodontics. Employee's eligibility shall be determined in accordance with paragraph 'A' (Insurance Benefits).

1. The maximum payable by the carrier for services other

than the orthodontics benefits is \$1,000.00 per eligible patient in any calendar year. The orthodontic benefits are subject to a \$1,000.00 maximum per lifetime, which is separate from the maximum mentioned above.

F. Disability Plan

All employees in the bargaining unit will be covered by the New Jersey State Temporary Disability Plan. A copy of the plan is to be provided to each employee. It is understood that this plan or a plan with equivalent benefits requires the employee to make a contribution of at least fifty percent (50%) of the cost.

ARTICLE XIX

JURY DUTY

If any employee is called to serve on a jury, the time will not be deducted from his/her vacation time if his/her jury check is turned over to the County Treasurer's Office for the number of days absent from his/her employ. This time must be reported on the daily report forms.

ARTICLE XX

NOTIFICATION OF LITIGATION

The employee agrees upon becoming involved as a party to litigation arising from his/her employment, to immediately notify the employer of said legal action. The employer will be responsible for an appropriate defense in accordance with the law.

ARTICLE XXI

TRANSPORTATION AND INVESTIGATIVE EXPENSES

A. Employees authorized to use privately owned automobiles in work-connected activities shall be reimbursed for expenses incurred at the rates (cents per mile) below:

1996	\$.25
1997	\$.26
1998	\$.27

Transportation expenses shall be paid by voucher which shall be submitted on a monthly basis, or at such time and in such form as the employer may require.

B. All out-of-pocket expenses incurred by a Prosecutor's

Agent during the course of his/her official duties will be reimbursed, excluding meal expenses incurred during the regular working hours when said investigation does not require an overnight stay. The authorized meal allowance is listed below:

Breakfast - \$7.00
Lunch - \$9.00
Dinner - \$17.00

C. For overnight trips the authorized meal allowances for each meal shall be waived, however, the cost of the meals shall not exceed thirty-three dollars (\$33.00) per diem. Such expenditures shall be supported by receipts.

D. The immediate supervisor will examine all expense documents submitted and certify them as being a valid expenditure made pursuant to an authorized investigation.

ARTICLE XXII

OTHER BENEFITS

A. Ten-minute coffee breaks in the morning and afternoon are permitted. The time of the break shall be determined by the supervisor in charge.

B. Tuition Reimbursement - Employees will be eligible for tuition reimbursement for courses which are job-related, provided prior approval is received from the Prosecutor after written request to and recommendation by the First Assistant Prosecutor.

If approval is granted, the employee must submit evidence that he/she has obtained a grade equivalent to a "C" or better. The amount of reimbursement shall be limited to the equivalent cost of three under-graduate credit hours at Rutgers, the State University, for a semester.

Any employee who successfully submits a request and is approved, as indicated above, for graduate level courses shall be reimbursed based on the Rutgers University Graduate School rate. Such reimbursement, as above, will be limited per course request to the cost of three (3) graduate level credited hours at Rutgers Graduate School, the State University.

C. Clothing Allowance - When an employee, during work-related duties, damages clothing, such employee shall be reimbursed for the full amount thereof upon presentation of receipt for damages or two quotes for repair and/or replacement, and a report submitted to the First Assistant Prosecutor explaining the circumstances surrounding the loss.

ARTICLE XXIII

EQUAL EMPLOYMENT

A. The employer and employee hereby agree to continue their practice of not discriminating against any employee or applicant for employment because of race, creed, color, national origin, age, sex, ancestry, religion, marital status, political affiliation, sexual orientation, handicap, or liability for service in the Armed Forces of the United States in compliance with all applicable Federal and State statutes, rules, and regulations.

B. There shall be no discrimination, interference, or coercion by employer or any of its agents against the employees represented by any recognized bargaining unit because of membership or activity in such unit.

ARTICLE XXIV

GENERAL PROVISIONS

A. The Prosecutor and the employee will meet from time to time upon reasonable request of either party to discuss matters of general interest and concern, matters which are not necessarily a grievance as such. Such meetings shall be initiated by written request of either party which shall reflect the precise agenda of the meeting. A three (3)-day advance notice will be given by either party.

B. It is hereby agreed that this Agreement shall, in no way, limit or restrict the employee from exercising any legal rights which it might have, including its right to resort to P.E.R.C. or to seek a remedy through the courts.

ARTICLE XXV

NO-STRIKE PLEDGE

A. The employees covenant and agree that during the term of this Agreement, neither they nor any person acting on their behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of an employee from his/her position, or stoppage of work or abstinence in whole or in part, from the full, faithful, and proper performance of the employee's duties of employment), work stoppage, slowdown, walk-out, or other job action against the County Prosecutor. The employees agree that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walk-out, or other job

action, it is covenanted and agreed that participation in any such activity by any employee shall entitle the County Prosecutor to invoke the following:

Such activity shall be deemed grounds for termination of employment of such employee or employees, subject however, to application of the Civil Service law.

C. The employees will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walk-out, or other job action against the County Prosecutor.

D. Nothing contained in this Agreement shall be construed to limit or restrict the County Prosecutor in his right to seek and obtain such judicial relief as he may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the employees.

ARTICLE XXVI

SENIORITY

A. Seniority shall be given preference for purposes of internal scheduling in the Prosecutor's Office for vacations and personal leave.

B. In the event of dispute concerning the seniority of two (2) or more employees hired on the same date, preference shall be given in alphabetical order by employees' last names. If permanent employee status is not affected, seniority shall be computed from the hiring date.

ARTICLE XXVII

WORK RULES

The Prosecutor may adopt and post or otherwise disseminate such rules and regulations as he may desire, provided that the same are not contrary to this Agreement and further provided that the employee shall have the right to grieve with reference to the same within five (5) days after the same are posted or disseminated and/or copy sent to the employee.

Such rules and regulations shall be equitably applied and enforced.

<u>Agent</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>
Reynolds	22,230	23,253	24,229
Morgan	22,230	23,253	24,229
Sweeney	22,230	23,253	24,229
Kim	23,069	24,130	25,144
Sherrer	30,620	32,029	33,374
Levins	30,620	32,029	33,374
Karasinski	30,620	32,029	33,374
Cooper	30,620	32,029	33,374
Butler	31,458	32,905	34,287
Williams	38,278	40,039	41,720

[Figures have been rounded to the nearest whole dollar].

ARTICLE XXVIII

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement.

ARTICLE XXIX

SEPARABILITY AND SAVINGS

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority or court of competent jurisdiction to be unenforceable or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

Upon request of either party, the parties agree to meet and renegotiate any provision so affected.

ARTICLE XXX

PROMOTIONS

A promotion will be at least the negotiated salary increase of the year in which the promotion is given.

ARTICLE XXXI

SALARIES

A. 1996 Adjustments

1. Effective January 1, 1996 all Prosecutor's Agents shall receive a base salary increase of \$1,613.

2. Effective January 1, 1996 the starting salary shall be increased to \$22,230.

B. 1997 Adjustments

3. Effective January 1, 1997 all Prosecutor's Agents hired on or prior to October 1, 1996 shall receive a 4.6% increase

added to their base salary.

C. 1998 Adjustments

4. Effective January 1, 1998 all Prosecutor's Agents hired on or prior to October 1, 1997 shall receive a 4.2% increase added to their base salary.

ARTICLE XXXII

EFFECTIVE DATES

This Agreement shall become effective as of January 1, 1996, with all applicable salary provisions being retroactive, and shall terminate on December 31, 1998. If either party desires to change this Agreement, it shall notify the other party in writing not less than ninety (90) days nor more than one hundred eighty (180) days before the expiration date of this Agreement.

All employees must be on the County payroll as of the signing of this Agreement in order to receive their retroactive pay for 1996.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:

Derrick Hald

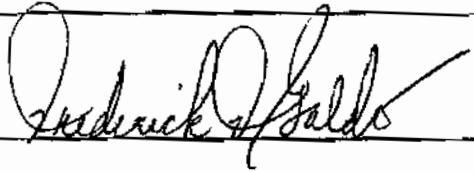
M. S. P.
BURLINGTON COUNTY PROSECUTOR


Linda K. Coffey
BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS

Valerie Butler
VALERIE BUTLER


IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:

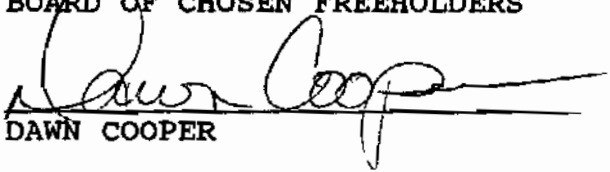




BURLINGTON COUNTY PROSECUTOR



BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS



DAWN COOPER

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:

Frederick Hald

[Signature]
BURLINGTON COUNTY PROSECUTOR

Linda R. Coffey
BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS

Joyce Levins
JOYCE LEVINS

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:

Frederick Galdo

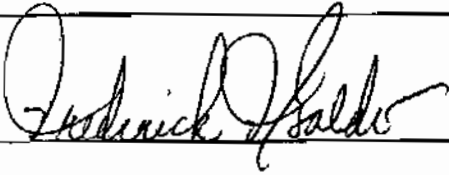
[Signature]
BURLINGTON COUNTY PROSECUTOR

Linda K. Coffey
BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS

Hoechin Kim
HOECHIN KIM


IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:





BURLINGTON COUNTY PROSECUTOR



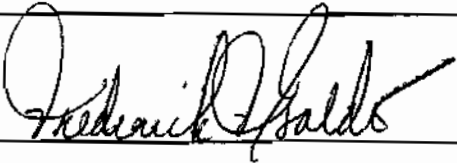
BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS



DORION MORGAN

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:




Frederick J. Galdo



BURLINGTON COUNTY PROSECUTOR



BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS



JOAN KARASINSKI

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:

Frederick D. Galdo

[Signature]
BURLINGTON COUNTY PROSECUTOR

Linda K. Coffey
BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS

Christine Reynolds
CHRISTINE REYNOLDS

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:

Frederick Galdo

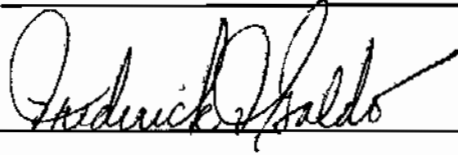
[Signature]
BURLINGTON COUNTY PROSECUTOR

Linda K. Coffey
BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS

Thomas Sherrer
THOMAS SHERRER

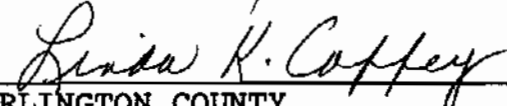
IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:

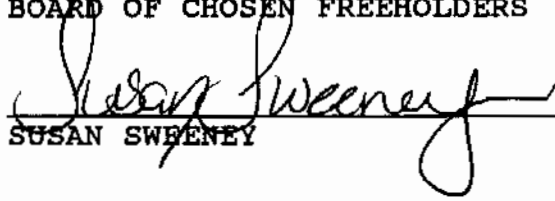




BURLINGTON COUNTY PROSECUTOR



BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS



SUSAN SWEENEY

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

WITNESSETH:

Frederick Galdo

[Signature]
BURLINGTON COUNTY PROSECUTOR

Linda K. Coffey
BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS

[Signature]
KATHLEEN WILLIAMS