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A G R E E M E N T

between the

SHERIFF OFFICERS' / CORRECTION OFFICERS' ASSOCIATION

POP LODGE #97
and the

**BOARD OF CHOSEN FREEHOLDERS / SHERIFF
OF THE COUNTY OF GLOUCESTER**

Gloucester County Board of
Chosen Freeholders (Employees)

January 1, 1987 through December 31, 1989

SCHAFFER, PLOTKIN & WALDMAN
A Professional Labor Relations Corp.
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TABLE OF CONTENTS

	<u>Page</u>
Preamble.....	2
ARTICLE I - Recognition.....	2
ARTICLE II - Grievance Procedure.....	4
ARTICLE III - Workday, Overtime and Call-In.....	10
ARTICLE IV - Wages.....	13
ARTICLE V - Uniforms.....	16
ARTICLE VI - Medical Benefits.....	18
ARTICLE VII - Holidays.....	20
ARTICLE VIII - Vacation.....	21
ARTICLE IX - Employee Reimbursements.....	25
ARTICLE X - Sick Leave.....	27
ARTICLE XI - Bereavement Leave.....	30
ARTICLE XII - Other Benefits.....	31
ARTICLE XIII - Management Rights.....	34
ARTICLE XIV - Association Rights.....	37
ARTICLE XV - Re-opener Provision.....	40
ARTICLE XVI - Dues Deduction.....	41
ARTICLE XVII - Representation Fee..	43
ARTICLE XVIII - Maintenance of Operations.....	48
ARTICLE XIX - Working Conditions and Safety Items....	49
ARTICLE XX - Employee Rights.....	50
ARTICLE XXI - Miscellaneous Provisions.....	53
ARTICLE XXII - Fully Bargained Clause.....	55
ARTICLE XXIII - Duration.....	56

	Salary Schedule A - 1987.....	57
	Salary Schedule B - 1988.....	58
	Salary Schedule C - 1989.....	59
Appendix A	- Clothing Issue.....	60

PREAMBLE

This AGREEMENT is entered into this _____ day of _____, 1987, by and between the BOARD OF CHOSEN FREEHOLDERS/SHERIFF OF THE COUNTY OF GLOUCESTER, (hereinafter referred to as the "Employer"), and the SHERIFF OFFICERS/CORRECTION OFFICERS ASSOCIATION - FOP LODGE #97, (hereinafter referred to as the "Association").

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I
RECOGNITION

A. The Employer agrees to recognize the Association as the exclusive bargaining agent for full-time employees classified as Sheriff's Officers, Sheriff's Sergeants, Correction Officers and Correction Sergeants, hereinafter termed "employee (s)", but excluding all other employees not specifically included above.

B. Where appropriate, the rules and regulations of the Civil Service Commission and of the Public Employment Relations Commission shall cover employees under this Agreement. Those rules and regulations will, when appropriate, be interpreted solely by the respective Commissions.

C. Whenever titles are used in this Agreement, they shall be defined to include the plural as well as the singular and to include males and females.

ARTICLE II
GRIEVANCE PROCEDURE

A. Purpose

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

2. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with the appropriate member of the administration, and to have the grievance adjusted without intervention of the Association, provided such adjustment is not inconsistent with the terms of this Agreement.

B. Definitions

1. A "grievance is a claim by an employee, group of employees, or the Association on behalf of an employee or group of employees, based upon the interpretation, application or violation of this Agreement, administrative rules and policies. The sole remedy available to any employee for any alleged breach of this Agreement shall be pursuant to the grievance procedure provided.

2. An "aggrieved person" is the person or persons or the Association making the claim.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days at each level shall be considered as a maximum. The time limits specified may, however, be extended by mutual agreement. If no response is made by management by the end of their time allotment, it shall be construed to be a denial of the grievance and the Association may proceed to the next Level.

Level One

A grievance may be filed in writing with the Warden or Undersheriff, whichever is appropriate within fifteen (15) calendar days of the occurrence of the grievance. Failure to act within said fifteen (15) calendar days shall be deemed to constitute an abandonment of the grievance. The Warden or Undersheriff may consult with the appropriate Lieutenant and shall render a written decision within ten (10) calendar days after receipt of the grievance.

Level Two

In the event a settlement has not been reached through Level One procedures, a grievance may be filed with the Personnel Director within five (5) calendar days following receipt of the determination of Level One. The Personnel

Director or his designee shall schedule and hold a meeting within seven (7) calendar days following receipt of the grievance and shall render a written determination within ten (10) calendar days after the date of such meeting.

Level Three

In the event a settlement has not been reached through Level Two procedures, a grievance may be filed with the Sheriff within five (5) calendar days following receipt of the determination of Level Two. The Sheriff or his designee shall render a written determination within twenty (20) days following receipt of the grievance.

Level Four

In the event a settlement has not been reached through Level Three procedures, the Association may, after determining that the grievance is meritorious, submit the grievance to arbitration.

D. Arbitration

1. If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within ten (10) calendar days following receipt of the Level Three determination or within thirty (30) calendar days following submission of the grievance to Level Three. Such submission shall be pursuant to the rules of the Public Employment Relations Commission. The parties shall then be

bound by the rules and procedures of the Public Employment Relations Commission. Nothing herein precludes a mutual selection of an arbitrator by the parties.

2. It is understood that arbitration is limited to grievances based upon the interpretation, application, or violation of the four corners of this Agreement. For all other grievances, the determination rendered at Level Three shall be final.

3. In the event that arbitrability of a grievance is at issue between the parties, jurisdiction to resolve the issue shall rest with the arbitrator selected in accordance with the provisions of Section D1. of this Article or PERC or a Court of jurisdiction..

4. The arbitrator shall not consider any past practice precedent except to the extent needed to clarify language of this Agreement.

5. The arbitrator shall not add to, subtract from, or modify the terms of this Agreement.

6. No more than one grievance or issue may be submitted to a single arbitrator in any single proceeding unless otherwise agreed to in writing by the parties.

7. The arbitrator's decision shall be in writing setting forth the reasons therefore and shall be transmitted to the parties and shall be final and binding.

E. Costs

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 Employer and the Association. Any other expenses incurred shall be paid by the party incurring same.

F. Representation

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, with a representative selected and approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

G. Reprisals

There shall be no reprisal against the Association, management, or any individual by virtue of their participation or lack of participation in the prescribed grievance procedure.

H. Group Grievance

If in the judgment of the Association, a grievance affects a group of employees, the Association shall identify the employee(s) and may submit such grievance in writing and the processing of such grievance shall commence at Level

Two. The Association may process such a grievance through all levels of the grievance procedure.

I. Miscellaneous

1. All decisions set forth to the aggrieved person shall be set forth in writing and shall include the decision and shall be transmitted promptly to the aggrieved person or to the Association, whichever is appropriate.

2. 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 personal file of the participants.

3. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this Article.

ARTICLE III

WORKDAY, OVERTIME AND CALL-IN

A. Workday

1. Correction Officers

An employee's workday shall consist of a maximum of eight (8) hours and twenty-five (25) minutes, inclusive of a thirty (30) minute meal break. Correction Officer's will include reporting fifteen (15) minutes prior to the start of their shift for preparation and roll-call. In addition, Correction Officers may be required to remain for up to ten (10) minutes after the end of their shift due to irregular or unanticipated circumstances. In the event a Correction Officer is required to remain in excess of ten (10) minutes after the end of his shift, he shall be compensated in cash at the appropriate overtime rate on the following basis:

<u>Time Worked</u>	<u>Time Paid</u>
11-15 minutes	15 minutes
16-30 minutes	30 minutes
31-45 minutes	45 minutes
46-60 minutes	60 minutes

2. Sheriff's Officers

The workday for other employees shall consist of eight (8) hours inclusive of a thirty (30) minute meal break.

B. Overtime

1. Any employee required to work in excess of his workday as defined above or forty-two (42) hours and five (5)

minutes per week for Correction Officers and eighty (80) hours per two week period for Sheriff Officers, inclusive of any paid leave, shall be compensated for all such time at the appropriate rate of overtime. Overtime shall include any necessary travel time for official business.

2. In the event that overtime work is required, the employer shall first attempt to secure volunteers, based upon seniority. If unable to secure volunteers, employees may be required to work overtime. Such "mandatory overtime" shall be based upon reverse seniority, except in emergency situations. In the assignment of overtime, so long as the employee is fit for duty, prior approved time off shall not disqualify the employee for such assignment.

3. It is understood that both voluntary and mandatory overtime shall be distributed as equitably as possible and shall be based upon a seniority list which shall be posted. All employees shall be eligible and shall be required to work overtime on a rotating basis.

C. Call Back

If an employee is called back to work at a time other than his assigned work tour and if such call back time is not contiguous to the start of his work tour, the employee shall be guaranteed a minimum of two (2) hours compensation at the appropriate rate.

D. Standby Pay

If an employee is required to be on standby, he shall receive one (1) hour's pay for every sixteen (16) hours on standby.

E. Elimination of Compensatory Time

1. As of the date of the signing of this Agreement, there will be no compensatory time granted in lieu of payment for overtime worked.

2. The Employer will pay all employees within sixty (60) days of the signing of this Agreement for all of their accumulated compensatory time that has not been used by the date of the signing of this Agreement. Such payment shall be at the employee's overtime rate of pay at the time of payment.

ARTICLE IV

WAGES

A. Salaries

1. The salaries of all members of the unit covered by this Agreement are set forth in the Salary Schedules which are attached hereto and made a part hereof.

2. Where appropriate, those employees with six (6) or more months of service shall progress one (1) step each January 1 until the employee reaches the maximum pay step on his/her salary schedule.

B. Longevity

1. Employees beginning their tenth (10th) year of service shall receive the following longevity pay to be included in their base salary:

Officers - \$650.00 per year.

Sergeants - \$700.00 per year.

2. Employees beginning their fourteenth (14th) year of service shall receive the following longevity pay to be included in their base salary:

Officers - \$950.00 per year.

Sergeants - \$1000.00 per year.

3. Effective January 1, 1988, all employees shall receive the following longevity pay to be included in their base salary:

Beginning the 8th year of service.....\$450.00
Beginning the 10th year of service.....900.00
Beginning the 14th year of service.....1350.00

4. Effective January 1, 1989, all employees shall receive the following longevity pay to be included in their base salary:

Beginning the 8th year of service.....\$480.00
Beginning the 10th year of service.....960.00
Beginning the 14th year of service.....1440.00

5. Employees entitled to longevity pay shall have their base salary as shown in the Salary Schedules adjusted to reflect the inclusion of such longevity pay. Hourly rates are based upon an employee's base salary and longevity pay, if applicable, divided by 2080 hours.

C. Shift Differential

Any employee assigned to any other shift, including rotating shifts, of which any part falls outside of the permanent day shift, shall receive an additional \$.10 per hour for all assigned time. The permanent day shift is any shift that falls entirely between 6:00 a.m. and 6:00 p.m.

D. Grand Jury or Court Time

Any employee required to appear before any court or Grand Jury on a work related matter shall either receive the time off, with pay if on duty or if off-duty, shall be compensated for such time at the overtime rate of pay, if applicable. Any employee who institutes charges that are work related and must attend any court session or Grand Jury hearing during work hours shall be granted such time off, with pay, or if attendance is required on off-duty hours, shall receive overtime pay, if applicable.

E. Pay for Assuming Higher Position

Beginning on the sixth (6th) consecutive day and/or the fortieth (40th) occurrence in any calendar year, any employee required/requested to assume the duties of a higher paid position shall be compensated for all time worked in such position at the higher rate of pay based upon the employee's Salary Level.

ARTICLE V

UNIFORMS

A. Items of Issue

1. The Employer shall provide each employee with the items of clothing and equipment included in Addendum A at no cost to the employee. These items will be replaced by the Employer as necessary. This issue shall be ordered for each new employee within thirty (30) days after hire.

2. Any employee who has not received all items listed in Addendum A as of the signing of this Agreement shall notify the Employer of which articles are needed and shall be provided the missing articles within thirty (30) days of the signing of this Agreement.

B. Maintenance Allowance

A uniform maintenance allowance of \$400.00 shall be paid to each employee per year. Such allowance shall be payable in semi-annual payments of \$200.00 on or before each January 31, and July 31.

C. Replacement

1. Each officer on the September, 1987, payroll shall receive between September 15, 1987 and March 15, 1988, two (2) pair of winter trousers, three (3) long sleeve shirts, three (3) short sleeve shirts and one (1) hat.

2. Each officer on the September, 1989, payroll shall receive between September 15, 1989 and March 15, 1990, two (2) pair of winter trousers, three (3) long sleeve shirts, three (3) short sleeve shirts and one (1) hat.

ARTICLE VI
MEDICAL BENEFITS

A. Health Benefits

The Employer shall provide the following Health Benefits for each employee and his/her dependents:

1. Blue Cross, Blue Shield, Major Medical and Rider "J" (current Plan or equivalent).

2. A \$1.50 co-pay Prescription Plan (current Plan or equivalent).

3. A Vision Care Plan (current Plan or equivalent).

4. A Dental Plan - The employer will provide a Dental Plan for the employee only. It shall be the same Plan as for other County employees, as per County Policy.

B. Change of Carriers

1. The employer reserves the right to change insurance carriers so long as the benefits to be provided are substantially equivalent to those of the existing plan(s).

2. Prior to any change, the employer will notify the Association so that the Association may, in the event it does not agree that the benefits are substantially equivalent, submit the matter directly to arbitration in accordance with Article 'I, Section D. Such arbitration award shall occur prior to any such change.

C. Disability Benefits

The Employer agrees to provide disability coverage to all eligible employees under the State Temporary Disability Benefits Law. Coverage will be financed by employer-employee contributions as required by law.

D. Description

The Employer shall continue to request for each employee a description of the health care benefits and insurances provided under this Article upon initial hire.

ARTICLE VII

HOLIDAYS

A. There shall be a minimum of fourteen (14) holidays per year with a schedule to be determined by the employer. In case an employee is required to work on a specified holiday, another compensatory day shall be designated by the employer within sixty (60) days.

B. In the event an employee is regularly scheduled to work on New Years Day, Thanksgiving Day, and/or Christmas Day, the employee shall be compensated for such work at two (2) times the employee's regular straight time rate of pay.

C. Overtime pay for work on holidays shall be two and one-half (2 1/2) times the employee's regular straight time rate of pay.

ARTICLE VIII

VACATION

A. All full-time employees shall be credited vacation leave based on years of service as follows:

During the first calendar year of employment: One (1) working day of vacation for each full month of service.

During each succeeding year, through the calendar year, prior to the year in which the 5th service anniversary falls: Twelve (12) working days of vacation.

During the year in which the 5th service anniversary falls, vacation will be allowed in accordance with the anniversary dates as follows:

<u>ANNIVERSARY DATE</u>	<u>VACATION DAYS</u>
Jan. 1 - Feb. 22.....	15
Feb. 23 - Apr. 15.....	14.5
Apr. 16 - Jun. 6.....	14
June 7 - July 28.....	13.5
July 29 - Sep. 18.....	13
Sep. 19 - Nov. 9.....	12.5
Nov. 10 - Dec. 31.....	12

During each succeeding year, through the calendar year, prior to the year in which the 12th service anniversary falls: Fifteen (15) working days of vacation.

During the year in which the 12th service anniversary falls, vacation will be allowed in accordance with the anniversary dates as follows:

<u>ANNIVERSARY DATE</u>	<u>VACATION DAYS</u>
Jan. 1 - Feb 3.....	20
Feb. 4 - Mar. 8.....	19.5
Mar. 9 - Apr. 10.....	19
Apr. 11 - May 13.....	18.5
May 14 - June 15.....	18
June 16 - July 18.....	17.5
July 19 - Aug. 20.....	17
Aug. 21 - Sept. 22.....	16.5
Sept. 23 - Oct. 25.....	16
Oct. 26 - Nov. 27.....	15.5
Nov. 28 - Dec. 31.....	15

During each succeeding year, through the calendar year, prior to the year in which the 20th service anniversary falls:

Twenty (20) working days of vacation.

During the year in which the 20th service anniversary falls, vacation will be allowed in accordance with the anniversary dates as follows:

<u>ANNIVERSARY DATE</u>	<u>VACATION DAYS</u>
Jan. 1 - Feb 3.....	25
Feb. 4 - Mar. 8.....	24.5
Mar. 9 - Apr. 10.....	24
Apr. 11 - May 13.....	23.5
May 14 - June 15.....	23
June 16 - July 18.....	22.5
July 19 - Aug. 20.....	22
Aug. 21 - Sept. 22.....	21.5
Sept. 23 - Oct. 25.....	21
Oct. 26 - Nov. 27.....	20.5
Nov. 28 - Dec. 31.....	20

Each succeeding year would receive, thereafter:

Twenty-five (25) working days of vacation.

B. Effective January 1, 1989, all full-time employees shall receive the following vacation leave per calendar year (Jan.-Dec.):

Beginning the first calendar year.....	1 day per month worked (max-12 days)
Beginning of the 2nd through 4th year.....	12 work days
Beginning the 5th through 11th year.....	15 work days
Beginning the 12th through 19th year.....	20 work days
Beginning the 20th through 25th year.....	25 work days
Beginning the 27th year.....	26 work days
Beginning the 28th year.....	27 work days
Beginning the 29th year.....	28 work days
Beginning the 30th year.....	29 work days
Beginning the 31st year.....	30 work days

C. Accumulation

Where, in any calendar year, the vacation leave, or any part thereof, is not granted by reason of pressure of County business, such vacation leave, or parts thereof, not granted, shall accumulate and shall be granted during the next succeeding calendar year ONLY.

D. Carry Over

An employee shall be allowed to carry over five (5) vacation days per year subject to the operational requirements of the employer. If carried over, reimbursement shall be at the prior year's rate of pay unless the carry over was requested by the Employer. If requested by the employer, reimbursement shall be at the current year's rate of pay.

E. Death of the Employee

Upon the death of an employee, any earned vacation leave, not used, shall be calculated and paid to the estate.

F. Separation

An employee retiring or otherwise separating, shall be entitled to pro-rata allowance for the current year in which the separation or retirement becomes effective. Any vacation leave which may have been carried over from a preceding calendar year will be included.

ARTICLE IX
EMPLOYEE REIMBURSEMENTS

A. Milage

When an employee is required to use his personal automobile during a working tour for official business, reimbursement for such use (exclusive of travel to and from work) shall be at \$.19 or the State rate, if such is higher.

B. Meals

1. Employees shall be reimbursed for meals up to the following amounts per day, if he/she is required to be outside of the County on official business during the normal meal hours:

Breakfast.....	\$4.00
Lunch.....	\$7.00
Dinner.....	\$9.00

2. Employees shall also receive the above reimbursements if he/she is required to be away from the County Court House, County Jail or Correction Center for a continuous period of four (4) hours or more.

3. Meal reimbursements shall be paid in the month following submission of vouchers and paid receipts.

C. Tuition

The Employer agrees to reimburse each employee up to a total of two hundred dollars (\$200.00) per year for any job

related course(s) or any other courses necessary for completion of a degree in Police Science or Criminal Justice.

ARTICLE X
SICK LEAVE

A. The minimum sick leave with pay shall accrue to any full time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) days as of the first working day of the year for each subsequent calendar year thereafter. All unused sick leave in any calendar year shall accumulate from year to year.

B. Sick leave may be utilized by employees:

1. When they are unable to perform their work by reason of personal illness, accidental injury or exposure to a contagious disease;

2. To care for a seriously ill member of the employee's immediate family.

C. "Immediate family" means father, mother, mother-in-law, father-in-law, grandmother, grandfather, grandchild, spouse, child, foster child, sister or brother of the employee. It shall also include relatives of the employee residing in the employee's household.

D. Reporting of Absence on Sick Leave

1. If an employee is absent for reasons that entitled him/her to sick leave, his/her supervisor shall be notified at least one (1) hour prior to the employee's usual reporting time. In case of sudden illness or emergency, exceptions may be granted.

a. Failure to so notify his/her supervisor may be cause of denial of the use of sick leave for that absence and may constitute cause for disciplinary action.

b. Absence without notice for five (5) consecutive days shall constitute a resignation.

E. Verification of Sick Leave

1. An employee who is absent on sick leave may be required to submit acceptable medical evidence substantiating the need for sick leave. Abuse of sick leave shall be cause for disciplinary action.

2. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.

3. The Employer may require an employee who has been absent because of personal illness, as a condition of his/her return to duty, to be examined, at the expense of the County, by a physician chosen by the employee from a panel of physicians designated by the County. Such

examination shall establish whether the employee is capable of performing his/her normal duties and that his/her return will not jeopardize the health of the employee or other employees.

ARTICLE XI
BEREAVEMENT LEAVE

A. Employees shall be entitled to three (3) days leave per incident with pay for death in the immediate family.

B. The immediate family is defined as: mother, father, husband, wife, child, sister, brother, mother-in-law, father-in-law, grandmother, grandfather, grandchild, foster child, and any relative of the employee residing in the employee's household.

ARTICLE XII
OTHER BENEFITS

A. Worker's Compensation

1. Under the New Jersey Workers Compensation Law, employees of Gloucester County injured while in the course of their employment are entitled to be paid by the County Worker's Compensation Insurance Carrier. The Board of Chosen Freeholders has, by policy, declared that it will supplement the insurance check for one year.

2. It is understood that all Sheriff Officers and Correction Officers are considered to be on duty twenty-four (24) hours per day while in the State of New Jersey. Any employee who suffers an injury or illness while in the performance of his duty shall receive all benefits to which he may be entitled as provided by the County Worker's Compensation Insurance Carrier. The Board of Chosen Freeholders has declared that it will supplement the insurance check for one year.

B. Other Leaves

1. Leaves of absence, without pay, for documented medical reasons, will be granted for periods of up to three (3) months upon written requests of the employee. Up to an additional nine (9) months leave for medical reasons may be

granted by the Employer in three (3) segments of up to three (3) months each for a total of twelve (12) months.

2. Leaves of absence, without pay, for other than medical reasons may be granted by the Employer for up to twelve (12) months in four (4) segments of up to three (3) months each. Included within such requests are leaves for the care of an infant who is less than sixty (60) days of age at the commencement of such leave.

3. All initial requests for leaves and subsequent segment extensions shall be in writing to the Employer.

C. Pregnancy

Disability due to pregnancy shall be considered as any other disability in accordance with law. The employee shall not lose any seniority due to her leave.

D. Military Leave

Military leave of absence will be granted as required by statutes.

E. Administrative Leave

Effective January 1, 1988, employees shall be allowed two (2) days off, with pay annually, for personal business that cannot be disposed of outside working hours, except that employees hired on or after July 1 shall be entitled to only one (1) administrative leave day in the first calendar year of service. Administrative leave shall not be granted on the

day before or the day after a holiday or vacation. It is at its sole discretion, however, that the employer in extraordinary circumstances may waive the aforementioned sentence. Except in cases of emergency, requests for administrative leave shall be submitted at least forty-eight (48) hours in advance to the appropriate supervisor. It is understood that in order to maintain sufficient service levels, management reserves the right to deny a request for administrative leave if services would be interrupted, hindered or obstructed.

ARTICLE XIII
MANAGEMENT RIGHTS

A. The County hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the County Government and its properties and facilities and activities of its employees by utilizing personnel, methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the County.

2. To make rules of procedure and conduct, to introduce and use new and improved methods and equipment, to contract out for goods and services, to decide the number of employees needed for any particular time and to be in sole charge of the quantity and quality of the work required.

3. The right of management to make, maintain and amend such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety and/or the effective operation of the Department after

advance notice thereof to the employees and to require compliance by the employees is recognized.

4. To hire all employees, and subject to the provisions of law, to determine their qualifications and conditions of continued employment, or assignment, and to promote and transfer employees.

5. To suspend, demote, discharge or take other appropriate disciplinary action against any employee for good and just cause according to law.

6. To layoff employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive or for other legitimate reason.

B. In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the County, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and by law and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or restrict the County of its rights, responsibilities and

authority under R.S. 40A, or any other national, state, or county laws or regulations.

ARTICLE XIV
ASSOCIATION RIGHTS

A. Information

The County shall make available to the Association for inspection, all financial records and data in the public domain, upon written request at a time of mutual convenience.

B. Released Time

Whenever any representative of the Association or any employee participates during working hours in negotiations, grievance proceedings, conferences, or meetings which relate to Association business with management or the County, he shall suffer no loss in pay nor be required to make up such time. It is agreed that any such meetings shall be subject to mutual agreement by management and/or the County, and the Association.

C. Bulletin Boards

Four (4) bulletin boards (min. 4'x 6') shall be provided by the Employer for the exclusive use by the Association. The locations for the boards shall be designated by the Association, subject to the approval of the Sheriff.