

AGREEMENT

between

SOMERSET COUNTY BOARD OF CHOSEN FREEHOLDERS

and

SOMERSET COUNTY CORRECTIONS OFFICERS'
POLICEMEN'S BENEVOLENT ASSOCIATION, LOCAL NO. 177

January 1, 1988 through December 31, 1990

For the County:

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ARTICLE I
RECOGNITION

The County of Somerset has previously recognized the Policemen's Benevolent Association, Local No. 177 as the sole and exclusive representative for purposes of collective bargaining of all uniformed employees of the Department of Corrections from the rank of Correction Officer to Captain of Correction Officer; as well as all uniformed officers within the Identification Bureau from the rank of Officer to Captain; to negotiate such matters as are required pursuant to Chapter 303 - New Jersey Employer-Employee Relations Act, as amended and supplemented.

ARTICLE II

SALARIES

A. Salary Guides

Wage distribution guides for the term of this Agreement are found in Appendix A, as is incorporated herein and attached hereto.

Correction Officers

	Starting	Maximum
1/1/88	\$19,937	\$28,536
7/1/88	\$21,234	\$29,963
1/1/89	\$22,296	\$31,461
7/1/89	\$23,711	\$33,034
1/1/90	\$24,896	\$34,686
7/1/90	\$26,441	\$36,420

B. Superior Officers

Effective January 1, 1988 and thereafter, there shall be a ten (10%) percent wage differential between each rank, commencing with a differential between the top salary of the rank of C.O. and Sergeant, and so forth between each rank thereafter. Said differential shall be calculated each time there is a contractual wage adjustment.

C. Working Out of Rank

Any individual appointed to an acting position of higher rank or so assigned by the Sheriff, or his designee, to perform the duties of a position of higher rank for period of longer than five

(5) days, shall be compensated for such work at the minimum rate of the rank being filled, it being understood that such compensation shall commence immediately for the individual(s) appointed to the acting position, and on the sixth (6th) day of duty for those assigned to such position.

D. Muster or Shape-up Compensation

Each employee shall be paid one-half (1/2) hour per day at the rate of one and one-half (1 1/2) times their regular hourly rate in compensation for any muster, shape-up time, or shift overlap not to exceed one half (1/2) hour per day, which may be designated by the Warden. Shortening of or failure to schedule said time shall not preclude nor affect said payments. Such payments shall be made in two (2) separate lump sum payments. The first on or before July 1st of each year and the second on or before December 22nd of each year. Any employee working a double shift shall receive muster compensation for each, or a total of one (1) hour for both shifts.

E. Computation of Hourly Rate

An employee's hourly rate shall be computed by adding their regular base salary plus longevity payments and dividing the sum by 2080 hours.

ARTICLE III

LONGEVITY

A. Those individuals employed in the unit who have five (5) or more full years of completed service shall be eligible for longevity pay, in accordance with the schedules set forth herein, which payment shall be based upon the rate of the individual in effect on January 1 of the year in which such individual becomes eligible for the longevity pay. Such payment shall be made on and after the effective date of eligibility for such payment, and shall be paid together with and in the same manner as the regular salary payments. Nothing shall be construed to permit the pyramiding of such payment, nor shall such payment be based upon any other factor than the wage rate, exclusive of payments on account of fringes or other extra compensation.

The longevity schedule is as follows:

Completed years of service: _____ % to be applied to wage rate

At least - But not more than:

5 years - 9 years	1.50 %
10 years - 15 years	1.75 %
16 years - 20 years	2.75 %
21 years - 25 years	3.00 %
26 years - Over 26 years	3.75 %

ARTICLE IV

Overtime

A. Time and one-half payment shall be made for all overtime hours worked above forty (40) hours in any one (1) scheduled work week, or similar work period, with the exception of that work described in Section B. below. The computation of such overtime shall be based upon the employee's hourly rate in effect at the time that the overtime is performed.

B. Employees shall be paid straight time for additional work performed above forty (40) hours in any one (1) scheduled work week, insofar as grand jury appearances, court appearances and inmate grievance procedures are concerned. Work other than that set forth in this section shall be paid in accordance with Section A.

C. All paid time off shall be counted for purposes of computing the hours worked in any one (1) scheduled work week or similar work period, in determining eligibility for overtime pay.

D. For purposes of this Agreement, the work week is defined as follows: Commencing at 12:01 a.m. Sunday and terminating 12:00 midnight Saturday of each week.

E. Overtime compensation for working on a holiday shall be in accordance with ARTICLE VI, contained herein after.

ARTICLE V

Minimum Call-In Time

Any individual reporting on special call to work outside his regularly scheduled working hours will be paid four (4) hours' pay at his regular base rate, or the actual time worked at the applicable rate, whichever is greater, even though the time spent to complete the job for which he is called in was less than four (4) hours. This policy shall not apply when an individual is called in early to a regularly scheduled shift and works continuously from time of reporting until the beginning of his regularly scheduled shift, providing he has been informed the previous day of such call-in.

ARTICLE VI

Holidays

A. In the event that the County shall declare a holiday or other time off with pay for all other County employees, then the individuals of the unit shall receive like treatment. An employee who shall be scheduled for, and shall actually work during such period of time, shall receive time and one-half pay for the applicable period covered by the declaration of the County.

B. All individuals in the unit employed in the Sheriff's Office shall be granted the holidays applicable to other County employees, with pay. For purposes of overtime payment as outlined below, Christmas, New Year's Day, July 4th shall be observed on the actual date of occurrence should any of these holidays fall on a Saturday or a Sunday and, in which case, are observed differently by the rest of the County.

C. All individuals in the unit employed in the Jail shall, in lieu of being granted holiday with pay, be paid eight (8) times their hourly rate on the first payroll period following December 15 of each year for fifteen (15) holidays, provided, however, that if an individual employed in the Jail is required to work a holiday for any reason, the individual may, with the approval of his supervisor, reschedule such day off with pay at a later time, or at the option of the individual, shall be eight (8) times his hourly rate for the holiday worked, which payment shall occur in the same manner as the payment for other holiday pay.

D. In addition to Section C, above, any employee working or

called into work on a holiday shall receive one and one-half times his regular hourly rate of pay for all hours worked up to eight hours.

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ARTICLE VII

Clothing Allowance

A. The parties hereto agree that the County will provide each employee, including the members of the Identification Bureau, with the necessary set of uniforms and replace such uniforms as needed. The employee shall be responsible for the maintenance of said uniform, and shall receive the sum of eight hundred dollars (\$800.00) for the years 1988 and 1989, and eight hundred and fifty (\$850.00) dollars for the year 1990 or the prorated portion thereof for this purpose. Said allowance shall be paid in one lump sum no later than December 1 of each year.

B. Effective January 1, 1989 and each year thereafter, each uniformed employee shall receive two (2) shoe allowances of sixty dollars (\$60.00) per allowance for the purchase of uniform shoes payable no later than December 1 of each year.

ARTICLE VIII

Personal Days

A. Personal days shall be granted to employees of the bargaining unit subject to the limitation as to the number of days set forth in County Policy, without the requirement that the Sheriff, or any other superior, be given the reason or reasons for requesting such a personal day by the employee.

B. Full-time employees shall be granted three (3) days personal time per year. These days may be taken in no less than half day increments.

C. In the event that an employee is unable to reach his/her place of work because of weather or other conditions, such day of absence may be treated as Personal Time if the employee notified his/her Department Head of the unavoidable absence.

ARTICLE IX

Complaints Against Inmates

It is further agreed and understood between the parties to this Agreement that members of the bargaining unit shall have the absolute right to sign and initiate complaints against inmates without any prior approval required by the Sheriff or any other person.

ARTICLE X

Grievance Procedure

A. The term "grievance" as used herein means an appeal by an individual employee or the PBA on behalf of an employee, group of employees or itself, from the interpretation, application or violations of policies, agreements, and administrative decisions affecting them.

B. Employees shall have the right to have a PBA representative present during discussion of any grievance with representatives of the employer.

C. Any grievance arising between the employer and an employee shall be settled in the following manner:

Step 1. The aggrieved employee must present his grievance to his direct supervisor within ten (10) days after knowledge of the grievance, or the reason for the grievance has occurred. If a satisfactory settlement is not reached with the direct superior within ten (10) days, the grievance may be appealed to Step 2. Such appeal must be made within five (5) working days.

Step 2. Within ten (10) the employee and a PBA representative shall take the matter up with the Sheriff. A decision by the Sheriff shall be made within ten (10) working days. If a satisfactory settlement is not reached, an appeal to Step 3. may be taken. Such appeal must be made within five (5) working days.

Step 3. If no satisfactory settlement can be agreed upon, the matter may be referred to the New Jersey Public Employment Relations Commission for arbitration.

D. The Arbitrator shall be limited to violations of the

Agreement, and shall not have the authority to amend or modify this Agreement, or establish new terms or conditions under this Agreement. The Arbitrator shall determine any question of arbitrability.

E. A mutual settlement of the grievance pursuant to the procedures set forth herein, and/or a decision of the Arbitrator will be final and binding on all parties and the employees involved.

F. The expense of the Arbitrator selected or appointed shall be borne equally by the employer and the PBA.

G. It is understood that an individual employee shall only be permitted to process his/her own grievance to Step 2. Only the PBA may process a grievance beyond Step 2 and into arbitration.

ARTICLE XI

Discipline

No employee shall be disciplined without just cause.
Discipline cases, except discharge, shall be arbitrable.
Discharge shall be in accordance with New Jersey statutes.

ARTICLE XII

Vacancies in Positions

Whenever there is a vacancy in one of the positions covered by this Agreement, a notice of the vacancy will be posted by the County and the position will be filled according to principles of seniority, provided the employee is qualified and willing to perform the work.

ARTICLE XIII

Notice of Shift Change

Whenever the County, through its authorized agents, seeks to change the shift of any employee covered by this Agreement, then, in those cases where the employment on the new shift will be for one (1) week or more, the County will give two (2) weeks notice of the change of shift to the employee.

ARTICLE XIV

Snow Days

A. The parties agree that the Sheriff shall have the right to declare a snow day when appropriate, on weekends and holidays when the County offices are normally closed.

B. Employees covered by this Agreement who work on a County declared snow day shall be compensated with a comp day off. Said day shall be treated as an additional personal day and administered pursuant to Article VIII of this Agreement.

ARTICLE XV

Reopener For Shifts

A. In the event that Correction's officers covered by this Agreement are required to work shifts over and above the amount of shift work presently required to perform, either party may reopen this Agreement to negotiate additional compensation, if any, for said additional shift work.

ARTICLE XVI

Health and Dental Benefits Program

A. The County shall make available and pay all premiums and costs thereof, except as modified hereafter, a health benefits program to its full-time employees. Coverage shall also be made available to these employees eligible dependents. Temporary employees shall not be eligible to enroll in the County's health benefits program.

B. The employee's effective date of coverage shall be the first of the month after completion of two (2) full calendar months of employment.

C. An employee's health benefits coverage shall remain in effect while the employee is on an approved leave of absence such as vacation, sick leave, extended sick leave, etc.

D. Eligible employees may choose to join either of the following Health Benefits program Plans:

1. The traditional Somerset health benefits program administered through the Rasmussen Agency

In this plan, basic hospital benefits, basic medical-surgical benefits, and extended hospital and medical surgical benefits are provided by the County and administered through the Rasmussen Agency. And to supplement the basic plan protection, there are Major Medical benefits which pay 80% of eligible expenses after a \$100.00 deductible has been met by the employee or a \$100.00 deductible by one of the employee's eligible dependents if the claim is for any of the employee's eligible dependents.

2. Basic Health Maintenance Organization (HMO) and Supplemental Benefits Program

In this plan, hospital, surgical, and medical care is provided only by physicians and other staff of the Rutgers Community Health Plan (RCHP) Health Center and affiliated hospitals physician's offices, and extended care facilities to employees residing in the RCHP service area, as outlined in the "RCHP Benefits program" booklet. The average is \$1.00 per visit. This program also provides a Supplemental Benefits program, similar to Major Medical, which gives added financial assistance for medical expenses not covered under the basic HMO program.

E. TEFRA-Tax Equity and Fiscal Responsibility Act

The TEFRA Act became a law in 1982. TEFRA mandates that the County offer active employees between the ages of 65 through 69 the option of selecting either the County's Health Benefit Program as primary payer of health expenses or the Federal Medicare Program as primary payer. The Personnel office shall give employees a comparison of both plans outlining the consequences of both choices, and the employees shall make their decision. If the employee chooses the County Program, it is still important that the employee is insured for Part B Medicare Insurance.

F. Cost of Health Benefits Plans

1. There shall be no cost to the employee if he/she elects to enroll in the traditional county Health Benefits program. This applies to any type of coverage the employee elects under this plan.

2. The County pays the same amount toward

the RCHP as it contributes toward the traditional County Health Benefits Program. Any additional cost is paid by the employee through payroll deductions.

G. Enrollment and Changes

1. On the first day of employment, an employee shall complete a health benefits enrollment card, either electing the desired type of coverage or rejecting coverage entirely. At this time, the Personnel Office shall give the employee a booklet describing the benefits and shall inform the employee of the effective date of coverage.

2. If an employee elects enrollment in the County Health Benefits Program, he/she shall receive identification cards through interoffice mail, approximately four or five (4 or 5) months after beginning work with the County. If an employee elects membership in the RCHP, he/she shall receive identification cards, medical questionnaires, and an RCHP instruction booklet at home, approximately four to five (4 to 5) months after beginning work with the County.

H. Enrollment of Transferred Employees

If an individual hired by the County is actively enrolled in either the County Health Benefits program or RCHP through another County Agency he/she shall continue to have uninterrupted coverage provided the employee completes an enrollment card on his/her first day of employment.

I. Annual Enrollment Period

Each year there is an annual enrollment period during the month of January. At this time, employees may enroll

for the first time, or they may change from County Health Benefits coverage to RCHP coverage or vice versa, or they may change the type of dependent coverage they have under either plan. Any changes or enrollments made at this time will be effective on April 1 of the year they are made.

J. Moving Outside the RCHP Service Area

If an employee is enrolled in the RCHP and moves out of the area served by the HMO, his/her coverage will terminate unless the employee contacts the Personnel Office within sixty (60) days before the move, but not later than sixty (60) days after the move to complete a new enrollment card transferring the HMO coverage to traditional County health benefits.

K. Dependent Children Reaching Age 23

Dependent children who are unmarried and who live with the employee in a normal parent - child relationship are covered through the end of the calendar year in which they reach age 23. As coverage ceases automatically without any notice being given, an employee's child is responsible for taking prompt action to obtain separate enrollment. To assure uninterrupted protection, application for basic benefits protection only should be made directly to either the Rasmussen Agency or to the RCHP within sixty (60) days before the child's coverage will terminate.

L. Leave Without Pay

If an employee is on an approved leave absence without pay for a maximum of 90 days, his/her health benefits coverage shall be continued at the expense of the County. After this initial leave of absence, an employee may continue his/her

health benefits covered at his/her own expense for nine (9) more months, providing the employee contacted the Personnel Office prior to the beginning of the leave without pay to make proper arrangements.

M. Reaching Age 65---TEFRA/Federal Medicare Insurance

Sixty (60) days before an active employee and/or his/her spouse reach age 65, they should contact the Personnel Office to review the options available to them under the Tax Equity and Fiscal Responsibility Act (TEFRA). The employee may select the County's Health benefits program as primary payer of health expenses or the Federal Medicare Program as primary payer. The employee will then fill out a new enrollment card. Even if the employee chooses the County's health Benefits Program, they should still report to their local Social Security Administration Office to enroll in the Federal Medicare Program, Parts A and B.

Once an employee and/or his/her spouse are enrolled in Medicare, the employee will receive quarterly premium notice from the Prudential Insurance Company for the cost of Medicare coverage and will be responsible for payment of the premium. The County shall reimburse its active employees semi-annually for the payments they have made for Medicare part B coverage for themselves and/or their spouse.

N. Retirement

An employee who will be retiring shall contact the Personnel Office at least ninety (90) days before his/her anticipated retirement date to complete the appropriate forms. After the Rasmussen Agency has been notified of the anticipated

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retirement, they will send a card to the employee asking whether or not he/she wishes to maintain health benefits coverage on a group basis. If the employee desires such coverage, he/she shall sign and return the card, along with payment for the first three (3) months of coverage for himself/herself and eligible dependents. Thereafter, the employee shall be billed for the cost of health benefits coverage on a monthly basis.

O. Termination

When an employee terminates for reasons other than retirement, he/she may convert the health benefits coverage to the direct payment plan, or he/she may convert to an individual RCHP membership plan. There is, however, in neither plan, a conversion privilege allowing supplemental benefits to be continued once a covered person's group enrollment is terminated. Employees who terminate shall continue to be covered under the group plan for the next thirty (30) calendar days. After Rasmussen or the RCHP has been notified that an employee has terminated, they will send a premium notice to the terminated employee's home. Provided the terminated employee pays the premium within thirty-one (31) days, he/she shall have converted his/her group health benefits membership to an individual membership without any interruption in coverage.

P. The cost of all premiums for an employee covered dental program is paid for by the County. In summary, said plan provides preventative/Diagnostic Dental Services at 100% of the usual, customary or reasonable (UCR) fee charged by dentists. Basic therapeutic/treatment, additional basic services and periodontic

are provided at 80% of (UCR). Prosthodontics, including missing teeth are provided at 50% of (UCR).

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ARTICLE XVII

Sick Leave

A. At the beginning of each subsequent calendar year, each full-time employee shall be credited with fifteen (15) sick leave days.

B. Full-time employees may accumulate unused sick leave days, but the maximum permissible accumulation shall not exceed 180 days.

C. Any annual sick leave days which would otherwise accumulate thereafter shall earn additional vacation days on the basis on one (1) vacation day for each three (3) sick leave days. Excess sick leave days shall be converted to vacation days at the end of each calendar year. For the purpose of this policy, any balance of less than one and one-half (1 1/2) excess sick leave days shall not be converted to a vacation.

D. Termination

1. When an employee resigns in good standing or is terminated through no fault of his/her own after ten (10) years or more service with the County, the employee shall receive payment for one-third (1/3) of his/her accumulation of unused sick leave days carried over from the previous calendar year. The employee shall also receive payment for one-twelfth (1/12) of the sick leave days credited to him/her at the beginning of his/her terminating year for each full month worked during said year, provided the employee had not already used such time. For the purpose of this policy, if an employee's last day worked is on or after the 15th of a given month, he/she shall receive credit for said month. If,

after computing leave days, there is less than one-half (1/2) day remaining, the employee shall not receive credit for this.

2. An employee who resigns not in good standing or who is terminated as a result of disciplinary action shall not receive payment for any accumulation of unused sick leave days, regardless of his/her number of years of service with the County.

E. Death

In the event of death of any employee, the employee's survivor, estate, or administrator shall receive payment for the employee's unused sick leave time, regardless of the number of years of service the employee had had with the County, computed in the same manner as it is for an employee who resigns in good standing after ten (10) years or more of service.

F. Retirement

When an employee retires, the employee shall receive payment for one-half (1/2) of his/her accumulation of unused sick leave days carried over from the previous calendar year, regardless of the number of years of service the employee had with the County. The employee shall also receive payment for one twelfth (1/12) of the sick leave days credited to him/her at the beginning of his/her retiring year for each full month worked during said year, provided the employee had not already used such time. For the purpose of this policy, if an employee's last day worked is on or after the 15th of a given month, he/she shall receive credit for said month. If, after computing one-half (1/2) of an employee's accumulation of unused sick leave days there is less than one-half (1/2) day remaining, the employee shall not receive credit for this.

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ARTICLE XVII

Extended Sick Leave

In the event that an employee's illness disability or incapacitation caused by pregnancy/childbirth and confinement continues and the employee has exhausted his/her accumulation of unused sick leave days, extended sick leave benefits may be available to him/her for a maximum period of twenty-six (26) continuous weeks at the rate of 50 % of the employee's base salary, which continuous 26-week period may extend into the next calendar year. However, no employees will be entitled to more than 26 weeks in any one calendar year.

A. Conditions of Eligibility

Extended sick leave benefits shall be available to employees who meet all of the following conditions:

1. An employee shall have completed his/her probationary period and shall be permanent or provisional, and a non-classified employee shall have completed three (3) months of service with the County.

2. An employee shall have exhausted his/her accumulation of unused sick leave days and shall have continued to be ill, disabled, or incapacitated due to pregnancy, childbirth and recuperation.

3. An employee must be under the care of a legally licensed physician and must have that physician complete an "Extended Sick Leave Application" and submit it to the Personnel Office prior to the expiration of the employee's accumulation of

unused sick leave days.

An employee on extended sick leave shall be required to produce periodic, written statements from his/her physician advising of the nature, extent, and estimated duration of the illness, disability or incapacitation due to pregnancy, childbirth or recuperation, as well as a return-to work statement. An employee on extended sick leave, may, at any time, be required to undergo a physical examination by a County-designated physician.

B. Exceptions to Eligibility

Extended sick leave shall not be permissible beyond the recuperation period for childbirth unless for complications which are fully documented by the physician.

C. Status of Benefits

1. For the purpose of computing an employee's total length of service with the County, any period of extended sick leave shall not be considered a break in service, and the employee shall be able to accumulate service credit during the entire period of extended sick leave.

2. If an employee is on extended sick leave for the last seven (7) or less consecutive work days of a given calendar year and continues to be on extended leave into the following calendar year, he/she shall be credited with vacation, sick leave, and personal days as if he/she had been working. If an employee is on extended sick leave for longer than the last seven (7) consecutive work days of a given calendar year and continues to be on extended sick leave into the following calendar year, he/she shall be credited with vacation, sick leave, and personal days upon return

from extended sick leave. If an employee is on extended sick leave sometime during the remainder of the calendar year in which he/she is hired, he/she shall be credited, upon return from extended sick leave, with those vacation, sick leave and personal days he/she would have earned had he/she continued working.

3. If a County-recognized holiday occurs while an employee is on extended sick leave, and if the employee would have received pay for this holiday had he/she been working, the employee shall receive half pay for the holiday but shall not receive half pay for extended sick leave.

4. An employee on extended sick leave shall not be eligible for bereavement leave.

D. Computation of Extended Sick Leave

Computation of payment for extended sick leave benefits shall be made on the basis of the number of hours normally scheduled for the employee to work per day whether on a full-time or part-time basis.

E. Maximum Use of Extended Sick Leave

If an employee has exhausted the maximum of 26 weeks of extended sick leave, a statement shall be requested from his/her physician concerning the employee's ability to return to work. If the employee's physician certifies that the employee is totally and permanently incapacitated and unable to return to work, the employee shall be terminated or retired. Such termination shall be considered to be in good standing. If the employee's physician states that the employee is unable to return to work upon

conclusion of extended sick leave, but shall be able to at a later date of to a different position, the employee shall have the choice to terminate or be placed on a leave without pay. An employee who is placed on a leave without pay shall be required to produce periodic written statements from his/her physician concerning the condition and may, at any time, be required to undergo a physical examination by a County-designated physician. If such an employee desires, he/she shall be considered for any County vacancy that he/she would be capable of performing, as certified by his/her physician.

F. When it becomes apparent that an employee will be exhausting his/her accumulation of unused sick leave days, the employee or his/her department head shall immediately notify the Personnel Office. An "Extended Sick Leave Application " shall then be sent to the employee for his/her physician to complete. The completed "Extended Sick Leave Application" must be returned to the Personnel Office prior to the expiration of the employee's accumulation of unused sick leave days so that it can be processed and so that a determination as to eligibility can be made. In the event that the completed "Extended Sick Leave Application" is not returned to the Personnel Office prior to the expiration of an employee's accumulation of unused sick leave days, the employee shall be placed on a leave, without pay until the completed "Extended Sick Leave Application" is received by the Personnel Office and a determination is made. If, in such an instance, it is determined that an employee is eligible to receive extended sick leave payments, the employee would then be reimbursed

retroactively to the date he/she was first placed on a leave without pay.

G. Recording use of Extended Sick Leave

1. Each day all department heads shall record any employee using extended sick leave on the "Daily Attendance Report."

2. Each pay period all department heads shall have their employees record any extended sick leave taken during that period on the "Time Sheets", as described in the Time Sheet Instructions (Page 59 of Personnel Policy). The total extended sick day usage reported on the "Time Sheets" should coincide with the total extended sick day usage reported on the "Daily Attendance Reports" for a given pay period.

3. The Personnel Office shall maintain a computerized record of leave balances on each employee for each year, and shall record daily any extended sick leave days that the employee has taken, maintaining a record of the total length of extended sick leave taken by an employee in each calendar year.

H. Return to Work

On the first day of an employee's return to work after extended sick leave, the employee shall submit a return-to-work statement from his/her physician to his/her department head. The department head shall forward this statement to the Personnel Office for placement in the employee's personnel file. In addition, the employee should telephone his/her department head as well as the Personnel Office prior to returning to work so that arrangements can be made to change the employee's status from half

pay to full pay.

1. Maximum Use of Extended Sick Leave

Three (3) weeks prior to the expiration of the 26th week of extended sick leave, the Personnel Office shall send a letter to the employee requesting him/her to obtain a statement from his/her physician concerning the employee's ability to return to work. The statement from the physician must be received in the Personnel Office no later than one (1) week before the expiration of the 26th week of extended sick leave. If this statement is not received by the Personnel Office in the time limit specified, the employee shall be placed on an unauthorized leave without pay after the expiration of the 26th week of extended sick leave. A certified letter shall be sent to the employee advising him/her of this action and advising that failure of the Personnel Office to receive the required statement within five (5) working days of receipt of the warning letter shall result in the employee's services being terminated. Such termination shall not be considered in good standing.

If the employee's physician certifies that the employee is totally and permanently incapacitated and unable to return to work, the Personnel Office shall process the necessary forms to terminate or retire the employee.

If the physician certifies that the employee is unable to return to work upon conclusion of extend sick leave, but shall be able to at a later date, the Personnel Office shall process the necessary forms to place the employee on a leave without pay.

If a vacancy does not exist within the Department to which the

employee can qualify nor a vacancy to which the employee can transfer, the employee shall have the choice to terminate employment, or terminate from the Department and be placed on leave without pay.

An employee who has been placed on a leave without pay may not return to work unless he/she follows the steps outlined in Section H. above.

ARTICLE XIX

Vacation

A. Vacation During the Remainder of First Calendar Year

1. If an employee is hired before July 1 of a given year, he/she shall be eligible for a vacation during the remainder of said year. A full-time employee shall earn one (1) vacation day at full pay for each full month of service during the remainder of the calendar year in which employed; however, the maximum number of days a full-time employee may earn during the remainder of the calendar year in which employed shall not exceed ten (10) working days. For the purpose of this policy, any person hired as an employee on or before the 15th of a given month shall earn vacation time at the end of said month.

During the remainder of the calendar year in which employed, an employee may use vacation days only as earned; however, no vacation days may be taken until an employee has completed six (6) months of service.

2. If an employee is hired on or after July 1 of a given year, he/she shall not be eligible for a vacation during the remainder of said year. The employee also shall not earn vacation days during the remainder of said year.

3. At the beginning of the following calendar year a full-time employee shall be credited with vacation days in accordance with the schedule in Section B. below. However, in no case may vacation days be taken until an employee has completed six (6) months of service.

B. Vacation Schedule for Full-Time Employees

<u>Years of Service</u>	<u>Number of Days</u>
After completion of year in which hired, but less than 5 years on July 1	10 days/year
More than 5 years, but less than 10 years on July 1	12 days/year
More than 10 years, but less than 15 years on July 1	15 days/year
More than 15 years, but less than 20 years on July 1	18 days/year
More than 20 years, but less than 25 years on July 1	20 days/year
More than 25 years on July 1	25 days/year

C. Death

In the event of death of an employee, the employee's survivor, estate, or administrator shall receive payment for the employee's unused vacation time, computed in the same manner as it is for an employee who resigns in good standing after completing six (6) months of employment.

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 LABOR RELATIONS SPECIALIST
 RIVERVIEW ACRES
 18 RIVERVIEW DRIVE
 TINTON FALLS, NEW JERSEY 07704

ARTICLE XX

Other Leaves of Absence

A. Pregnancy Leave.

In accordance with judicial law, pregnancy is considered no differently than is any other disability. Accordingly, leaves of absence for pregnancy shall be handled in the same manner as any other disability.

B. Bereavement Leave

Bereavement leave with pay shall be provided each employee in the event of the death of an immediate family member. Up to five (5) work days leave with pay may be taken in the case of the death of a father, mother, father-in-law, mother-in-law, grandparent, husband, wife, brother, sister, child, son-in-law, daughter-in-law, or grandchild, including "step" and "half" relations.

In the event of the death of other relatives or in-laws, an employee may utilize a vacation day(s), personal day(s), or a leave of absence without pay.

C. Leave of Absence Without Pay.

In the event of serious illness of a family member, for the purpose of child rearing, or other extraordinary personal reasons, a leave of absence without pay may be granted to an employee.

D. Jury Duty Leave.

If an employee is summoned for jury duty, he or she will receive full pay for any time spent on jury duty. However, on those work days when the jury is not in session, or on days when an employee is excused from jury service prior to 2:00 P.M., the employee is expected to return to work for the balance of the shift.

E. Military Leave

Any employee who is a member of the organized reserve component of any Armed Forces of the United States or a member of the National Guard, the Naval Militia, or the Air National Guard shall receive a military leave of absence with full pay for all days on which the employee is engaged in field training. This shall also include such release time as is required to attend monthly Reserve's meetings should said meetings occur during an employee's regular work shift.

A leave of absence without pay shall be granted for all employees who are called to active duty during the course of their employment. Said leave shall continue for the full term of service in the Armed Forces and extend three (3) months beyond the employee's honorable discharge.

F. Time Off by Freeholder Action.

Should the Board of Freeholders declare time off with pay for employees because of a special reason or because of severe weather conditions. Employees covered by this Agreement shall be given an equal amount of compensation time off to be administered in accordance with Article VIII of this Agreement.

ARTICLE XXI

Educational Reimbursement

A. Application

An employee must submit an application for reimbursement to the Personnel Manager at least seven (7) working days prior to the course's starting date. Approval or disapproval shall be sent to the employee and the department head within five (5) working days of receipt of said application.

B. Eligibility.

In order to be eligible for said reimbursement an employee must be a full time, permanent employee of the Department. Also, the course(s) taken must relate to the employee's present or future job responsibilities and must be taken on the employee's own time outside of regular work hours.

C. Reimbursement.

Expenses for approved course(s) will be reimbursed at 100% of the eligible expenses (course(s) tuition, registration fee, and laboratory fee). A satisfactory passing grade (customarily "C" or higher) must be achieved in the course(s) and the employee must remain in the service of the County for at least six months following the completion of the course.

Evidence of course(s) payment and a copy of the earned grade(s) must be submitted to the Warden, who will, in turn and expeditiously, process same. Payment shall be made at the rate of 50% within a few weeks of receipt of the necessary documentation and the remaining 50% six months from the successful completion of

the course(s). The annual maximum reimbursed shall be \$1200.

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ARTICLE XXII

Credit Union and Deferred Annuities

A. Membership is available to County employees in a credit union. Said contributions shall be made through automatic payroll deduction (APD).

B. Minimum initial deposit may be fifty (\$50.00) dollars and there is a one (\$1.00) dollar fee.

C. Available through APD, to the extent permitted by IRS law, is a "Deferred Compensation Program" offered through the National Association of Counties and a "Supplemental Annuities Program" offered through the Division of Pensions. Specifics are available through the Personnel Department.

ARTICLE XXIII

Life Insurance

A. The County shall maintain a life insurance policy for all employees providing insurance in the amount of three and one-half (3 1/2) times the employee's salary.

ARTICLE XXIV

Savings Clause

A. In the event that any provision of this Agreement shall at any time be declared invalid by legislative act or by any court of competent jurisdiction, such decisions shall not invalidate the entire Agreement. It is the express intent of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

B. There shall be no diminution in benefits of any type whatsoever during the term of this Agreement, provided such benefits were in effect and applicable to members of the bargaining unit on and after January 1, 1988. The County shall pay the cost of any increase required to maintain such benefits at their present level.

ARTICLE XXV

PBA Rights

A. The County shall provide the PBA with a bulletin board which shall be placed in an area utilized by the officers. Use of said board shall be exclusively that of the PBA.

B. The County agrees to grant necessary time off, without loss of pay or other benefits, to the members of the PBA selected as delegates to attend any State or National Convention of the New Jersey Policemen's Benevolent Association, as provided under NJSA 11: 26. C-4.

ARTICLE XXVI

Copy of Agreement

The County agrees to supply each employee with a copy of this Agreement. The PBA shall type the master.

ARTICLE XXVII

Duration of Agreement

This Agreement shall be effective as of January 1, 1988 and shall continue for a period of three (3) years, until December 31, 1990. In the event changes are desired by either party, notice in writing, together with proposed changes, shall be given to the other party at least 120 days prior to the expiration date, and the parties shall thereafter meet for the purpose of negotiating any changes requested.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands by authority of their respective bodies, this _____ day of _____, 1989.

Somerset county Board of Chosen Freeholders

By: [Signature] Attest: Barbara A. Quas

By: _____

New Jersey PBA Correction Officers Local No. 177

By: [Signature]

By: [Signature]

S. M. BOSCO ASSOCIATES
LABOR RELATIONS SPECIALIST
RIVERVIEW ACRES
19 RIVERVIEW DRIVE
TENTON FALLS, NEW JERSEY 07704

APPENDIX B
ACTUAL HOLIDAY OCCURRENCES

HOLIDAY	1988	1989	1990
New Year's Day	1/1	1/1	1/1
M. L. King's Birthday	1/18	1/16	1/15
Lincoln's Birthday	2/12	2/12	2/12
Washington's Birthday	2/15	2/20	2/19
Good Friday	4/1	3/24	4/13
Memorial Day	5/30	5/29	5/28
Independence Day	7/4	7/4	7/4
Labor Day	9/5	9/4	9/3
Columbus Day	10/10	10/9	10/8
General Election Day	11/8	11/7	11/6
Veteran's Day	11/11	11/11	11/11
Thanksgiving Day	11/24	11/23	11/22
Thanksgiving Friday	11/25	11/24	11/23
Christmas Eve	12/24	12/24	12/24
Christmas	12/25	12/25	12/25

NOTE - - - Day and date of observance for this bargaining unit for each respective holiday shall be on the date as specified herein above, regardless of the County's day and date of observance.

S. M. BOSCO ASSOCIATES
LABOR RELATIONS SPECIALIST
RIVERVIEW ACRES
19 RIVERVIEW DRIVE
TINTON FALLS, NEW JERSEY 07704

NAME	D.O.E.	TOTAL		LONG.	TOTAL		LONG.	SALARY ADJ.	TOTAL SALARY
		1/01/88 SALARY	1/01/88 SALARY		7/01/88 SALARY	7/01/88 SALARY			
<u>Captains</u>									
M.Hundley	03/16/63	37981	39120	1139	39880	1139			41019
H.J.Stolz	09/23/68	37981	39026	1045	39880	1045			40925
<u>Lieutenants</u>									
L.F.Haynie,Sr.	03/02/66	34528	35564	1036	36255	1036			37291
J.C.Niko	04/26/76	34528	35132	604	36255	604			36859
T.J.McKenna	04/01/77	34528	35132	604	Terminated	604		3/25/88	
P.M.Clancey	09/01/80	34528	35046	518	36255	518			36773
<u>Sergeants</u>									
R.L.Peschel	04/01/68	31389	32252	863	32959	863			33822
W.Heller	06/01/73	31389	31938	549	32959	549			33508
(I.D.)									
A.J.McIntosh	09/01/78	31389	31860	471	32959	471			33430
J.H.Quinn,Jr.	12/16/80	31389	31860	471					
(Lt. 4/01/88)		34528	35046		36225	471			36726
<u>Officers</u>									
R.V.Fonte	01/01/81	31389	31860	471	32959	471			33430
A.W.Harabin	05/15/81	31389	31860	471	32959	471			33430
E.C.Rosebrock	05/15/81	31389	31860	471	32959	471			33430
A.V.D'Angelo	10/16/81	31389	31860	471	32959	471			33430
G.S.Hoats	09/26/83	31389	31389	---	32959	---			32959
<u>Officers</u>									
W.Kenney	03/16/68	28536	29321	785	29963	785			30748
S. Balliro	07/01/72	28536	29035	499					
(Sgt. 4/01/88)		31389	31938		32959	499			33458
<u>Officers</u>									
D.E.Boughner	04/18/73	28536	29035	499	29963	499			30462
D.Doman	03/01/74	22449	22842	393	23572	393			23965
F.Woodson	06/16/75	22449	22842	393	23572	393			23965
P.Farson	02/03/77	27017	27490	473	28368	473			28841
D.M.Mitzen	09/07/78	22449	22786	337	23572	387			23909
J.B.Doman,Jr.	06/22/81	21565	21889	323	22643	323		500	23466
(I.D.)									

<u>NAME</u>	<u>D.O.E.</u>	<u>SALARY</u>	<u>LONG.</u>	<u>TOTAL</u>		<u>LONG.</u>	<u>SALARY</u>	<u>ADJ.</u>	<u>TOTAL</u>	
				<u>1/01/88</u>	<u>7/01/88</u>				<u>1/01/88</u>	<u>7/01/88</u>
<u>Officers (continued)</u>										
G.S. Pearson	07/15/81	21565	323	21889	22643	323	500		23466	
N.R. Yarnell	10/13/81	21565	323	21889	22643	323	500		23466	
R.M. Jones	10/16/81	21565	323	21889	22643	323	500		23466	
J. Lukac, Jr.	11/02/81	21565	323	21889	22643	323	500		23466	
J.R. Dowling	12/03/81	21565	323	21889	22643	323	500		23466	
P. Donlan	04/16/82	21565	323	21889	22643	323	500		23466	
D.L. Scheller	05/16/82	21565	323	21889	22643	323	500		23466	
M.W. Johnson, Sr.	08/02/82	21565	323	21889	22643	323	500		23466	
J.P. Varga	10/12/82	21565	323	21889	22643	323	500		23466	
C.G. Krom	10/25/82	21565	323	21889	22643	323	500		23466	
W.J. Popkovich	09/26/83	21565	---	21565	22643	---	500		23143	
J. Pettles	06/08/84	20880	---	20880	21924	---	300		22224	
S.M. Lair	09/17/84	19937	---	19937	20934	---	300		21234	
S. Kozlowski	02/11/85	19937	---	19937	20934	---	300		21234	
R.J. Teddorczy	03/16/85	19937	---	19937	20934	---	300		21234	
C.A. Roberts	03/16/85	19937	---	19937	20934	---	300		21234	
L. Moye	03/16/85	19937	---	19937	20934	---	300		21234	
J. Plineda	06/03/85	19937	---	19937	20934	---	300		21234	
W.T. Myers	08/16/86	19937	---	19937	20934	---	300		21234	
R.S. Gibbons	11/17/86	19937	---	19937	20934	---	300		21234	
S.F. Illes	11/17/86	19937	---	19937	20934	---	300		21234	
K.J. Hillman	02/02/87	19937	---	19937	20934	---	300		21234	
C. Ferrante	03/15/87	19937	---	19937	20934	---	300		21234	
G.R. Pledlato	09/16/87	19937	---	19937	20934	---	300		21234	
J.P. Freuler	01/16/87	19937	---	19937	20934	---	300		21234	
(Tr. 1/16/87)										
R.H. Barry	04/01/86	19937	---	19937	20934	---	300		21234	
(Tr. 2/16/88)										
T.W. Wright	02/20/88	19937	---	19937	20934	---	300		21234	
R.A. Smith	04/01/88	19937	---	19937	20934	---	300		21234	
P.A. Lewis	05/01/88	19937	---	19937	20934	---	300		21234	
F.W. Johnson, III	05/02/88	19937	---	19937	20934	---	300		21234	
A.J. DoAmara	06/01/88	19937	---	19937	20934	---	300		21234	
A.J. Mizov	01/16/87	19937	---	19937	20934	---	300		21234	
(Tr. 8/16/88)										

SCHEDULE B
CORRECTION OFFICERS

NAME	D.O.E.	TOTAL		LONG.	SALARY ADJ.	TOTAL
		1/01/89	7/01/89			
Captains						
M.Hundley	03/16/63	41875	43131	1256	43968	45224
H.J.Stolz	09/23/68	41875	43027	1152	43968	45120
Lieutenants						
L.F.Haynie, Sr.	03/02/66	38068	39210	1142	39971	41113
J.Niko	04/26/76	38068	38734	666	39971	40637
P.M.Clancey	09/01/80	38068	38639	571	39971	40542
J.H.Quinn, Jr.	12/16/80	38068	38639	571	39971	40542
Sergeants						
R.L.Peschel	04/01/68	34607	35559	952	36337	37289
S.Balliro	07/01/72	34607	35559	952	36337	37289
W.Heller	06/01/73	34607	35213	606	36337	36943
A.J.McIntosh	09/01/78	34607	35213	606	36337	36943
R.V.Fonte	01/01/81	34607	35126	519	36337	36856
A.W.Harabln	05/15/81	34607	35126	519	36337	36856
E.C.Rosebrock	05/15/81	34607	35126	519	36337	36856
A.V.D'Angelo	10/16/81	34607	35126	519	36337	36856
G.S.Hoats	09/26/83	34607	35126	519	36337	36856
Officers						
W.Kenney	03/16/68	31461	32326	865	33034	33899
D.E.Boughner	04/18/73	31461	32012	551	33034	33585
D.Doman	03/01/74	24751	25184	433	25989	26422
F.Woodson	06/16/75	24751	25184	433	25989	26422
R.Larson	02/03/77	29786	30308	522	31275	31797
D.M.Mitzen	09/07/78	24751	25184	433	25989	26422
J.B.Doman, Jr.	06/22/81	24300	24665	365	25515	26380
G.S.Pearson	07/15/81	24300	24665	365	25515	26380
N.R.Yarnell	10/13/81	24300	24665	365	25515	26380
R.M.Jones	10/16/81	24300	24665	365	25515	26380
J.Lukac, Jr.	11/02/81	24300	24665	365	25515	26380
J.R.Dowling	12/03/81	24300	24665	365	25515	26380
P.Donlan	04/16/82	24300	24665	365	25515	26380
D.L.Scheller	05/16/82	24300	24665	365	25515	26380
M.W.Johnson, Sr.	08/02/82	24300	24665	365	25515	26380
J.P.Varga	10/12/82	24300	24665	365	25515	26380
C.G.Krom	10/25/82	24300	24665	365	25515	26380
W.J.Popkovich	09/26/83	24300	24665	365	25515	26380

<u>NAME</u>	<u>D.O.E.</u>	<u>1/01/89</u>		<u>TOTAL</u>		<u>7/01/89</u>		<u>SALARY</u>		<u>TOTAL</u>	
		<u>SALARY</u>	<u>LONG.</u>	<u>SALARY</u>	<u>LONG.</u>	<u>SALARY</u>	<u>LONG.</u>	<u>ADJ.</u>	<u>SALARY</u>		
<u>Officers (continued)</u>											
J.Pettles	06/18/84	23335	----	23335	----	24502	----	300	24802		
S.M.Lair	09/17/84	22296	----	22296	----	23411	----	300	23711		
S.Kozlowski	02/11/85	22296	----	22296	----	23411	----	300	23711		
R.J.Teodorczyk	03/16/85	22296	----	22296	----	23411	----	300	23711		
C.A.Roberts	03/16/85	22296	----	22296	----	23411	----	300	23711		
L.Moye	03/16/85	22296	----	22296	----	23411	----	300	23711		
J.Pineda	06/03/85	22296	----	22296	----	23411	----	300	23711		
W.T.Myers	08/16/86	22296	----	22296	----	23411	----	300	23711		
P.S.Gibbons	11/17/86	22296	----	22296	----	23411	----	300	23711		
S.F.Illes	11/17/86	22296	----	22296	----	23411	----	300	23711		
K.J.Hillman	02/02/87	22296	----	22296	----	23411	----	300	23711		
C.Ferrante	03/15/87	22296	----	22296	----	23411	----	300	23711		
G.R.Piedlato	09/16/87	22296	----	22296	----	23411	----	300	23711		
J.P.Freuler	01/16/87	22296	----	22296	----	23411	----	300	23711		
R.H.Barry	04/01/86	22296	----	22296	----	23411	----	300	23711		
<u>(Tr. 2/16/86)</u>											
T.W.Wright	02/20/88	22296	----	22296	----	23411	----	300	23711		
R.A.Smith	04/01/88	22296	----	22296	----	23411	----	300	23711		
P.A.Lewis	05/01/88	22296	----	22296	----	23411	----	300	23711		
F.W.Johnson, III	05/02/88	22296	----	22296	----	23411	----	300	23711		
A.J.Damaral	06/01/88	22296	----	22296	----	23411	----	300	23711		
A.J.Mizov	01/16/87	22296	----	22296	----	23411	----	300	23711		
<u>(Tr. 8/16/88)</u>											

SCHEDULE C
CORRECTION OFFICERS

NAME	D.O.B.	1/01/90		7/01/90		LONG.	TOTAL		
		SALARY	LONG.	SALARY	LONG.		SALARY	LONG.	
<u>Captains</u>									
M. Hundley	03/16/63	46167	1731	47898	1731	48475	1731	50206	
H. J. Stoliz	09/23/68	46167	1385	47552	1385	48475	1385	49860	
<u>Lieutenants</u>									
L. F. Haynie, Sr.	03/02/66	41970	1259	43229	1259	44068	1259	45327	
J. C. Nlko	04/26/76	41970	735	42705	735	44068	735	44802	
P. M. Clancey	09/01/80	41970	630	42560	630	44068	630	44698	
J. H. Quinn, Jr.	12/16/80	41970	630	42560	630	44068	630	44698	
<u>Sergeants</u>									
R. L. Peschel	04/01/68	38155	1145	39300	1145	40062	1145	41207	
S. Balliro	07/01/72	38155	1049	39204	1049	40062	1049	41111	
W. Heller	06/01/73	38155	1049	39204	1049	40062	1049	41111	
A. J. McIntosh	09/01/78	38155	668	38823	668	40062	668	40730	
R. V. Fonte	01/01/81	38155	572	38727	572	40062	572	40634	
A. W. Harabin	05/15/81	38155	572	38727	572	40062	572	40634	
E. C. Rosebrock	05/15/81	38155	572	38727	572	40062	572	40634	
A. V. D'Angelo	10/16/81	38155	572	38727	572	40062	572	40634	
G. S. Hoats	09/26/83	38155	572	38727	572	40062	572	40634	
<u>Officers</u>									
W. Kenney	03/16/68	34686	1041	35727	1041	36420	1041	37461	
D. E. Boughner	04/18/73	34686	954	35640	954	36420	954	37374	
D. Doman	03/01/74	27289	478	27767	478	28654	478	29132	
F. Woodson	06/16/75	27289	478	27767	478	28654	478	29132	
R. Larson	02/07/77	32839	575	33414	575	34481	575	35056	
D. M. Mltzen	09/07/78	27289	478	27767	478	28654	478	29631	
J. B. Doman, Jr.	06/22/81	27316	410	27726	410	28682	410	29592	
G. S. Pearson	07/15/81	27316	410	27726	410	28682	410	29592	
N. R. Yarnell	10/13/81	27316	410	27726	410	28682	410	29592	
R. M. Jones	10/16/81	27316	410	27726	410	28682	410	29592	
J. Lukac, Jr.	11/02/81	27316	410	27726	410	28682	410	29592	
J. R. Dowling	12/03/81	27316	410	27726	410	28682	410	29592	
P. Donlan	04/16/82	27316	410	27726	410	28682	410	29592	

NAME	D.O.B.	TOTAL		LONG.	TOTAL		LONG.	SALARY ADJ.	TOTAL SALARY
		1/01/90 SALARY	7/01/90 SALARY		1/01/90 SALARY	7/01/90 SALARY			
Officers (continued)									
W.J.Popkovich	09/26/83	27316	27726	410	28682	410	500	29592	
J.Pettles	06/18/84	26042	26432	391	27345	391	300	28036	
S.M.Lair	09/17/84	24896	25270	374	26141	374	300	26815	
S.Kozlowski	02/11/85	24896	24896	----	26141	----	300	26441	
R.J.Tedarczy	03/16/85	24896	24896	----	26141	----	300	26441	
C.A.Roberts	03/16/85	24896	24896	----	26141	----	300	26441	
L.Moye	03/16/85	24896	24896	----	26141	----	300	26441	
J.Plineda	06/03/85	24896	24896	----	26141	----	300	26441	
W.T.Myers	08/16/86	24896	24896	----	26141	----	300	26441	
P.S.Gibbons	11/17/86	24896	24896	----	26141	----	300	26441	
S.F.Iiles	11/17/86	24896	24896	----	26141	----	300	26441	
K.J.Hillman	02/02/87	24896	24896	----	26141	----	300	26441	
C.Ferrante	03/15/87	24896	24896	----	26141	----	300	26441	
G.R.Piedlato	09/16/87	24896	24896	----	26141	----	300	26441	
J.P.Freuler	01/16/87	24896	24896	----	26141	----	300	26441	
R.H.Barry	04/01/86	24896	24896	----	26141	----	300	26441	
T.W.Wright	02/20/88	24896	24896	----	26141	----	300	26441	
R.A.Smith	04/01/88	24896	24896	----	26141	----	300	26441	
P.A.Lewis	05/01/88	24896	24896	----	26141	----	300	26441	
F.W.Johnson, III	05/02/88	24896	24896	----	26141	----	300	26441	
A.J.Damaral	06/01/88	24896	24896	----	26141	----	300	26441	
A.J.Mizov	01/16/87	24896	24896	----	26141	----	300	26441	