

EMPLOYMENT AGREEMENT

BETWEEN

CUMBERLAND COUNTY BOARD OF CHOSEN FREEHOLDERS

AND

CUMBERLAND COUNTY SHERIFF'S OFFICERS PBA

LOCAL NO. 299

JANUARY 1, 2003 THROUGH DECEMBER 31, 2006

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ARTICLE ONE

PREAMBLE

THIS AGREEMENT, made this day of May, 1999 by and between the Board of Chosen Freeholders of the County of Cumberland (hereinafter referred to as "County or "Employer"), and Cumberland County Sheriff's Officers PBA Local No. 299, representing the Sheriff's Officers of Cumberland County, (hereinafter referred to as "PBA", the "Union" or "Employees").

ARTICLE TWO

RECOGNITION

Employer hereby recognizes the Cumberland County Sheriff's Officers PBA Local No. 299, as the exclusive representative and bargaining agent for only the following: its Sheriff's Officers; for the purpose of acting as bargaining agent for establishment of salaries, wages, hours, and other conditions of employment. This recognition, however, shall not be interpreted as having the effect of abrogating the rights of employees as established under the laws of 1968, Chapter 303. This Agreement shall not apply to the Sheriff, the Undersheriff(s), Superior Officers, or any other employees of the Sheriff's Department, including Court Attendants, other than those specified herein.

ARTICLE THREE

MANAGEMENT RIGHTS

It is the right of the Employer to determine the standards of service to be offered by its agencies; to determine the standards of selection for employment; to direct its employees; to

schedule work; to take disciplinary action; to relieve its employees from duty because of lack of work or for any other legitimate reason; to maintain the efficiency of its operation; to determine the methods, means and personnel by which its operations are to be conducted; to determine the content of job classifications; to take all necessary actions to carry out its missions in emergencies; and to exercise complete control and discretion over its organization and the technology of performing its work. The Employer's decisions on these matters are not within the scope of collective bargaining, but, notwithstanding the above, questions concerning the practical impact that decisions on these matters will have on employees, including, but not limited to questions of work load or manning, are within the scope of collective bargaining. No employee, however, shall be disciplined or discharged without just cause.

Any such disciplinary or discharge proceedings or any complaint shall be presented within a reasonable time following the alleged violation, with the exact charges specified in writing. Any departmental hearing scheduled shall be held as soon as possible thereafter. Any employee shall have the right to counsel at any such hearing.

ARTICLE FOUR

GENERAL PROVISIONS

A. Should any portion of this Agreement be held unlawful and unenforceable by any Court of competent jurisdiction, such decisions of the Court shall apply only to the specific portion of the Agreement affected by such decision.

B. It is agreed by the parties that they will consult with each other from time to time at the reasonable request of either, to discuss matters of general interest and concern, matters

which do not constitute agreements as hereinabove defined. Such meetings shall be initiated by written requests of either party, which shall reflect the precise intent of the meeting, and shall provide at least seven (7) days advance notice. Said meeting shall occur within forty-five (45) days of said request.

C. The jurisdiction and authority of the Employer over matters not covered by this Agreement are expressly reserved by the Employer.

D. Any provision of this Agreement found to be in violation of any future local or national legislation, shall be subject to renegotiation by the parties to the end of insuring that before such provisions are not in contradiction to any such aforementioned legislation. Only those provisions in dispute shall be affected, all other terms and conditions of this Agreement remaining unaffected.

E. Whenever an employee covered by this Agreement has been charged with a disorderly person's offense, a petty disorderly person's offense or a crime arising out of or incidental to the performance of the employee's duties other than an action instituted as a result of a complaint by or on behalf of the Employer or for a crime committed against the Employer, the Employer shall pay the cost of an attorney for the defense of such action at the Municipal Court or Superior Court level or in an appeal from Municipal Court to the Superior Court provided, however, that such employee shall be found not guilty of the charge(s). The attorney selected by the employee charged shall first be approved by the Employer which shall establish such administrative procedures as may be necessary for payment notice, reporting and other implementation of this section.

ARTICLE FIVE

DUES CHECKOFF

A. Employer agrees to deduct monthly membership dues in the Cumberland County Policemen's Benevolent, Local #299, from the pay of those employees who individually request in writing that such deductions be made. For employees who have not signed and submitted to the County a written authorization allowing the deduction of regular union dues, the County shall deduct from the wages of such employees an amount not to exceed eighty-five percent (85%) of the dues as allowed under New Jersey law. The amounts to be deducted shall be certified to the Employer by the Treasurer of the P.B.A., and the aggregate deductions of all employees shall be remitted after each pay period in which deductions were made to the Treasurer of the P.B.A., together with a list of the names of all employees for whom deductions were made. It is understood that such authorization shall remain in effect for the term of this Agreement, providing it does not contravene any law.

B. Any written designation to terminate the dues deduction of P.B.A., and the filing of such notice shall be effective to halt full deduction as of the first pay period next succeeding the date on which the notice of withdrawal is filed. Thereafter, deductions shall be made in an amount not to exceed eighty-five (85%) as per paragraph A.

C. The County agrees that upon request it will deduct dues for individuals and pay such dues to Local #299 as per N.J.S.A. 52:14-15.9e.

D. This article shall become effective as of the first pay period in January 1985, after receipt from PBA of their request of those employees who request in writing that deductions be

made and after certification by PBA to County of a valid demand and return system as required by N.J.S.A. 34:13A-5.6.

ARTICLE SIX

SENIORITY OF EMPLOYEES

A. Seniority is defined as an employee's total length of service with Employer, beginning with his original date of hire.

B. An employee having broken service with the Employer (as distinguished from leave of absence) shall not accrue seniority credit for the time when not employed by the Employer.

C. If a question arises concerning two or more employees who were hired on the same date, preference shall be given in accordance with Department of Personnel Rules and Regulations.

D. Employer shall maintain an accurate, up to date seniority roster, showing each employee's date of hire, classification, and pay rate, and shall furnish copies of same to the P.B.A. upon request. In any determination of work assignment for shift change or job posting, seniority shall prevail providing all qualifications are equal.

ARTICLE SEVEN

NON DISCRIMINATION

Employer and employees both recognize that there shall be no discrimination by reason of sex, creed, race or origin insofar as employment is concerned, or insofar as any application for employment is concerned, or as a condition of employment. Employer further agrees that it will

not interfere with, nor discriminate against, any employee because of membership in, or legitimate activity on behalf of, the P.B.A., nor will the Employer encourage membership in any other Association or Union, or do anything to interfere with the exclusive representation of the P.B.A. in the appropriate bargaining unit.

ARTICLE EIGHT

NO STRIKE PLEDGE

The P.B.A. assures and pledges to Employer that its goal and purposes are such as to condone no strikes, work stoppages, slowdowns, or organized sick-outs or any other such method or violate the constitution and laws of the State of New Jersey, and the P.B.A. will not initiate such activities nor advocate or encourage members covered by this Agreement to initiate same.

ARTICLE NINE

GRIEVANCE PROCEDURE

A. The purpose of this procedure is to secure, as the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment.

B. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate members of the Department.

C. The term "grievance" as used herein, means any controversy arising over (1) the interpretation, application, or alleged violation of the terms and conditions of this Agreement, or (2) any controversy arising out of policies, discipline or administrative decisions affecting the term and conditions of employment including the discipline of any employee without good and

just cause. A grievance may be raised by an employee, the association on behalf of the individual, or a group of individuals.

D. The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any step is waived by mutual written consent:

STEP 1

The Grievance shall be submitted in writing to the grievant's lieutenant by the grievant within seven (7) business days of the occurrence of the event triggering the grievance. The lieutenant shall submit a written answer to the local representative of the grievant within seven (7) business days of the submission date.

STEP 2

If the grievance is not satisfactorily adjusted at Step 1, the grievant, the Association, or the Association's attorney may appeal to the Sheriff within seven (7) business days after the receipt of the written answer in Step 1. The Sheriff will review the grievance and answer and submit his position in writing within seven (7) business days of submission to Step 2.

STEP 3

If the grievance is not satisfactorily adjusted at Step 2, the grievant, the Association, or the Association's attorney may appeal to the County Personnel Grievance Committee within seven (7) business days after receipt of the written answer in Step 2. The County Personnel Grievance Committee shall submit a written decision of the grievance within ten (10) business days after hearing to Step 3. The County Personnel Grievance Committee shall serve its decision upon the grievant, the Association and the Association's attorney.

STEP 4

If the grievance is not satisfactorily adjusted at Step 3, the grievant, the Association, or the Association's attorney may, within fifteen (15) days after receiving the decision of the County Personnel Grievance Committee, request arbitration, the cost of which shall be borne equally by both parties. The arbitration proceeding shall be conducted by an arbitrator to be selected by the employer and the Association through the Public Employment Relations Commission ("PERC"), within seven (7) days after notice has been given. If the parties fail to agree upon an arbitrator, PERC shall be requested by either or both parties to provide a panel of five (5) arbitrators. The arbitrator shall then be selected pursuant to PERC procedures. The arbitrator shall restrict his inquiry to the standards established by this Agreement. The findings of the arbitrator shall be final and binding on both parties. The arbitrator shall be requested to issue his/her decision as soon as possible after the conclusion of the testimony and argument.

E. All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any employee.

ARTICLE TEN

PERSONNEL REGULATIONS

A. Duty rosters shall be prepared and posted specifically setting forth the duties of each person and/or title.

B. Rules and regulations for personnel conduct shall be distributed in writing to each employee. Such rules and regulations shall be reviewed by Employer at least once each year.

C. All personnel shall receive, at least once each calendar year, an evaluation of their performances, consisting of learning abilities and initiative, dependability, ability and willingness to follow directions and the rules of the Department. The evaluation will be done by the employee's most immediate superior and a copy shall be provided said employee. A copy of said evaluation containing the employee's signature as verifying receipt shall become part of the individual's file. In the event that the evaluation indicates an unsatisfactory level of performance, the employee shall not be eligible for the next salary increase under the terms of this Agreement.

D. No individual shall be employed by Employer as a Sheriff's Officer who shall have been convicted of any violation of any criminal statute in this or in any other jurisdiction.

E. Minimum physical standards for personnel shall be established and enforced by Employer.

F. Any employee who is assigned out of title, and who shall serve out of title for a period in excess of fifteen (15) consecutive work days, shall be compensated at the rate of pay established for the title to which he/she has been assigned.

ARTICLE ELEVEN

SAFETY, HEALTH AND ADMINISTRATION

A. Employer shall at all times maintain safe and healthful working conditions, and will provide employees with any wearing apparel, tools or devices reasonably necessary in order to insure their safety, health and security.

B. Employer and the P.B.A. shall each designate a safety committee member, whose responsibility shall be to investigate and correct any unsafe and unhealthy condition. They shall

meet periodically as necessary to view conditions in general and to make recommendations to either or both parties when appropriate.

C. Employer may establish reasonable and necessary rules of work and conduct for Employees, which shall be equitably applied and enforced.

D. Employer shall provide a locker room for employees, if space is available, together with designated bulletin board areas, which shall serve as the location for all official notes from Employer to employees, and for the posting of P.B.A. announcements and other information.

ARTICLE TWELVE

TRAINING

Employer shall arrange for Sheriff's Officers to receive training in compliance with the requirements imposed by the Police Training Commission at a certified Police Academy. Such training shall be received within one (1) year of appointment.

ARTICLE THIRTEEN

HOLIDAYS

A. The following holidays are recognized as paid holidays:

New Years Day	Labor Day
Martin Luther King Day	Columbus Day
Washington's Birthday	Veteran's Day
Lincoln's Birthday	General Election Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Fourth of July	

B. Holidays which fall within an employee's vacation period shall be celebrated as soon as possible following the vacation.

C. It is understood that there shall be only one day of celebration in the event that holidays are celebrated on a day other than the actual date of the said holiday, and no additional day shall be received because of the adjustment of the day of celebration.

D. Holidays which fall on Saturday shall be celebrated on the preceding Friday. Holidays which fall on a Sunday shall be celebrated on the following Monday.

E. When Employer declares, by formal action, a holiday for all County employees, those who are required to work on such a holiday shall be paid at regular hourly rates.

F. Employees who work the holiday shall be paid for their regular pay and shall receive a day off within thirty (30) days of the holiday worked. In the event the employee is given a day in lieu of a holiday within the aforesaid thirty (30) day period, that day shall be at the employee's option provided the manpower needs of the department are satisfied and further provided that the employee give his supervisor ten (10) working days advance notice. If the County prevents the employee from taking the day off, the employee shall receive normal holiday pay instead. Employees shall also have the option to accumulate holidays provided that they are taken as compensatory time. Such compensatory time in lieu of holidays shall be granted prior to December 31 of each year. The employee shall notify the County in writing as to which holidays he wished to accumulate on or before January 15, of each year.

In order to receive holiday pay and a day off within thirty (30) days of the holiday worked, the employee must have worked the scheduled work day before and after the holiday unless excused by illness supported by a doctor's excuse or other justifiable cause. Once the employee has satisfied this requirement, there shall be no additional requirement that the employee shall work the day before or the day after the designated day off granted during the

thirty (30) day period. This provision shall not be interpreted to mean that the County shall not have the authority to request proof of sickness by doctor's slip or doctor's certification with regard to any days not worked due to sickness at any time.

ARTICLE FOURTEEN

VACATIONS

- A. Full-time employees shall be entitled to vacation with pay as follows:
1. For employees with less than one (1) year of completed service, one (1) working day for each month of service.
 2. For employees with one to five (1-5) years of completed service, twelve (12) days.
 3. For employees with six to twelve (6-12) years of completed service, fifteen (15) days.
 4. For employees with thirteen to twenty (13-20) years of completed service, twenty (20) days.
 5. For employees with more than twenty (20) years of completed service, twenty-five (25) days.
- B. Where in any calendar year the vacation or any part thereof is not granted by pressure of work, such vacation period or parts thereof not granted shall accumulate and shall be granted during the next succeeding calendar year. Not more than four (4) days may be carried over without specific approval by the Sheriff or his designee, and the Personnel Department.

ARTICLE FIFTEEN

SICK LEAVE

A. Full-time or permanent part-time employees shall be entitled to the following sick leave of absence with pay:

1. During the first year of service, one and one-quarter (1 1/4) working days sick leave with pay for each month of service from and after the date of first appointment, and fifteen (15) days per year thereafter. Sick leave may be taken in increments pursuant to the policy concerning same as set forth in the County Employee Manual. If any employee requires none or a portion only of such allowable sick leave for any calendar year, the amount of such sick leave not taken shall accumulate to his credit from year to year, and shall be entitled to such accumulated sick leave with pay if and when needed. Sick leave for purposes herein is defined by the regulations of the Department of Personnel.

2. If any employee is absent for four (4) consecutive working days, or for more than ten (10) days in any one calendar year, for any of the reasons set forth hereinabove, Employer shall require acceptable evidence on the form prescribed. The nature of the illness and length of time the Employee will be absent shall be stated on the Doctor's certificate. Absence without notice for five (5) consecutive days shall constitute a resignation not in good standing.

3. At the discretion of the Employer, any employee seeking sick leave, or returning from sick leave may be required to submit acceptable medical evidence or undergo a physical examination. If the sick leave is not approved, the time involved during which an employee is absent shall be charged to his vacation credit, if any, or otherwise the employee will suffer the loss of pay for such time.

4. An employee who does not expect to report for work because of personal illness, or for any reasons hereinabove defined as sick leave, shall notify his immediate superior, by telephone or personal message, at least two (2) hours before the scheduled beginning of his tour of duty.

5. Sick leave claimed by reason of quarantine or exposure to contagious diseases may be approved on the Certificate of the local Department of Health.

B. Any permanent employee who has used less than five (5) days in a calendar year may, as an option, sell back his/her sick time accrued at the rate of two (2) days sick time for one (1) days pay, up to a limit of ten (10) sick days per year. Application must be made on or before January 10th, of the new year. Said amount shall be paid before January 31st of the new year based on the employee's hourly rate for the prior year. To qualify, an employee must have more than ten (10) available sick days and must retain a minimum of ten (10) sick days on their record.

ARTICLE SIXTEEN

WORKER'S COMPENSATION

1. When an employee is incapacitated because of an occupational injury or disease (as determined by a physician designated by the Employer's worker's compensation administrator), the employee shall be paid their full base salary for the initial thirty (30) days of job related disability.

2. If the employee remains incapacitated due to occupational injury or disease after the initial thirty (30) day period of disability expires, the employee shall receive worker's compensation benefits in accordance with the laws of New Jersey.

3. Time off for worker's compensation eligible occupational injury or disease shall not be charged against the employee's accumulated sick leave.

4. If the employee remains incapacitated after the initial thirty (30) day period, the County shall continue to remit pension contributions for the employee during said worker's compensation leave without pay.

ARTICLE SEVENTEEN

OTHER LEAVES OF ABSENCE

Leaves of absence for employees shall be granted as provided in the Department of Personnel Statutes and Rules and Regulations thereunder. Vacation leave will not be advanced.

A. Personal Leave

1. All employees covered by the within agreement shall be granted an annual allowance of three (3) days personal leave with pay.

2. Personal leave shall not be cumulative and any such leave credit remaining unused by an employee at the end of the calendar year or upon separation shall be canceled. Unlike other leaves, when an employee separates, there shall be no reduction or repayments of funds for the day already used in the calendar year of separation.

The employee must notify his supervisor at least twenty-four (24) hours in advance except in extreme emergency, whereby the supervisor may waive this requirement.

3. Priority in granting such request for personal leave:

- (a) Emergencies
- (b) Observation of religious or other days of celebration
- (c) Employee personal business

4. Personal leave may be taken in conjunction with other types of paid leave.

B. Military Service

1. An employee who is a member of the National Guard or Reserves of the Military or Naval Forces of the United States who is required to undergo field training shall be granted a leave of absence with pay for the period of such tour of duty. This leave shall be in addition to the annual vacation leave, provided the employee presents the official notice from his Commanding Officer prior to the effective date of such leave. Such leave of absence shall not exceed two (2) weeks.

2. Permanent employees shall be granted a leave of absence without pay for the purpose of entering upon active duty with the Armed Forces of the United States, or with any organization authorized to serve therein with the Armed Forces of this State at the time of war or emergency pursuant to or in connection with the operation of any system of Selected Service.

Employees having only temporary status who went on active duty with the Armed Forces of the United States shall be regarded as having resigned.

C. Funeral Leave

All full-time employees shall be granted a leave of absence not exceeding three (3) days per occurrence because of death of a member of their immediate family. Immediate family is defined as father, mother, son, daughter, husband, wife, grandmother, grandfather, step-mother, step-father, step-son, step-daughter, brother, sister, mother-in-law and father-in-law and members of the family living in the same household with the employee.

D. General Leave

Any employee shall be given time off without loss of pay when:

1. Performing jury duty
2. Commanded to appear as a witness and not a party before a Court, Legislative Committee, or Judicial or Quasi-Judicial Body, other than in connection with the performance of his duty as employee.
3. Performing emergency civilian duty in relation to National Defense or other emergency when so ordered by the Governor or the President, for a period not to exceed two (2) weeks.
4. Employees returning from authorized leave of absence as set forth herein will be restored to their original classification at the then appropriate rate of pay, with no loss of seniority or other rights, privileges or benefits of employees.
5. When a trial, plenary hearing or administrative law hearing is occurring in conjunction with litigation or proceedings in which an employee has been named as an individual defendant by virtue of his or her employment, said employee shall be permitted to attend same without loss of pay, barring any sequestration order. Said employee shall provide his or her immediate superior with as much notice as possible and shall promptly return to duty upon completion of the proceedings.

ARTICLE EIGHTEEN

WORK SCHEDULES

A. Warrant Division

The regular scheduled work week for Employees in this Division shall consist of five (5) consecutive days, Monday through Friday inclusive. The shifts will be scheduled for eight (8) hours per day from 8:30 A.M. to 4:30 P.M. and from 3:00 P.M. to 11:00 P.M.

B. Identification Division

This Division's schedule shall consist of three shifts covering twenty-four hours a day, seven days a week. The three shifts will run 8:00 A.M. to 4:00 P.M., 4:00 P.M. to 12:00 midnight, 12:00 midnight to 8:00 A.M. The days and shifts will be assigned so that each employee will have two (2) consecutive days off each week.

C. Civil Division

This Division's work schedule shall consist of five (5) consecutive days, Monday through Friday inclusive. They will be scheduled for eight (8) hours per day within a daily time period of 8:30 A.M. to 4:30 P.M.

D. Courthouse Division

This Division's work schedule shall consist of five (5) consecutive days, Monday through Friday inclusive. They will be scheduled for eight (8) hours per day within a daily time period of 7:30 A.M. to 4:30 P.M.

E. Where the nature of the work involved requires continuous operation, employees so assigned will have their schedules arranged in a manner which will insure, wherever practical, on a rotating basis, that all employees so assigned will have an equal share of Saturdays and Sundays off, distributed evenly throughout the year.

F. Except in emergent situations, when an employee is ordered to remain on the job at the completion of his/her regular work shift, said employee shall receive no less than two (2) hours notice from his immediate superior prior to completion of his/her regular work schedule.

ARTICLE NINETEEN

OVERTIME PAY

A. Overtime Defined:

1. Except as herein after provided, overtime shall refer to any working hours beyond the regular hours of duty as described in Article Eighteen. Sheriff's Officers, except Department Heads, assigned to work in the aforementioned divisions shall receive one and one-half (1 ½) times the regular hourly rate for all consecutive hours worked in excess of eight (8) hours per day or forty (40) hours per week, whichever is greater.
2. When a Sheriff's Officer has been granted a day off and is subsequently summoned for duty on that day, one and one-half (1 ½) times the regular rate shall be paid.
3. Should a sick day without a written Doctor's Certificate be claimed immediately following a preceding day's extended or double shift, only straight time rates will be allowed for hours worked on said preceding day if a habitual "call off pattern" has been established or after excessive absenteeism has occurred in that calendar year.
4. If an employee is recorded as "absent without pay" during a work week, said time shall not be considered hours worked for overtime computation.
5. When two employees mutually agree to interchange shifts and such arrangement is approved by the appropriate Superior Officers, straight time rates shall apply during this substitute period. Hours worked in excess of substitute period shall qualify for overtime compensation.

B. Meetings and Conferences:

When ordered by management to attend a job related meeting or conference after regular hours of duty, overtime rates shall apply. However, should it be determined that the conferences or meeting was occasioned by employee's negligence in the performance of his duty, no compensation shall be paid to the negligent party.

C. Special Duty:

Straight time or overtime rates, as applicable, shall be paid for the following duties: community social events, parades, and sporting events. The seniority list used as a basis for dispensing overtime will not be affected. When ordered by a Superior Officer to work a detail during non-regularly scheduled hours, said hours shall qualify for overtime compensation.

D. Extraditions:

All time incurred, Monday through Friday while performing extraditions, which usually require extended travel and overnight stay, will be compensated at straight time rates up to a maximum of eight (8) hours per day or forty (40) hours per week providing such time does not include other regular duty hours. Regular duty hours will be allowed as hours worked for overtime eligibility. For any extradition time incurred by an employee on Saturday or Sunday, said employee shall be allowed compensatory time at straight time rate not to exceed eight (8) hours per day.

E. Overtime shall be paid in cash, and shall be paid at time and one-half (1-1/2) of regular hourly rates of pay for each employee.

F. Overtime shall be paid currently, in the pay period following the performance of overtime work.

G. No employee shall have his regular work schedule or regular day off schedule changed for purpose of avoiding payment of overtime at any time. No work shifts shall be changed without first having discussed such changes and the needs for same with P.B.A. and the employee affected.

H. Whenever any employee is assigned out of the County on a matter that requires service for more than one day, he shall be allowed reasonable expenses for transportation, food and lodging costs actually incurred.

I. Overtime by Division will be distributed, whenever possible according to seniority with an availability list to be maintained and posted. Acceptance or rejection of overtime will cause the top name on such a list to be placed at the bottom. No employee shall, without reasonable justification, reject an overtime request.

J. Employer shall not reduce the work crew for the purpose of avoiding payment of overtime. This provision shall not infringe upon Employer's right to eliminate positions for economy reasons, subject to the rules of the Department of Personnel.

K. Overtime shall include time for any Court appearance by any employee during other than his regular working hours in excess of eight (8) hours per day or forty (40) hours per week.

ARTICLE TWENTY

CALL IN TIME

Any employee who is requested, regardless of whether the officer is at home or en route to home, and reports to work during periods other than his / her regularly scheduled shift shall be paid a minimum of four (4) hours at the over-time rate which is appropriate as set forth in Article Nineteen hereinabove. The said payment for four (4) hours at the overtime rate shall be made regardless of the number of hours actually worked.

ARTICLE TWENTY-ONE

CREDITS FOR EMPLOYEES

A. Medical Examination

A thorough medical examination will be given to all personnel upon hiring. Said examination shall be at the Employer's expense.

B. Travel Allowance

If any employee shall be required to use a personal vehicle in connection with the performance of his duties, he shall be allowed a mileage credit in the amount of Twenty-five (25¢) cents for each mile of travel, subject to the Rules and Regulations of the County Administrator. The maximum mileage allowance rate may be increased by the County.

C. Tuition Reimbursement

Effective January 1, 1997, the County shall provide employees with tuition reimbursement subject to the following requirements and limitations:

1. The employee must have at least one (1) year of full-time service and be still employed as a Sheriff's Officer.
2. The college course must be taken at an accredited school approved by the County before tuition costs are incurred.
3. The college course must be related to the employee's law enforcement duties.
4. The employee must have completed the approved course with a grade of "C" or better. Proof of course completion and grade and a paid, dated receipt evidencing tuition payment must be submitted.
5. Employees must apply to the Sheriff to receive tuition reimbursement at least sixty (60) days prior to the start of the semester. Once approved by the Sheriff, the application shall be forwarded to the Director of Personnel & Human Resources for approval by the Personnel Committee.
6. Because funds are limited, annual expenditures for tuition reimbursement for the entire bargaining unit shall be limited to one (1%) per cent of the total payroll for employees in the bargaining unit. Tuition reimbursement funds shall be awarded on a first-come, first-served basis until such funding is exhausted.
7. Maximum tuition reimbursement per employee shall be ONE THOUSAND TWO HUNDRED (\$1,200.00) DOLLARS per year. Reimbursement shall not exceed EIGHTY (\$80.00) DOLLARS per credit hour for undergraduate courses and ONE HUNDRED FORTY FIVE (\$145.00) DOLLARS per credit hour for graduate courses.

8. Costs for books and supplies and other charges shall be borne by the employee.

D. Uniforms and Equipment

1. Uniforms shall be supplied at Employer's expense, and in sufficient quantities, but no less than three (3) of each item, to allow for changes and cleaning. Effective and retroactive to January 1, 2003 the parties agree to eliminate all clothing maintenance allowance provisions from this agreement.

2. The parties agree that the following language shall be incorporated into a standard operating procedure for the Sheriff's Department:

Initial equipment issue will be as determined by the Employer and the parties past practice including a bulletproof vest (Second Chance Monarch Plus P Plus) to be replaced as established by the manufacturer. Officers shall not be issued used clothing or footwear. Under no circumstances shall uniforms other than footwear be worn by an officer while the officer is suspended, on leave of absence or no longer employed as a Sheriff's Officer due to retirement, resignation, termination or otherwise.

ARTICLE TWENTY-TWO

LIFE, HEALTH, AND GENERAL LIABILITY INSURANCE

A. Health Insurance Benefits

1. The Union and the County agree that effective May 1, 1999, the health care plan provided to bargaining unit employees shall be the Blue Cross / Blue Shield Blue Card PPO Plan providing the insurance benefits, coverages and administration as provided and set forth in the Blue Cross / Blue Shield Health Benefit Plan document. Effective September 1, 2003 in-network coinsurance shall be modified from 100% to 90% (office visits shall remain at

100% subject to a \$10.00 co-pay) and out-of-network coinsurance shall be modified from 80% to 70%. Out-of-pocket maximum shall remain capped based on a \$2,000 catastrophic limit.

2. The County dental plan benefit level shall be 50/50 of covered benefits limits with an employee co-pay of 20% of the amount of the premium.

3. The County optical plan coverage shall be through a PPO Network with an employee co-pay of 20% of the amount of the premium and \$10.00 per examination and \$10.00 per eyeglasses.

4. Effective September 1, 2003 the prescription plan co-pay shall be \$7.00 for generic prescriptions and \$20.00 for name brand prescription (1 x mail order). Effective September 1, 2003 the prescription plan co-pay for single source name brand drugs with no generic equivalent shall be \$20.00.

5. Notwithstanding any other provisions of this Article, the County reserves the right to change its Health Benefit Administrator and / or Carrier so long as equal to or better benefits are provided and that prior to such change, the County provides forty-five (45) days notice to the PBA and provides the PBA with the master plan documents for both the current and proposed plans for the purpose of review and comparison of all benefit and coverage levels, usual and customary rates and deductible charges.

B. Life Insurance

Employer shall provide full-time employees with life insurance coverage. The County Employee Group Life Insurance Policy death benefit shall be in the amount of \$2,500.00. Effective July 1, 1996, the death benefit shall increase to \$7,500.00.

When an authorized Leave of Absence without pay due to illness or other emergency leave is granted, life insurance shall be continued for the first thirty (30) days of said leave.

When an employee is injured on the job, life insurance benefits may be continued by the County at its discretion for a period not to exceed one year from the date of injury provided said injury is recognized as eligible for worker's compensation.

C. Employee Liability

Employer shall hold employees harmless from any loss, claim or liability to any third person or persons for bodily injury or property damage arising out of an act of negligence or negligent failure to act by any employee within the scope of and in the course of his employment to the extent insurable under the provisions of Comprehensive General Liability Insurance policy approved by the State of New Jersey and available for purchase. Said coverage shall include the undertaking of the defense of any such claim against an employee.

ARTICLE TWENTY-THREE

LONGEVITY

A. Longevity pay will be paid in accordance with the longevity program adopted by Freeholder Resolution #111 in the year 1970 and any amendments and supplements thereto.

5 - 9 years of service	\$200.00 each year
10 - 14 years of service	\$300.00 each year
15 - 19 years of service	\$400.00 each year
20 - 24 years of service	\$500.00 each year
25 years of service and thereafter	\$600.00 each year

Years of service would mean the employee's total length of time worked beginning with his original date of hire.

B. Notwithstanding the foregoing, if any longevity increases are granted to any other employees during the term of this Agreement, the same increases shall be made available to the employees covered by this Agreement.

ARTICLE TWENTY-FOUR

SICK LEAVE ON RETIREMENT

Any permanent employee who retires and has to his/her credit any earned and unused accumulated sick leave shall be entitled to receive fifty (50%) percent of his/her accumulated sick time as severance pay, said payment not to exceed \$9,000.00. This payment shall be paid in a lump sum after the effective date of retirement, or at a time mutually agreed upon by the retired employee and Employer.

ARTICLE TWENTY-FIVE

DURATION AND RENEWAL

A. This Agreement shall be effective on and as of the first day of January, 1999 and shall remain in full force and in effect until the thirty-first day of December, 2002. It shall automatically be renewed from year to year thereafter, unless either party shall notify the other in writing one hundred twenty (120) days prior to the anniversary date that it desires to modify the Agreement. In the event that such notice is given, negotiating shall begin not later than ninety (90) days prior to the termination date. This Agreement shall remain in full force and be

effective during the period of negotiations until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

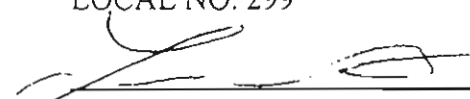
IN WITNESS WHEREOF, the County of Cumberland, by and through its Board of Chosen Freeholders and the Cumberland County Sheriff's Officers PBA Local No. 299, have caused this Agreement to be signed by their duly authorized representatives as of this 19th day of August, 2003.

FOR THE CUMBERLAND COUNTY
BOARD OF CHOSEN FREEHOLDERS



DIRECTOR

FOR THE CUMBERLAND COUNTY
SHERIFF'S OFFICERS PBA
LOCAL NO. 299

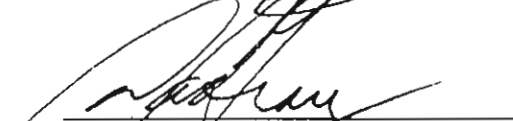


PRESIDENT

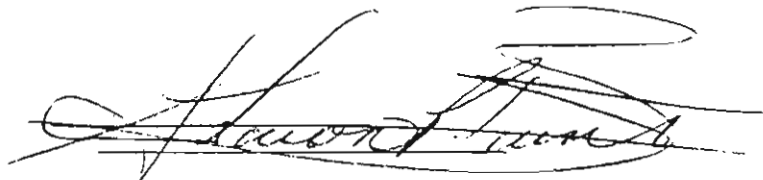
ATTEST:



CLERK TO THE BOARD



COUNTY ADMINISTRATOR



SCHEDULE A

1. Salary Increase: See pages 30 and 31.
2. Shift Differential - Employees shall be paid a shift differential of \$0.05 per hour on the 4 P.M. to 12 Midnight shift and \$0.10 per hour on the 12 Midnight to 8 A.M. shift.
3. Recruit Step - Effective January 1, 2003 the Recruit Step salary shall be \$23,500. All new employees shall be placed at the Recruit Step in effect for the year of their initial employment. Recruits move to Step 1 on January 1 of the year following their initial employment year.
4. Effective and retroactive to January 1, 2003 or date of hire (2003) the base salary of each member of the bargaining unit employed by the County of Cumberland as of the date of the signing of a contract shall increase as provided on Schedule A (page 30). Initial placement on year 2003 Salary Guide shall be as outlined during July 16, 2003 meeting (2003 Guide compressed to 11 Steps from 13 Step 2002 Guide).
5. Effective upon the expiration of this agreement there shall be no further movement on the Salary Guide until the parties negotiate such terms in the successor agreement.

SCHEDULE A

SALARY GUIDE 2003

January 1, 2003

Recruit-	\$23,500.00	(2003 Hire)
Step 1 -	\$24,000.00	
Step 2 -	\$25,000.00	
Step 3 -	\$25,700.00	
Step 4 -	\$26,700.00	
Step 5 -	\$27,550.00	
Step 6 -	\$29,315.00	
Step 7 -	\$31,075.00	
Step 8 -	\$32,650.00	
Max A -	\$36,250.00	
Max B -	\$40,515.00	

SALARY GUIDE 2004

January 1, 2004

Recruit -	\$25,000.00	(2004 Hire)
Step 1 -	\$25,200.00	
Step 2 -	\$25,600.00	
Step 3 -	\$26,600.00	
Step 4 -	\$27,300.00	
Step 5 -	\$28,300.00	
Step 6 -	\$29,150.00	
Step 7 -	\$30,915.00	
Step 8 -	\$32,675.00	
Step 9 -	\$34,250.00	
Max -	\$42,540.00	

SCHEDULE A

SALARY GUIDE 2005

January 1, 2005*

Recruit-	\$26,500.00	(2005 Hire)
Step 1 -	\$26,500.00	
Step 2 -	\$26,700.00	
Step 3 -	\$27,100.00	
Step 4 -	\$27,930.00	
Step 5 -	\$28,670.00	
Step 6 -	\$29,715.00	
Step 7 -	\$30,610.00	
Step 8 -	\$32,460.00	
Step 9 -	\$34,310.00	
Max -	\$44,670.00	

*Step 9 (2004) to Max July 1, 2005

SALARY GUIDE 2006

January 1, 2006*

Recruit -	\$28,000.00	(2006 Hire)
Step 1 -	\$28,000.00	
Step 2 -	\$28,000.00	
Step 3 -	\$28,200.00	
Step 4 -	\$28,600.00	
Step 5 -	\$29,400.00	
Step 6 -	\$30,150.00	
Step 7 -	\$31,200.00	
Step 8 -	\$32,150.00	
Step 9 -	\$34,100.00	
Max -	\$48,000.00	

*Step 9 (2005) to Max July 1, 2006