

**AGREEMENT**

Between

**THE GLOUCESTER COUNTY SUPERIOR OFFICERS  
ASSOCIATION INC.**

**FRATERNAL ORDER OF POLICE LODGE #165**

AND

**THE GLOUCESTER COUNTY BOARD OF CHOSEN  
FREEHOLDERS**

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**JANUARY 1, 2017 THROUGH DECEMBER 31, 2022**

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**PREAMBLE**

This Agreement is entered into this 19<sup>th</sup> day of May, 2017, by and between the **BOARD OF CHOSEN FREEHOLDERS, COUNTY OF GLOUCESTER**, (hereinafter referred to as the **“Employer”**) and the **GLOUCESTER COUNTY SUPERIOR OFFICERS ASSOCIATION INC., FRATERNAL ORDER OF POLICE LODGE #165**, hereinafter referred to as the **“F.O.P.”**.

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

**ARTICLE I**  
**RECOGNITION**

- A.** The Employer agrees to recognize the F.O.P. as the exclusive bargaining agent for the full time employees classified as County Correction Lieutenants and County Correction Captain hereinafter termed "Employees", but excluding all other Employees not specifically included above\*.

\*Note: Includes Training officer if it is deemed part of Lieutenant duties. Includes one Captain if the Appointing Authority deems the position operationally necessary. Additionally, if the Board of Chosen Freeholders relinquishes authority of the Department, the position of County Warden becomes inclusive of this collective bargaining agreement.

- B.** Where appropriate, the rules and regulations of the Civil Service Commission and the Public Employment Relations Commission shall cover Employees under this Agreement. Those rules and regulations will, when appropriate, be interpreted solely by the respective Commissions.
- C.** Whenever titles are used in this Agreement, they shall be defined to include the plural as well as the singular and to include males and females.

**ARTICLE II**  
**GRIEVANCE PROCEDURES**

**A. PURPOSE**

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

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

**B. DEFINITIONS**

1. A "Grievance" is a claim by an Employee, group of Employees, or the F.O.P. on behalf of an Employee or group of Employees, or the F.O.P. on behalf of an Employee or group of Employees, based upon the interpretation, application or violation of the four (4) corners of this Agreement, administrative rules and policies. The sole remedy available to any Employee for any alleged breach of this Agreement shall be pursuant to the grievance procedure provided.

2. Minor Discipline determination appeals

3. An "Aggrieved Person" is a person or persons or the F.O.P. or their representative making the claim.

**C. PROCEDURES**

Since it is important that grievances be processed as rapidly as possible, the number of days at each level shall be considered as a maximum. The time limits specified may, however, be extended by mutual agreement. If no response is made by management by the end of their time allotment, it shall be construed to be a denial of the grievance, and the F.O.P. may proceed to the next level. (\*\*NOTE\*\* Before submission of a written grievance, the aggrieved party may orally present and discuss his/her grievance in an attempt to resolve it informally.)

**LEVEL ONE:** A grievance may be filed in writing with the Warden's designee\* within ten (10) calendar days of the occurrence of the grievance. The Warden's designee shall render a written decision within ten (10) calendar days after receipt of the grievance.

Failure of the F.O.P. to file within said ten (10) days shall be deemed to constitute an abandonment of the grievance. (\*In the absence of a Designee, the grievance will proceed to Level Two.)

**LEVEL TWO:** In the event a settlement has not been reached through Level One procedures, a grievance may be filed with the Warden within ten (10) calendar days following receipt of the determination of Level One. The Warden may schedule and hold a meeting on the grievance within ten (10) calendar days following receipt of the grievance or shall render a written determination within ten (10) days. If a meeting occurs the Warden shall render a written determination within ten (10) calendar days after the date of such meeting.

**LEVEL THREE:** In the event a settlement has not been reached through Level Two procedures, a grievance may be filed with the County Administrator or his/her designee within ten (10) calendar days following receipt of the determination of Level Two. The County Administrator or his/her designee shall render a written determination within ten (10) days following receipt of the grievance.

#### **D. ARBITRATION (LEVEL FOUR)**

1. If the F.O.P. determines that the grievance is meritorious, it may submit the grievance to arbitration within ten (10) calendar days following receipt of the Level Three determination, or within thirty (30) calendar days following submission of the grievance to Level Three if no response is received. Such submission shall be pursuant to the rules of the Public Employment Relations Commission. The parties shall then be bound by the rules and procedures of the Public Employment Relations Commission. Nothing herein precludes a mutual selection of an arbitrator by the parties.

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

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

4. The arbitrator shall not consider any past practice precedent except to the extent needed to clarify ambiguous language of this Agreement to the extent that use of such evidence shall not conflict with the terms of article XXII of this agreement.

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

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

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

#### **E. COSTS**

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

#### **F. REPRESENTATION**

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

#### **G. REPRISALS**

There shall be no reprisals against the F.O.P., management, or the individual by virtue of their participation or lack of participation in the prescribed grievance procedure.

#### **H. GROUP GRIEVANCES**

If, in the judgment of the F.O.P., a grievance affects more than one Employee, the F.O.P. shall identify the Employee(s) and may submit such grievance in writing, and the processing of such grievance shall commence at Level Two. The F.O.P. may process such grievance through all levels of the grievance procedure.



## **I. MISCELLANEOUS**

1. All decisions set forth to the aggrieved person shall be set forth in writing and shall include the decision and shall be transmitted promptly to the aggrieved person and the F.O.P.

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

**ARTICLE III**  
**WORKDAY, WORKWEEK, WORK PERIOD, LEAVE ASSESSMENT**  
**CALL BACK, STANDBY/ON-CALL**

**A. WORKDAY**

Employees shall be scheduled to work a modified “eight (8) hour shift” schedule (working 84 hours per pay period) which is 2,184 hours worked yearly\*. Through attrition, there will be no minimum and a maximum of five employees in this collective bargaining unit inclusive where applicable of one captain and one warden.

\*The Warden’s workweek is a 40-hour week, Monday through Friday, as needed after hours and on weekends. This position is considered a professional position under the FLSA and may work more than the general hours without additional compensation.

1. The workday under the modified “eight (8) hour shift” schedule shall consist of either eight (8) or eight and a half (8.5) hours inclusive of one (1) thirty (30) minute meal break. This workday, work week, work period is on a flextime based system in which to benefit the department and the County of Gloucester. The employee shall amend those standard scheduled time to cover an extended day, i.e., meetings or other assignments or activities to minimize any potential overtime expenses due to their assignments. All leave time will be assessed day for day. The modified “eight (8) hour shift” schedule is based on 2184 annual hours.
2. All personnel are expected to be at their respective duty stations on time and in complete and proper uniform. Employees that are late for duty shall not receive pay for time lost. Unexcused lateness shall be grounds for disciplinary action, absent exceptional circumstances.
3. If a meal break is interrupted by emergency situations or operational needs, the employee shall be entitled to finish the meal break provided the work schedule permits and the employee shall not receive any additional compensation for any interrupted break.
4. The Warden or his designee, in conjunction with, and with prior approval of this Lodge or effected member, shall have the discretion to modify shift times.

## **B. WORKWEEK AND WORK PERIOD**

The work period for employees on the modified “eight (8) hour shift” schedule shall consist of four (4) eight and one half hour days and one (1) eight-hour day or as modified by the Warden to equal eighty-four (84) hours worked in a two (2) week pay period as described in Appendix “A”.

## **C. LEAVE TIME ASSESSMENT**

For Employees working the modified “eight (8) hour shift” schedule, each eight (8) hour work day shall be considered as one (1) full day for purposes of Vacation Leave, Personal Leave, Bereavement Leave, Administrative Leave, Association Leave and Training. Eight (8) hours of sick leave shall be assessed (hour for hour) for sick leave utilization on any given workday.

## **D. SHORT LEAVE NOTICE**

Upon request, the Warden or his designee, with twenty-four (24) hours’ notice, shall authorize one quarter (1/4), one half (1/2), or one full day of vacation or administrative leave to any Employee provided there is minimum staffing without requiring overtime. Such requests will not be unreasonably denied.

## **E. OVERTIME**

1. The workweek for Employees working modified “eight (8) hour shift” schedule shall consist of four (4) eight and a half hour shifts and one (1) eight hour shift per week. Employees working the eight (8) hour shift schedule who are required to work in excess of their 42-hour work week, or eighty-four (84) hours in a fourteen (14) day work period, shall be compensated for all such time at the appropriate rate of overtime, as set forth in Section E-3 of this Article.
2. The Employer has agreed to pay overtime in accordance with the rate set forth in Section E-3 of this Article, for hours worked in excess of eighty-four (84) in the course of the aforementioned fourteen (14) day work period. Overtime may, at the Employee’s discretion, be taken as either financial compensation or compensatory time compensation, or a combination of both.

3. The overtime rate of pay, unless otherwise stated under the terms of this Agreement, shall be computed on the basis of one and one half (1 ½) times the Employee's hourly rate. For purposes of calculating the overtime rate, the Employee's hourly rate is derived by dividing the sum of his/her base pay by the sum of 2184 hours.
4. Overtime shall include any necessary travel time for official business, as per the Fair Labor Standards Act.
5. In the event that overtime work is required, the Employer shall first attempt to secure volunteers up to two (2) hours or volunteers for overtime expecting to exceed two (2) hours using the overtime book within the rank(s) of Employees based upon seniority. If unable to secure volunteers, Employees may be required to work mandatory overtime. All employees, no matter what shift, job position or unit shall be required to work mandatory overtime. Such "mandatory overtime" shall be based upon reverse seniority except in emergency situations. In the assignment of overtime, so long as the Employee is fit for duty, prior approved time off shall not disqualify the Employee for such assignment.
6. It is understood that both voluntary and mandatory overtime shall be distributed as equitably as possible and shall be based upon a seniority list, which shall be posted. All Employees shall be eligible and shall be required to work overtime on a rotating basis.

In accordance with the Memorandum of Understanding signed in February 2014, overtime lists for this bargaining unit will include, but are not limited to, (1) Hospital Duty Overtime List which is all GCDOC employees by County DOC time; and (2) Supervisors Overtime List which is Lieutenants and Sergeants by rank and time in title. There will also be a force list for Hospital Duty in reverse GCDOC time.

All personnel are expected to be at their respective duty stations on time and in complete and proper uniform. Employees that are late for voluntary / mandatory overtime shall not receive pay for lost time and are subject to disciplinary action. In a case of an emergency, where voluntary overtime needs to be cancelled, the shift commander shall be notified at least one (1) hour prior to the employees reporting time. Failure to do so shall constitute cause for disciplinary action. Employees who take

voluntary overtime in lieu of mandatory overtime and cancel shall be subject to disciplinary action.

7. No upgrades from the rank of Sergeant to any Lieutenant position(s) shall be permitted until all unit Employees are given the opportunity to work the overtime.
8. Tier 1 Employees: For overtime purposes, time worked includes Vacation Leave, Sick Leave, Bereavement Leave, Administrative Leave, Association Leave, Training, and Holidays. Tier 2 Employees: For overtime purposes, time worked includes Vacation Leave, Bereavement Leave, Administrative Leave, Association Leave, Training, and Holidays.
9. If the Employer or his/her designee elects to utilize overtime for any reason, the overtime list shall be utilized for all pre/post shift overtime expecting to exceed two (2) hours.
10. If the Employer inadvertently skips over an employee in seeking to fill overtime needs, then that affected employee's chance for overtime shall be equalized by putting that employees name first on the overtime list for the next available call in.
11. If overtime work falls in a workweek in a pay period that includes a Monday holiday, the overtime will be paid in the succeeding payday.

#### **F. COMPENSATORY TIME**

For all overtime hours, all bargaining unit members have a right to voluntarily elect to be paid overtime or take compensatory time in lieu of overtime at the rate of time and a half.

1. An employee may accrue and carry over to the following year at his or her discretion a total of seventy-two (72) hours of compensatory time. Any employee shall not accrue compensatory time in excess of seventy-two (72) hours. Any hours that exceed the seventy-two (72) hour limit shall be paid out to the employee at the earned overtime rate.
2. Employees shall attempt to use earned comp time within a 90-day period from the date earned.

3. The use of compensatory time may be at a minimum of a one (1) hour block and up to an entire shift.
4. No compensatory time shall be taken on a holiday and shall not create overtime.
5. Compensatory time shall be scheduled in accordance with the scheduling of vacation time, based on the work load and necessary staffing requirements. In deciding whether to grant a request for the use of compensatory time, employees who have pre-scheduled vacations and/or administrative leave days shall be given priority over employees attempting to schedule compensatory time.
6. During daily operations, if an employee chooses to use compensatory time during the remainder of his/her shift, the employee may do so depending upon the workload and staffing requirements, to be determined by the Warden or on-call supervisor.
7. Any unused compensatory time shall be paid out to the employee at the then overtime rate of his or her retirement or separation from employment.

#### **G. CALL BACK**

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

#### **H. STANDBY/ON-CALL PAY**

1. If an Employee is required to be on standby for duties other than the weekly rotation discussed in subsection 2 below, he shall receive one (1) hour pay for every sixteen (16) hours on standby/on-call.
2. Lieutenants and Captain may be required by the Warden to be on a weekly rotation for standby/on-call, which will be distributed equally for one (1) week on a rotating basis handling Department of Corrections operations. A week's assignment will be paid out as eight (8) hours of compensatory/overtime. An employee cannot be compensated for standby pay while scheduled for the weekly rotation on-call duty.
3. If the Employee is called out and required to leave his/her residence, the Employee shall be additionally paid time and a half for all hours worked with a minimum of two (2) hours compensation. The rate of compensation shall begin at the onset of the first phone call.

## **ARTICLE IV**

### **WAGES**

#### **A. SALARIES**

1. The salaries of all Employees covered by this Agreement are set forth in Salary Schedule "A", which is attached hereto and made a part hereof.
2. At no time shall the base salary differential between a maximum Step Sergeant's salary and a Lieutenant's salary become less than \$10,000 dollars (Tier 1 and Tier II employees).
3. At no time shall the base salary differential between a maximum step Lieutenant's salary and a Captain's salary become less than \$2,919 dollars (Tier I and Tier II employees)
4. Effective 1/1/2011, the employees covered under this agreement and future employees covered under this agreement will receive no longevity compensation, reward, or bonus.

#### **B. GRAND JURY OR COURT TIME**

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

#### **C. PAY FOR ASSUMING HIGHTER POSITION**

Any Employee required/requested to assume the duties of a higher paid position shall be compensated for all time worked in such position at the higher rate of pay based upon the Employee's salary level.

**ARTICLE V**  
**UNIFORMS**

**A. ITEMS OF ISSUE**

1. The Employer shall provide each Employee with the item of clothing and equipment included in Appendix "B" attached to this Agreement to this agreement at no cost to the Employee.
2. Any Employee who has not received all items listed in Appendix "B" as of the signing of this agreement shall notify the Employer of which articles are needed and shall be provided with the missing articles within thirty (30) days after such notification, whichever is later.
3. Employer will bear the cost of any uniform changes it makes. Employee will bear the cost of any uniform changes requested by the Union and agreed to by the Employer.
4. Employees have the option to utilize an alternative uniform during work hours/at work functions at the approval of the Warden. This uniform and accessories will be at the expense of the employee to purchase, maintain and repair. Alternative uniforms are as follows:
  - 1) BDU style pant with polo shirt (department name/left chest) rank and employee name/right chest), department approved shoes, side holster for weapon and belt clip badge\*
  - 2) Dress pant, dress shirt with tie, dress shoes, side holster for weapon and belt clip badge\*

\*Note: If employees are approved to utilize an alternative uniform they will make sure a complete uniform is on hand, ready and available to change into should it be necessary to utilize.



## **B. UNIFORM MAINTENANCE**

1. Employees shall be totally responsible for the purchase and maintenance of uniforms after the initial complement of uniforms are provided by the Employer. (\*see Appendix "B")
2. The Employer is responsible for those items marked with an asterisk, "\*", in Appendix "B" which is attached hereto and made a part hereof.
3. The Employer shall issue to the Employee a "Retired" department issued picture I.D. and badge upon their retirement (separation in good standing) that includes name, rank and date of separation.
4. Damaged Gear: Clothing, leather gear and ballistic vests destroyed or damaged in the line of duty shall be replaced or repaired at the Employer's expense. An incident report of the damage or loss must be submitted within forty-eight (48) hours of the occurrence, signed by the Employee. The destroyed or damaged items, along with an incident report will then be submitted to the Warden or his / her designee.
5. Leather Jackets: Employees will be permitted but not required to wear law enforcement leather jackets, approved by the Warden, at their own expense. Since this is strictly voluntary, the Employer shall not be responsible for destroyed or damaged leather jackets that occur in the line of duty.

**ARTICLE VI**  
**MEDICAL BENEFITS**

**A. HEALTH BENEFITS**

The Employer shall continue to provide the following insurance coverage by this Agreement for any full time Employee and his/her dependents. Health Benefits are defined as all health insurance coverage and includes medical, prescription, vision, and dental plans presently in existence.

Medical coverage will be in accordance with the plans offered by the State Health Benefits Program and shall be provided for each Employee and his eligible dependents.

The list of dependents is included in the Annual Open Enrollment Guide and it shall comply with the State and Federal Laws pertaining to this subject matter.

**B. CARRIERS**

1. Medical Coverage will be in accordance with the plans offered by the State Health Benefits Program. The Employer retains the right to change to a self-insured plan or a private carrier providing that the coverage and benefits provided meet or exceed the present coverage.
2. The Employer shall notify the F.O.P. at least thirty (30) days in advance of any such change in order to provide the F.O.P. ample time to review the change being implemented.
3. In the event the F.O.P. does not agree that the benefits are equivalent or superior, the F.O.P. shall then submit the matter directly to arbitration in accordance with Article II, Section "D". Such arbitration decision shall occur prior to any such change.
4. The Open Enrollment period is October effective the following January.

**C. MEDICAL COVERAGE CONTRIBUTION and CO-PAYS**

Per applicable New Jersey law, Employees shall have at a minimum, one and one half (1.5%) percent of their pensionable base salary, or the appropriate percentage of applicable premiums if higher, deducted from their annual pay to offset the cost of health care coverage. Said percentage shall be equally distributed and deducted from their bi-weekly pay. In the event of a substantial modification in the County and/or SHBP, Medical Coverage or Chapter 78, upon written request of the FOP, the collective bargaining agreement will be re-opened on all financial terms for negotiations.

Co-pays, coinsurance, coverage limits and exclusions shall not be materially changed.

**D. PRESCRIPTION PLAN.**

Prescription Drug Coverage will be in accordance with the Employee Prescription Drug plan offered by the State Health Benefits Program. Co-pays, coinsurance, coverage limits and exclusions shall not be materially changed.

**E. OPTICAL PLAN.** It is understood that this shall remain a separate policy providing in addition to the Optical Plan coverage provided under the Employer's Medical Coverage. Allowances for the following items shall be as indicated:

1) EXAMINATIONS	Thirty (\$30) dollars
2) FRAMES	Twenty (\$20) dollars
3) SINGLE VISION LENSES	Thirty (\$30) dollars
4) BI-FOCAL LENSES	Forty-Three (\$43) dollars
5) TRI-FOCAL LENSES	Fifty (\$50) dollars
6) LENTICULAR LENSES	One Hundred (\$100) dollars
7) CONTACT LENSES	Two Hundred (\$200) dollars

**F. DENTAL PLAN.**

The Employer shall continue to provide dental insurance in accordance with the Indemnity Plan for employees only, at a cost to the Employer which shall not exceed Thirty-One (31) dollars. There shall be no deductible for any of the services provided under the plan. As an

alternative to the Indemnity Plan, the Employer shall offer coverage through a Dental Plan Organization, the terms of which shall be agreed upon by the Employer and the Association. Employees who elect to enroll in the Dental Plan Organization may also enroll their dependents. However, in no case shall the Employer be required to pay a higher monthly premium for any such employee than it would have paid for employee only coverage under the Indemnity Plan. Any premium costs incurred by an employee in excess of the Indemnity Plan rates will be paid by the employee through payroll deductions on a pre-tax basis, as authorized by Section 125 of the Internal Revenue Code. Open Enrollment period is October effective the following January (see Appendix "C").

#### **G. EMPLOYEE TERMINATION/UNPAID LEAVE.**

Employees who terminate their employment or begin unpaid leaves after the fifth (5<sup>th</sup>) day of the month shall have their health benefits continued by the Employer for one calendar month following the month in which the leave begins. Employees on approved leaves of absence shall continue thereafter in accordance with FMLA. Once all benefits under FMLA have been exhausted, the employee may continue coverage at his/her own expense by paying the applicable premium charges to the Employer Four (4) weeks in advance of the coverage month.

1. Premium charges for health insurance shall be subject to the following conditions:

a. In the case of a self-funded plan, premiums shall reflect anticipated costs to the Employer of providing the insurance, using actual estimates or experience factors.

b. Employees on active pay status shall be required to contribute toward the costs of medical insurance to the extent that the monthly premium for their selected coverage exceeds the applicable premium for the indemnity plan or the Aetna Health Care Plan, whichever is higher.

#### **H. DISABILITY BENEFITS.**

The Employer shall provide disability coverage to all employees under the State Temporary Disability Benefits Law, Coverage shall be financed by Employer/Employee contributions as required by law.

## **I. RETIREMENT BENEFITS.**

The Employer shall provide for the continuation of paid health benefits as described in Section "C" above for Employees and their dependents upon the Employees' retirement in accordance with County Policy. Employees, to be eligible, must retire with twenty-five (25) years of service credited by P.E.R.S. or P.F.R.S. Employees with seven (7) years of County service and twenty-five (25) years of service credited by P.E.R.S. or P.F.R.S. are eligible for the County Prescription Plan upon retirement. Any Employee age fifty-five (55) or over who chooses to take pension before twenty-five (25) years of P.E.R.S. or P.F.R.S. service shall be able to buy prescription and health benefits at cost (County group rate).

## **J. DEATH OF ACTIVE EMPLOYEE.**

1. Upon the death of an active Employee as a result of an accident met in the actual performance of duty, all health benefits shall continue to the surviving spouse for life or remarriage and/or until maximum age allowances are met for dependent child/children, per statute.

2. Upon the death of an active Employee under circumstances not covered in Paragraph "1" above, all benefits shall continue to be provided to the surviving spouse and dependent child/children for a period of one year after such Employee's death.

## **K. WAIVER OF BENEFITS.**

In January of each year, commencing in 1995, employees who are enrolled in the medical or prescription plans pursuant to Sections "C" and "D" may elect to waive either or both forms of coverage subject to the following provisions:

1. Employees shall be permitted to waive Employer provided coverage only upon furnishing proof of other medical coverage through a spouses' employer or other source.

2. Waiver of coverage shall remain in effect unless the Employee elects to re-enroll during a subsequent October open enrollment period or unless the employee loses his/her alternative coverage (as, for example, by the termination of a spouse's employment). An Employee who re-enrolls because of a loss of alternative coverage shall resume coverage under the Employers Health Benefits Program shall receive coverage within sixty (60) days of notification.

3. Waivers of coverage shall take effect January 1<sup>st</sup> following the Employee's election.

**L. FLEXIBLE SPENDING ACCOUNT**

The Employer will make available to all bargaining unit Employees a flexible spending account which meets the requirement of Chapter 125 of the Internal Revenue Code. This is commonly referred to as a “medical spending account” (MSA) and such participation is on a voluntary basis for Employees.

**M.** Employees with more than twenty (20) years of creditable service but less than twenty-five (25) years of creditable service, in the event the County of Gloucester terminates employees for reason of lay-off, the employee may opt to continue health care coverage with the County Health Care Plan with the employer contributing thirty (30%) percent and the terminated employee paying seventy (70%) percent of the costs of active employees at the time of termination in monthly payments. If the cost of the health benefits changes from time to time the percentages continue to apply to each party regardless of change in cost.

**N. DESCRIPTION**

The Employer shall continue to provide for each Employee a description of the health care benefits and insurances provided under this article upon initial hire.

## ARTICLE VII

### HOLIDAYS

A. **SPECIFIED HOLIDAYS.** Each Employee covered by this Agreement shall enjoy the following holidays to be observed on the dates specified each year by the Employer. There shall be a maximum of fourteen (14) holidays. They are as follows:

*NEW YEAR'S DAY	COLUMBUS DAY
MARTIN LUTHER KING DAY	ELECTION DAY
PRESIDENT'S DAY	VETERANS DAY
GOOD FRIDAY	*THANKSGIVING DAY
MEMORIAL DAY	THANKSGIVING FRIDAY
*CHRISTMAS DAY	LABOR DAY
*INDEPENDENCE DAY	PERSONAL HOLIDAY

“\*” indicates premium holidays

1. In the event an Employee is regularly scheduled to work on New Year's Day, Independence Day, Thanksgiving Day and/or Christmas Day, the Employee shall be compensated for such work at two (2) times the Employee's regular straight time rate of pay.
2. Overtime work on all holidays shall be compensated at two and one half (2-1/2) times the Lieutenant's regular straight time rate of pay.
3. Employees shall follow the County of Gloucester Administration schedule of observance. They shall not be required to work these 14 holidays. Holidays that fall on Saturday will be observed on Friday and Holidays that fall on Sunday shall be observed on Monday.
4. Lincoln's Birthday will be replaced and now be called a Personal Holiday. Employees shall be permitted to take their Personal Holiday in the same manner as Administrative Leave.

**ARTICLE VIII**  
**VACATION**

**A. SCHEDULE**

1. All covered Employees shall receive the following vacation leave per calendar year (January-December)

Tier 1 Employees (those employed as of January 1, 2011) shall receive the following:

Beginning the first calendar year	1 Workday per month worked
Beginning the 2 <sup>nd</sup> thru the 4 <sup>th</sup> year	12 Workdays
Beginning the 5 <sup>th</sup> thru the 11 <sup>th</sup> year	15 Workdays
Beginning the 12 <sup>th</sup> thru the 19 <sup>th</sup> year	20 Workdays
Beginning the 20 <sup>th</sup> thru the 25 <sup>th</sup> year	25 Workdays
Beginning the 26 <sup>th</sup> year	30 Workdays

After the completion of Thirty (30) years of service the Employee shall be granted One (1) day for each year served.

Tier 2 Employees (those employed after January 1, 2011) shall receive the following:

0-1 year	1 Workday per month of employment up to 5 days
1-5 years	10 Workdays
6-15 years	15 Workdays
16 years and over	20 Workdays

2. All Employees who are assigned to an eight (8) work day shall receive an additional three (3) days of vacation leave each year of this agreement.

**B. EMERGENCY VACATION LEAVE**

Employees covered by this agreement shall be granted five (5) emergency vacation leave days which are inclusive of the vacation leave days received and shall be granted upon request up to one (1) hour prior to the Employees usual reporting time subject to staffing needs. Two (2) days automatically approved without question, three (3) days subject to approval by the Warden and staffing needs. Such requests shall not be unreasonably denied. In case of a sudden emergency, (less than one (1) hour) exceptions may be granted by the Warden. Documentation



shall be provided for emergency vacation leave requested in less than one (1) hour. If an emergency vacation leave request is for a premium holiday the Employees requesting such leave shall be required to submit official proof of the emergency or of his/her inability to work the holiday at the discretion of Warden or his designee within ten (10) working days.

### **C. ACCUMULATION**

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

### **D. CARRY OVER**

An Employee shall be allowed to carry over ten (10) vacation days per year subject to operational needs. The Employer may allow an employee to carry over more than ten (10) days. All requests to carry over time must be submitted to the Warden in writing no later than October 1<sup>st</sup> of the calendar year. Requests after October 1<sup>st</sup> will be denied.

### **E. DEATH OF THE EMPLOYEE**

Upon the death of an Employee all unused vacation leave, sick leave and administrative leave shall be calculated and paid to the estate.

### **F. SEPARATION**

An Employee retiring or otherwise separated shall be entitled to all vacation allowance for the current year in which the separation or retirement become effective. Any vacation leave which may have been carried over from a preceding calendar year will be included. If at any time during the length of this agreement, the Department of Corrections is dissolved or a transfer of the operations and duties to an entity other than the Board of Chosen Freeholders, all employees covered by this Agreement shall not suffer any loss in title, current job position or salary.

### **G. VACATION SELECTION**

Vacation selection within the appropriate work unit to which the Employee is assigned will be determined in accordance with seniority in the Gloucester County Department of Corrections (County time, most senior).

## **H. VACATION SCHEDULING:**

The employer shall provide a window period from January 1<sup>st</sup> thru March 1<sup>st</sup> to schedule vacation leave. During this time window the Warden or his/her designee will provide a "vacation scheduling book" to employees in order of Seniority as contained in Paragraph G of this Article so they may (but shall not be required to) utilize said book to schedule vacation leave during the balance of the year. Once an employee has made his/her selection the "vacation scheduling book" will be returned to the Warden or his/her designee.

The book will then be passed to the next senior employee and changes will not be granted until the book has been circulated to all Employees including Employees on approved extended leaves. Once the "vacation book" has been circulated to all employees in order of seniority, vacation leave, administrative leave and compensatory time will be granted on a first come, first serve basis as outlined in this section.

1. Vacation leave requests of five (5) or more consecutive days submitted prior to March 1<sup>st</sup> of each calendar year shall be granted as long as one (1) Employee is working (excluding emergency vacation leave, sick leave, bereavement leave, union leave and training).

2. Vacation leave requests of five (5) days or less shall be granted by the Employer or his/her designee upon twenty-four (24) hours' notice as long as one (1) Employee is working (excluding emergency vacation leave, sick leave, bereavement leave, union leave and training). The Warden may waive the twenty-four (24) hour notification requirement subject to the discretionary language of Section C of this Article.

3. Vacation leave approval is subject to the work required by the employer and shall not be unreasonably denied and any such denials (that do not violate the terms herein stated) shall not be subject to the grievance and arbitration provisions of this agreement.

4. Any employee who exhausts all of his / her vacation leave in any one (1) year shall not be credited with any additional paid vacation leave until the beginning of the next calendar year. Any violation of or use of additional vacation leave days shall be subject to disciplinary action.

**ARTICLE IX**  
**EMPLOYEE REIMBURSEMENT**

**A. MILEAGE**

When an employee is required to use their personal automobile, when department vehicles are not available, during a working tour for official business, reimbursement for such use (exclusive of travel to and from work) shall be at the Published IRS rate.

**B. MEALS**

1. An Employee shall be reimbursed for meals up to the following amounts per day if he is required to be outside of the County on official business during the normal meal hours for a period of six (6) consecutive hours or more: Breakfast \$6.00, Lunch \$9.00, Dinner \$11.00

2. Meal reimbursement shall be paid in the month following submission of vouchers and paid receipts.

**C. TUITION**

1. The Employer agrees to reimburse each employee up to a total of eight hundred dollars (\$800.00) for any job related course(s) or any other courses necessary for completion of a degree in Police Science or criminal Justice.

2. This money may also be used by the Employee to attend courses for in-service training at Police Academies, Police departments, Correctional facilities and other agencies which offer courses. The course must be approved by the Warden or his designee in order for the Employee to attend. The request to attend a course must be in writing and the Warden or his designee agrees to return said request stating approval or denial. The total amount of tuition for each year may be used for course attendance. Payment to the training agency will be done by the Employer.

**D. AUTOMOBILES**

Automobiles may be provided and issued to the Employees covered by this Agreement for departmental business 24/7. It is understood the vehicles will not be used for personal usage.

**ARTICLE X**  
**SICK LEAVE**

**A. AMOUNT OF SICK LEAVE**

**Tier 1**

For Tier 1 Employees, those hired prior to January 1, 2011, the minimum Sick Leave with pay shall accrue and be granted to any full time Employee on the basis of one hundred and twenty (120) hours, of Sick Leave and shall be assessed (hour for hour) for Sick Leave utilization on any given workday. All unused Sick Leave in any calendar year shall accumulate from year to year.

**Tier 2**

For Tier 2 Employees those hired after January 1, 2011 the following applies: Tier 2 Employees earned and accrue ninety-six (96) hours each January. The sick days accumulate from year to year without limit.

**B. SICK LEAVE UTILIZATION.**

Sick Leave is defined as the absence from duty of an Employee who, because of personal illness, bodily injury, exposure to contagious disease, is unable to perform the usual duties of his/her position; or a period of emergency attendance upon a member of the "IMMEDIATE FAMILY" seriously ill and requiring said presence of the Employee.

**C. IMMEDIATE FAMILY**

Immediate family is defined as father, father in-law, step father, mother, mother in-law, step mother, grandmother, grandfather, grandchild, spouse, child, foster child, step child, sister, brother or any relatives of the Employee residing in the Employee's household. "IMMEDIATE FAMILY" shall also include such other relationships as are deemed within the definition of family members under the New Jersey Family Leave Act and the Federal Family and Medical Leave Act.

**D.** An Employee may use Sick Leave in accordance with the Gloucester County Human Resources Manuel Chapter 6, Section 4.

## **E. REPORTING SICK LEAVE ABSENCE**

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

1. Failure to notify his/her supervisor shall be cause for denial of the use of Sick Leave for that absence and shall constitute cause for disciplinary action.
2. Absence without notice for five (5) consecutive working days shall constitute resignation not in good standing.

## **F. VERIFICATION OF SICK LEAVE**

Employees may be required to submit official proof of illness or inability to work in accordance with the Gloucester County Human Resources Manual Chapter 6, Section 4.

1. Failure to follow Verification of Sick Leave procedures may result in a denial of Sick Leave for that specific absence, and be considered insubordination and may constitute cause for discipline. An employee who exhausts all of his/her paid Sick Leave in any one year shall not be credited with additional paid Sick Leave until the beginning of the next calendar year. Any such unauthorized use shall be cause for discipline.
2. If sick leave is used on a premium holiday, verification of that sick leave must be turned in within ten (10) working days.
3. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.
4. The Employer may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined, at the expense of the County, by a physician chosen by the employee from a panel of physicians designated by the County. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of the employee or other employees.

**G. DONATION OF SICK LEAVE TIME.** Employees covered by this agreement may donate Sick Leave time to any member covered under this Agreement, or to other County Employees in accordance with County Human Resources Manual on donating Sick Leave time.

**H. SICK LEAVE REDEMPTION.** For all employees hired by the County before October 1, 2012, fifty percent (50%) of all accumulated sick time shall be paid upon retirement up to a maximum of fifteen thousand dollars (\$15,000). No employee hired by the County on or after October 1, 2012 shall receive any benefit under this subsection.

**ARTICLE XI**  
**BEREAVEMENT LEAVE**

A. Employees shall be entitled to the following bereavement leave per incident with pay for the death of immediate family members, family members or persons who reside in the Employees household.

1. Employees shall be entitled to four (4) days of leave per incident with pay for the death of the employee's mother, step-mother, father, step-father, spouse, domestic partner, child, step-child.

2. Employees shall be entitled to Three (3) days of leave per incident with pay for the death of the mother in law, father in law, sister, brother, step sister, step brother, grandmother, grandfather, grandchild, foster child, sister in law, brother in law, aunt, or uncle of the employee or the employee's spouse or domestic partner, as well as for the death of any other relative of the employee or of the employee's spouse or domestic partner that resides in the employee's household.

3. Employees shall be entitled to one (1) day of leave per incident with pay for family members not defined above if the Employee is scheduled to work.

4. Documentation for approved bereavement leave shall be provided no later than ten (10) working days from the date returned to work.

5. Employees who request an extension of Bereavement Leave beyond the established number of days shall have such extension charged to accumulated unused Vacation/Sick and Administrative Leave. If an employee has exhausted all unused Vacation/Sick and Administrative Leave, extended Bereavement Leave shall be considered as a request for Leave of Absence without pay.

**ARTICLE XII**  
**OTHER BENEFITS**

**A. WORKERS COMPENSATION**

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

2. It is understood that all Employees are considered to be on duty twenty-four (24) hours per day while in the State of New Jersey. Any Employee who suffers an injury or illness while in the performance of his duty shall receive all benefits to which he may be entitled as provided by the County Worker's Compensation Insurance Carrier. The Board of Chosen Freeholders has declared that it will supplement the insurance check for one (1) year.

**B. OTHER LEAVES**

1. In accordance with FMLA/NJFLA, leaves of absence, without pay, for documented medical reasons, will be granted for periods of up to three (3) months upon written request of the Employee. Up to an additional nine (9) months leave for medical reasons may be granted by the Employer in Three (3) segments of up to three (3) months each, for a total of twelve (12) months.

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

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

**C. PREGNANCY**

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

**D. MILITARY LEAVE**

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



## **E. ADMIMNISTRATIVE LEAVE**

Employees shall be allowed three (3) days off with pay annually for personal business that cannot be disposed of outside working hours, except that Employees hired on or after July 1, shall be entitled to only one (1) administrative leave day in the first calendar year of service. Administrative leave shall not be granted on premium holidays. It is understood that in order to maintain sufficient service levels (shift minimums), management reserves the right to deny a request for administrative leave if services would be interrupted, hindered or obstructed. Except in cases of emergency, requests for administrative leave shall be submitted at least twenty-four (24) hours in advance to the Warden. In the event of emergency situations when Administrative Leave is approved by the Warden with less than twenty-four hours' notice the Employee shall be required to submit supporting documentation of the absence within ten (10) working days.

The Warden may at his discretion waive the twenty-four (24) hour notice requirement with sufficient documentation and if circumstances warrant.

**ARTICLE XIII**  
**MANAGEMENT RIGHTS**

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

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

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

3. The right of management to make, maintain and amend such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety and/or the effective operation of the Department after advance notice thereof to the employees, and to require compliance by the Employees is recognized.

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

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

6. To lay off Employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non productive or for other legitimate reasons

**B.** In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the County, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and by law, and then only to the extent such specific and

express terms hereof are in conformance with the Constitution and the laws of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or restrict the County of its rights, responsibilities and authority under R.S. 40A or any other national, state or County law or regulations.

**ARTICLE XIV**  
**ASSOCIATION RIGHTS**

**A. INFORMATION**

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

**B. RELEASE TIME**

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

**C. BULLETIN BOARDS**

One (1) glass door and cased bulletin board (minimum size 2' x 4') shall be provided by the Employer for the exclusive use of the F.O.P. The location for the board shall be designated by the F.O.P., subject to the approval of the Warden.

**D. STATUTORY LEAVES**

Representatives of the F.O.P. shall be granted leave to attend all authorized conventions, conferences, and mini conferences as mandated by statute, to include but not be limited to NJSA 40A: 14-177

**E. RECOGNIZED REPRESENTATIVE**

The Employer will recognize and communicate with the F.O.P.'s designated representative for informational purposes pertaining to salary, benefits, or any other problems between employees and the County Treasurer's Office. The Treasurer's Office will be notified of the name of the representative.

**F. ASSOCIATION LEAVE.**

In addition to any leaves granted by statute, up to an aggregate total of twenty (20) days leave with pay per year shall be granted to representatives of the Association to attend conferences,

seminars and/or conventions which relate to Association business and are not formally covered under the NJ State Statute.

This includes preparation time for negotiations however; it does not include the negotiation time itself covered by N.J.S.A. Title 34.

The aforementioned twenty (20) aggregate days are the respective total in each year of this agreement for all representatives of the Association. It is not a total for each representative. The Executive Board of the Association shall designate the representatives and shall provide the Employer with reasonable notice prior to the date(s) of such leave(s).

#### **G. COMPUTER /TELEPHONE USE**

The Employer agrees to allow the F.O.P. to use the County computer systems and telephones for official business of the F.O.P. and for communication between the F.O.P. and the Employer.

#### **H. UNION REPRESENTATION DUTIES ON COUNTY PROPERTY**

Representatives of the FOP who are acknowledged by the employer, may be permitted to carry out Union representational duties on County property, in the case of an emergency or time sensitive issues, provided that this does not interfere with or interrupt normal County operations. It is understood that such business is not to be routinely discussed on County time, or on County property.

#### **I. FOP / MANAGEMENT MEETINGS**

Each party to this Agreement shall designate a representative to meet as necessary in order to promote harmonious labor relations by discussing and resolving problems of mutual concern. These representatives shall meet quarterly or by the request of either party if circumstances warrant such a meeting. Such meetings shall be held outside of normal work hours unless mutually designated otherwise

**ARTICLE XV**  
**RE-OPENER PROVISIONS**

**A.** In the event of a substantial modification of job function of a class of Employees, upon written request of the F.O.P., the contract will be re-opened on this issue only.

**ARTICLE XVI**  
**DUES DEDUCTION**

**A. AUTHORIZATION**

The Employer agrees to make payroll deductions of F.O.P. dues when authorized to do so by the Employee on the appropriate form. F.O.P. deductions shall be exclusive to Lodge #165. The amount of said deduction shall have been certified to the Employer by the Secretary / Treasurer of the F.O.P. The Employer shall remit the dues to the address designated by the F.O.P. no later than last day of the month following the calendar quarter in which such deductions are made (or earlier, if reasonably possible), together with a list of Employees from whose pay such deductions were made.

**B. SAVE HARMLESS**

The F.O.P. shall indemnify, defend and hold the Employer harmless against any claim, demands, suits or other forms of liability that shall arise out of fee deductions by the Employer for the F.O.P. which the Employer has remitted to the F.O.P. and reliance by the Employer on any representation made by the F.O.P. with respect to this Article. The Employer will give F.O.P. notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph.

**ARTICLE XVII**  
**REPRESENTATION FEE**

**A. PURPOSE OF FEE**

If an Employee covered by the terms of this Agreement does not become a member of the F.O.P. during any calendar year which is covered in whole or part by this Agreement, said employee will be required to pay a representation fee to the F.O.P. for the membership year. The purpose of this fee will be to offset the Employee's per capita cost of services rendered by the F.O.P. as majority representative.

**B. NOTIFICATION OF AMOUNT OF FEE**

1. Prior to the beginning of each membership year, the F.O.P. will notify the Employer of the amount of the regular membership dues, initiation fees and assessments charged by the F.O.P. to its own members for that membership year. The representation fee to be paid by non-members shall be determined by the F.O.P. and shall be up to 85% of that amount.

2. Such sum representing the fair share shall not reflect the cost of financial support or partisan political or ideological nature only incidentally related to the terms and conditions of employment, except to the extent that it is necessary for the majority representative to engage in lobbying activities designed to foster its policy goals in collective negotiations to secure for the employee it represents advances in wages, hours and other terms and conditions of employment in addition to those which are secured through collective negotiations with the Employer.

**C. CHALLENGING ASSESSMENT PROCEDURES**

1. The F.O.P. acknowledges and affirms that it has established a procedure by which a non-member Employee(s) in the unit can challenge the assessment, as in N.J.S.A. 34:13A-5.6.

2. In the event that the challenge is filed, the deduction of the fair share fee shall be held in escrow by the F.O.P. pending final resolution.

**D. DEDUCTION AND TRANSMISSION OF FEE**

**1. NOTIFICATION**

Once during each membership year covered in whole or in part by this Agreement, The F.O.P. will submit to the Employer a list of those Employees who have not become members of the F.O.P. for the then current membership year.



The Employer will then deduct from the salaries of each Employee (in accordance with paragraph#2 below) the full amount of the representation fee and will promptly transmit the amount so deducted to the F.O.P.

## **2. PAYROLL DEDUCTION SCHEDULE**

The Employer will deduct the representation fee in equal installments, as nearly as possible, from the paycheck paid to each employee on the aforesaid list during the remainder of membership year in question. The deductions will begin with the first paycheck paid:

- a. Ten (10) days after receipt of the aforesaid list or
- b. Thirty (30) days after the Employee begins his employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the Employer in a non-bargaining unit position was layoff, in which event the deductions will begin with the first paycheck paid ten (10) days after the resumption of the Employee's employment in a bargaining unit position whichever is later.

## **3. TERMINATION OF EMPLOYMENT**

If an Employee who is required to pay a representation fee terminates his employment with the Employer before the F.O.P. has received the full amount of representation fee to which it is entitled under this Article, the Employer will deduct the unpaid portion of the fee from the last paycheck paid to said Employee during the membership year in question.

## **4. MECHANICS**

Except as otherwise provided in this Article, the mechanics for the deduction of the representation fee and the transmittal of such fees to the F.O.P. will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the F.O.P.

## **5. CHANGES**

The F.O.P. will notify the Employer in writing of any changes in the list provided for in paragraph #1 above and/or the amount of the representation fees, and such changes will be reflected in any deductions made more than ten (10) days after the Employer received the notice.

## **6. NEW EMPLOYEES**

On or about the first day of each month, beginning with the month this Agreement becomes effective, the Employer will submit to the F.O.P. a list of all Employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include name, job titles and dates of employment for all such employees.

## **E. SAVE HARMLESS**

The F.O.P. shall indemnify, defend and hold the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of fee deductions by the Employer for the F.O.P. which the Employer has remitted to the F.O.P. and reliance by the Employer on any representation made by the F.O.P. with respect to the Article. The Employer will give the F.O.P. notice in writing of any claims, demand, suit or other form of liability in regard to which it will seek to implement this paragraph.

## **F. COMPLIANCE**

It is the intent of the parties, in entering into this Agreement, to fully comply with the rules and regulations of the Public Employment Relations Commission and the Public Employment Relations Commission Appeal board regulating agency fee deduction. To the extent any procedure established by these provisions is not in harmony with such rules and regulations, the parties agree to promptly negotiate a replacement clause to correct such deficiencies. All other non-affected clauses shall remain in full force and effect to the extent permitted by law.

**ARTICLE XVIII**  
**MAINTENANCE OF OPERATION**

**A.** It is recognized that the need for continued and uninterrupted operation of the County Correctional facilities is of paramount importance to the citizens of the County and that there should be no interference with such operations.

**B.** The F.O.P. covenants and agrees that during the term of this Agreement, neither the F.O.P. nor any person acting in its behalf will cause, authorize, engage in, sanction, any strike (i.e., the concerted failure to report for duty, or willful absence of an Employee from his position, or stoppage of work or abstinence in whole or in part from the full, faithful and proper performance of the Employee's duties of employment), work stoppage, slowdown, walkout, or other job action against the Employer. The F.O.P. agrees that such action would constitute a material breach of this Agreement. It is understood that Employees who participate in such activities may be subject to disciplinary action.

**C.** Nothing contained in this Agreement shall be construed to limit or restrict the County in its right to seek and obtain such judicial relief as it may be entitled to have before any court or administrative agency.

**ARTICLE XIX**  
**WORKING CONDITIONS AND SAFETY ITEMS**

**A. TRANSPORTATION**

1. Employees who are required to transport prisoners will, whenever possible and practicable, be selected to be same sex as the prisoner to be transported.
2. At no time shall any one officer be required to transport more than three (3) prisoners. Minimum security prisoners are excluded from this provision. Minimum security prisoners are defined as Road Gang/Outside Detail workers.
3. All official vehicles provided by the Employer for utilization of employees in the performance of their duties will at a minimum be solid screened caged vehicles.
4. Official vehicles provided by the Employer for the utilization of the employees will be radio equipped and will be properly maintained by the Employer.
5. Official vehicles provided by the Employer will all comply with emergency vehicle light designation. All vehicles will be equipped the same and placement of equipment will be the same. The only change to this will be if mutually agreed upon between GCCSA/PBA #122/GCSOA and Employer due to new technology or vehicle model changes.

**B. SCHEDULED TRAINING**

The employer shall provide training which is aimed at skill development and improvement in order to afford employees greater opportunity for performance improvement and promotional growth, in addition to early recertification.

Equitable training opportunities shall be given to all employees covered by this agreement at the discretion of the Warden or his designee.

For scheduled training and/or instruction of training, including yearly recertification's, each employee's schedule shall be adjusted to accommodate such training.

A schedule adjustment during the same pay period as the training day will be utilized for this accommodation. A training day for the purpose of this agreement shall be considered equivalent to one (1) work day (to include travel/meal time) for scheduled training and/or

instruction of training, including yearly recertification's for four (4) hours or more excluding in-service training conducted at or by the GCDOC Training Department.

Members of this Agreement shall continue to instruct without interruption at various academies, schools and special events whenever requested.

### **C. BALLISTIC/STAB RESISTANT VESTS**

All Employees shall be issued Bullet/Stab resistant vest. Bullet/Stab resistant vest panels shall be replaced by the Employer according to manufacturer recommendations (expiration date) and shall be equivalent to the stopping power of department issued caliber. Vest carriers shall be replaced by the Employer on an as needed basis by a purchase order voucher system. Bullet/Stab resistant vests are required to be worn while on duty in uniform.

### **D. AMMUNITION AND TARGETS**

Employees who qualify with a hand weapon will be furnished with not less than ten (10) targets and two hundred (200) rounds of reloaded ammunition per year, subject to manufacturer availability.

### **E. RIOT EQUIPMENT**

The Employer will provide adequate riot gear and equipment to help facilitate the quelling of disturbances by inmates.

### **F. INNOCULATIONS/ SCREENING**

The Employer will make a hepatitis inoculation, influenza inoculations, and hepatitis C screening available to all Employees on a voluntary basis and without charge. The FOP will provide to the employer a list of Lieutenants each year who are willing to participate in the above mentioned inoculations/screening. This is a voluntary participation by the employees and supply availability may apply. The screening if requested shall be performed by the employee's primary care physician or in the case of workmen's compensation, by the authorized workmen's compensation physician.

## **G. ENTRUSTED FUNDS**

Employees shall not be responsible for funds entrusted to their care unless upon a finding of willful negligence or willful misconduct.

## **H. PORTABLE RADIOS**

The Employer agrees to issue all Employees covered by this agreement a new or fully functional portable two-way radio, microphone and home charger. All repairs/replacements shall be provided by the Employer.

## **I. WORKING ENVIRONMENT**

The employer shall continue to make reasonable provisions for the health and safety of its employees during the hours of their employment and shall continue to provide employees with any wearing apparel, tools, devices, or cleaning supplies reasonably necessary in order to ensure a reasonable safe and healthful place of employment as outlined in the County Human Resources Manual Chapter 8, Section 1. The proper use of this equipment is mandatory on the part of all employees and any employee who refuses to comply with a health and safety regulation shall be subject to discipline. Employees shall not be required to work under conditions which present an imminent hazard to health and safety not detailed as normal work performance as outlined in Article XVIII C.

## **J. HEALTH AND SAFETY COMMITTEE**

The FOP shall designate a representative to be a member of and attend all scheduled committee meetings to review occupational safety and health concerns or hazards affecting the employees, to discuss possible remedies or programs for such problems and to make recommendations concerning improvement or modification of conditions regarding health and safety. The Employer will schedule a meeting of the committee during working hours and the FOP representative shall suffer no loss of regular straight time pay to attend.

## **K. ON THE JOB INJURY**

In the event of an on the job injury, the Employer and the employee shall follow the guidelines of the Gloucester County Human Resources Manual Chapter 8, Section 2. Time off required for medical attention on the actual date of such injury shall not be charged against the employee's accumulated sick leave unless the Workers Compensation investigation finds the claim not valid.

## **L. HEALTH HAZARDS**

Any employee required/requested to transport or is in contact with any person carrying or having an infectious disease shall be notified of such in advance, if known. The Employer agrees to take all reasonable precautions regarding protection for the employee. If a health hazard is not known until after an employee's contact, the Employer shall notify the employee as soon as possible, and any required medical exams and/or treatment shall be provided by the Employer at no cost to the employee and without loss of pay if during working hours.

## **M. ORGANIZATIONS/MEMBERSHIPS**

If the Board of Chosen Freeholders relinquishes authority of the Department, each member of this bargaining unit shall continue to be members and participate/attend meetings/events/conventions without interruption using training days for the following organizations: American Correctional Association, American Jail Association, New Jersey County Jail Wardens Association, County Training Advisory Council, East Coast Gang Investigator Association, New Jersey Association of Counties, Mid Atlantic States Correctional Association, New Jersey Department of Corrections, Police Intelligence Group, Gloucester County Intelligence Group and the Sheriffs Association of New Jersey, NJ State Police, New Jersey Regional Operations and Intelligence Center (ROIC), the Department of Homeland Security, Middle Atlantic-Great Lakes Organized Crime Law Enforcement Network (MAGLOCLLEN), Regional Information Sharing Systems (RISS), and the Administrative Office of the Courts.

**ARTICLE XX**  
**EMPLOYEE RIGHTS**

**A. PERSONNEL RECORDS**

1. Employees covered by this Agreement shall be entitled to inspect their personnel file upon request and by appointment.

2. Prior to the placing of any material in the Employee's personnel file which could have an adverse effect on the employment status, the Employee shall be given the opportunity to review such materials. The Employee shall acknowledge that he has had an opportunity to review such material by affixing his signature to the copy to be filed, with the express understanding that such a signature does not necessarily indicate agreement with the contents thereof. The Employee may also submit a written response to such materials within ten (10) calendar days after he has reviewed same, and his response will be included in the Employee's personnel file.

**B. DISCIPLINE**

Discipline of an employee shall be imposed only for just cause. The terms of this Article shall not apply to provisional employees or employees serving their working test period. Employees serving their working test period shall retain all rights under the Merit System Laws, Rules or Regulations.

Discipline under this Article is defined by N.J.A.C.4A:2-22, Gloucester County Human Resources Manual Chapter 7 Section 3, N.J.S.A.11A-20, N.J.S.A:10A:31-4 and N. J.S.A.40A: 14-181. It is understood that demotions or discharges resulting in layoff or Department of Personnel bumping procedures shall not be construed as discipline. Except in extreme cases of misconduct, discipline shall be intended as corrective and shall be progressive in nature. The Employer may promulgate a memorandum of specific prohibited conduct which is subject to disciplinary action. Each act will contain a separate schedule of progressive sanctions intended to be corrective in nature.

1. Types of Discipline:

- a. Minor Discipline: Formal written reprimand or a suspension or fine of five (5) working days or less
- b. Major Discipline: Suspension or fine for more than five (5) working days at any one time.



2. Investigations: All internal investigations, administrative and/or criminal and all minor/major disciplinary charges, shall comply with all relevant state statutes and policies, including but not limited to the Attorney General's Guidelines and any amendments of that Guideline, Title 11 and Title 40.

3. Charges: Employees are obligated to comply conscientiously with all rules and regulations of the Employer, provided such rules do not conflict with the express provisions of this Agreement and are not otherwise unlawful or improper. Employees may be disciplined as set forth in accordance with a promulgated disciplinary policy. When the Employer or his/her designee imposes discipline, written notice of such discipline shall be given to the employee. Such notice shall contain the specific regulation violated and the nature of the charge, a general description of the alleged acts and/or conduct upon which the charge is based and the nature of discipline. If charges are to be brought, they shall be in accordance with the applicable statutes including the forty-five (45) day rule.

4. Hearings: Any employee who has been charged with major discipline shall be entitled to a hearing. Any employee who receives a preliminary notice of major disciplinary action pursuant to Civil Service Department of Personnel rules shall be allowed Five (5) days in which to request a departmental hearing. Such hearings shall be conducted within Thirty (30) days after service of charge, prior to the suspension, unless, in the judgment of the Employer or his/her designee, the offense is of such a serious nature that the suspension should commence prior to any hearing. The hearing shall be conducted by a person outside the department to determine the validity of the charges and all such hearings shall be recorded. Prior to any departmental interview, the employee shall be afforded the opportunity for Association representation/legal counsel and the interview shall be delayed until such representation/legal counsel is present.

5. Representation: An employee is entitled to have Association appointed representation/legal counsel at any disciplinary investigation/hearing and the rights as defined by the "Law Enforcement Protection Act", "Weingarten", "Garrity" and "Loudermill". Employees, who are required as witnesses at such hearings as well as the Association representative, shall suffer no loss of regular straight time pay to appear a such investigation/hearing.

6. Appeals: All appeals shall follow the normal established procedure for each disciplinary action. The Appeals process for minor discipline, as defined as a formal written reprimand or suspension or fine of five (5) working days or less is through the grievance procedure. The Appeals process for major discipline, as defined as a suspension or fine for more than (5) five working days at any one time is the Office of Administrative Law.

7. Limitations on Drug and Alcohol Testing: Employees may be subject to drug and alcohol testing only as required and in accordance with the Attorney General's Guidelines and the Gloucester County Human Resources Manual Chapter 7, Section 6 and Chapter 5, Section 10. The Employer reserves the right to create an addendum to specifically deal with the Department of Corrections Personnel, provided it is in compliance with the Attorney General's Guidelines for testing.

### **C. RE-EMPLOYMENT RIGHTS**

Permanent Employees who sever employment relations with the Employer shall have the right to return to their former position within thirty (30) days of the effective date of separation with no, loss of salary, benefits or seniority. Employees who separate for more than thirty (30) days will not receive credit for contractual benefits lost upon their resignation. The foregoing is in addition to any re-employment rights to which the Employee may be entitled through Department of Personnel procedures

### **D. LEGAL REPRESENTATION**

Whenever an Employee covered by this Agreement is a defendant in any action or legal proceeding arising out of and directly related to the lawful exercise of police powers, except in cases of disciplinary proceedings brought against an Employee by the County, or criminal proceedings instituted as a result of a complaint on behalf of the County, said employee will be permitted to select an attorney from a panel of attorneys selected by the Office of the County Counsel.

Reasonable fees for such representation will be paid by the County. In cases of disciplinary proceedings brought against the Employee by the County or in cases of criminal proceedings instituted as a result of a complaint on behalf of the County, the County will pay the reasonable attorney fees, as determined by County counsel, for the selected attorney, or for the attorney designated from the aforementioned panel if such disciplinary or criminal proceedings

are dismissed or finally determined in favor of the Employee. Attorney fees shall not be reimbursed in connection with the settlement of disciplinary grievances, either prior to or during the course of arbitration unless the settlement specifically provides otherwise.

**ARTICLE XXI**  
**MISCELLANEOUS PROVISIONS**

**A. HEALTH HAZARDS**

Any Employee required/requested to transport or be in contact with any person carrying or having an infectious disease shall be notified of such in advance, if known. The Employer agrees to take all reasonable precautions regarding protection for the Employee. If a health hazard is not known until after an Employees contact, the Employer will notify the Employee as soon as possible, and any medical exams and/or treatment will be provided by the Employer at no cost to the Employee.

**B. NOTIFICATION OF SHIFT CHANGE**

Employees shall receive at least two (2) weeks notice of any proposed total shift change.

**C. NON-DISCRIMINATION**

There shall be no discrimination by the Employer or the F.O.P. against any Employee because of the Employee's membership or non membership in the F.O.P. Neither the Employer nor the F.O.P. shall discriminate against any Employee because of race, creed, age, sex, marital status or national origin. The employer shall comply with the mandatory provisions of relevant State and Federal laws prohibiting discrimination in the workplace.

**D. SEPARABILITY**

If any provision of this Agreement or any application of this Agreement to any Employee or group of Employees is held to be contrary to law, then such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

**E. EVALUATIONS**

Each employee covered by this agreement may be evaluated in writing at least once a year or as required by the Civil Service Department of Personnel rules and regulations or other such legal mandates. Performance evaluations will be conducted by the Employer or his/her designee as outlined in the Gloucester County Human Resources Manual Chapter 7, Section 1.

## **F. SENIORITY**

Seniority list will be developed and posted within Thirty (30) days of the signing of this agreement and shall be presumed to be accurate unless a question is raised by an individual, or the Association on behalf of the individual, within Ten (10) calendar days of the posting. Seniority defined as certified time in the job classification title as "County Corrections Lieutenant " as listed with New Jersey Department of Personnel. Seniority shall apply to all issues related to shift bidding, job bidding, voluntary overtime, Provisional appointments shall not be made except as provided in N.J.S.A.11 A:4-13 and the N.J.A.C. Chapter 4.

Any employee may exercise seniority to bid for vacancies on shift assignments and job positions provided that the Employers criteria for job qualifications are met. The Employers criteria for job qualifications include the employee's entire personnel record. Once a shift assignment(s) or job position(s) is vacant, the Employer has Ten (10) days to post the vacancy. All vacancies in shift assignments and job position shall be posted for bid (10) days prior to selection, after the posting time has expired. The Employer shall then post the name of the person filling the assignment or position within Ten (10) days after the posted bid time for the vacancy has expired. The assignment or position shall then be filled within Twenty (20) days of the selection. The individual filling said for the vacancy has expired. The assignment or position shall then be filled within Twenty (20) days of the selection. The individual filling said position must be able to physically fill said position in that twenty (20) day period (excluding Bereavement, vacation, or sick leave).

In the event any shift assignment or job position which may occur, that individual shall be given Ninety (90) days to demonstrate that he/she has the ability to perform the task. An employee shall be given reasonable opportunity to correct deficiencies prior to the end of the Ninety (90) day period which shall be documented, given, and reviewed with the employee in an evaluation.

While on leave of absence as provided by law, Employees shall continue to accrue job classification seniority. However, an Employee on unpaid leave of absence shall not accrue job classification seniority.

## **G. MERIT SYSTEM EXAMINATIONS**

Lieutenants who are scheduled to take open competitive examinations for the position in which the Lieutenant is provisional, or to take promotional examinations administered by the Department of Personnel of the State of New Jersey, for positions in County Corrections, shall be granted time off with pay to take such examinations if they are scheduled during the work shift of the Lieutenant. Such privileges may not be abused.

## **H. RETROACTIVE**

The retroactive aspects of this Agreement, including salary and economic benefits, shall apply solely to those Employees on the payroll of the Employer on or after January 1, 2017.

The new rate of pay shall take effect within 28 days following execution of this Agreement. The retroactive payments shall be completed within 30 days following the execution of this Agreement.

The Employer will issue to each Employee on the payroll from January 1, 2017 until this Agreement is executed an itemized list of all retroactive monies owed to the Employee for each calendar year with one separate check.

## **I. LAYOFFS/DEMOTIONS**

- a. The County will not layoff beyond the current staffed positions nor demote without just cause Employees of this bargaining unit but will only consider attrition of the workforce if needed.
- b. The County stipulates that a break in service will be consistent with the length of the collective bargaining agreement, meaning if the county recalls a laid-off employee for employment, the employee shall be retained and compensated in the same position they were laid off in.

**ARTICLE XXII**  
**FULLY BARGAINED CLAUSE**

**A.** This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues, including all previous settlements and arbitration awards, which were or could have been subject of negotiations in accordance with the E.E.R.A. (Title 34). Therefore, the four corners of this contract prevail.

**B.** During the term of this Agreement, neither party will be required to negotiate with respect to any such matter. Any dispute regarding this section shall be determined solely by P.E.R.C.

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

**ARTICLE XXIII  
DURATION**

A. This Agreement shall be effective January 1<sup>st</sup>, 2017 and continue through December 31, 2022 subject to the F.O.P.'s right to negotiate a successor Agreement.

B. Negotiation for a successor Agreement shall commence during the month of April 2022 by either party to this Agreement notifying the other in writing of its decision to modify or extend the provisions of this Agreement.

**IN WITNESS WHEREOF, THE EMPLOYER AND THE F.O.P. HAVE CAUSED THIS AGREEMENT TO BE EXECUTED BELOW.**

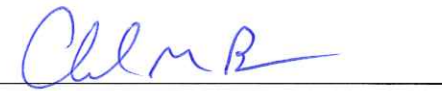
**GLOUCESTER COUNTY  
SUPERIOR OFFICERS ASSOCIATION  
FRATERNAL ORDER OF POLICE  
LODGE #165**

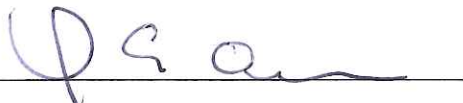
**BOARD OF CHOSEN FREEHOLDERS/  
ADMINISTRATOR OF THE COUNTY  
OF GLOUCESTER**

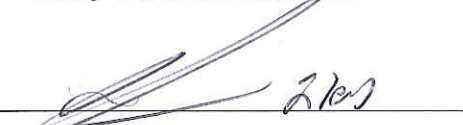
By:   
Stephen Bajewicz, Lieutenant

By:   
Robert M. Damminger, Director

By:   
Joseph Bene, Lieutenant

By:   
Chad M. Bruner, Administrator

By:   
Larry Owens, Lieutenant

By:   
Michael Williams, Lieutenant

DATE: \_\_\_\_\_

DATE: 5/19/17



## SALARY SCHEDULE "A"

The Salary Guide is divided into TIER 1 Employees - those Employees hired prior to January 1, 2011 - and TIER 2 Employees - those Employees hired after January 1, 2011. Salary increases are granted effective January 1<sup>st</sup> of each year:

<b>Tier 1</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Lieutenants	\$118,743	\$121,118	\$123,541	\$126,011	\$128,531	\$131,102
Captain	\$121,662	\$124,095	\$126,577	\$129,109	\$131,691	\$134,325

Note: 2184 hours/year effective 9/1/11 - 2011 salary was adjusted accordingly. The salary amount identified above is for 2184 hours/year.

**Tier 2:** Correction Officers hired after January 1, 2011 shall qualify for the second tier salary guide that provides, once promoted into the bargaining unit he/she shall earn no less than \$6,500 over the highest Correction Sergeant Pay Step.

Warden: If the Department of Corrections merges with any other County department or agency, the current Warden shall be covered by the four (4) corners of this agreement. Under this circumstance, if Warden is included in contract, the Warden shall be paid no less than \$7,500 more than the Captain's salary or if there is no Captain no less than \$10,500 a Lieutenant's salary. Annual across the board increase for the Warden shall be no less than 2% January 1<sup>st</sup> of each year; however, subject to the management evaluation process, the Warden's salary increase could be greater. Furthermore, the Warden's position may be eliminated thru attrition upon current Warden's retirement.

**APPENDIX "A"**

**MODIFIED EIGHT HOUR SHIFT SCHEDULE**

EIGHT HOUR SCHEDULE(s)

0500, 0600, 0700, 0800, 0900, 1000, 1130 (flex schedule)

<b>Sunday</b>	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>	<b>Saturday</b>
<b>X</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>X</b>

**X = OFF**

**D = WORK DAY**

The work week under the modified eight (8) hour shift schedule shall consist of one eight (8) hour shift and four eight and a half (8.5) hour shifts inclusive of one (1) thirty (30) minute meal break.

**APPENDIX B**  
**UNIFORM, CLOTHING AND EQUIPMENT ISSUE**

Initial issue for all Employees:

3 each	Class B pants and Class B short sleeve shirts
1 each	Class A long sleeve shirt and Class A pants
1	All purpose jacket with liner
1	Sweater
1	Pair of shoes (replacement given every other year)
1	Hat
2 *	Badges
2 *	Nameplates (GOLD)
1 *	I.D. Wallet
1 *	Garrison belt (BRASS BUCKLE)
1 *	Raincoat
1 *	Hat Badge
1 *	Tie

A Department I.D. will be issued to each Employee covered by this agreement upon their retirement. The I.D will stipulate the rank and name of the retired Employee and shall have no expiration date.

After the initial issue is received, Employees will be responsible to replace and maintain the uniform at no cost to the Employer. Items marked with an (\*) will be the responsibility of the Employer to replace as needed.

Additional issue for all Employees who carry a Firearm:

1	Holster
1	Sam Brown belt (BRASS BUCKLE)
1	Double ammo pouch (BRASS SNAPS)
1	Pair of handcuffs with case and key (BRASS SNAPS)
1	PR-24 with carrier
4	Belt keepers (BRASS SNAPS)

The Employer at its discretion may change the uniform(s) but any costs associated with a uniform change will be the total responsibility of the Employer.

**APPENDIX "C"**  
**DENTAL**

The dental plan programs are semi-voluntary with the County of Gloucester contributing fixed amount of a total of thirty-one (\$31.00) dollars toward the monthly premium regardless of the plan.

The following is based on the 2011 existing costs to the County of Gloucester and the Employees who wish to participate. These following costs to the employee are automatically deducted from their bi-weekly payroll check.

**DELTA DENTAL PREMIER PLAN:**

	GC Monthly Premium	Cost to Employee
One (1) party	31.50	.50
Two (2) party	58.69	27.29
Three (3) party	107.26	76.26

**DELTA CARE/ FLAGSHIP PLAN:**

One (1) party	24.17	.00
Two (2) party	46.03	15.03
Three (3) party	74.15	43.15

One party is single coverage

Two parties is husband and wife or parent and child

Three parties is family or parent and children

For contract years 2012, 2013, 2014, 2015 and 2016, an Addendum shall be added to this Agreement Appendix "A" showing each year's rates and costs as they become effective. For contract years 2012-2016, an addendum to appendix A shall be provided upon request.

THE END