

*Contract no. 960*

7

**AGREEMENT**  
**AMONG**  
**OCEAN COUNTY BOARD OF CHOSEN FREEHOLDERS**  
**AND**  
**OCEAN COUNTY SHERIFF**  
**AND**  
**TEAMSTERS LOCAL #97 REPRESENTING**  
**COMMUNICATION OPERATORS**

**April 1, 1992 - March 31, 1994**

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## AGREEMENT

This Agreement, made this 5th day of August, 1992 between the Ocean County Board of Chosen Freeholders and Ocean County Sheriff, hereinafter jointly referred to as "Employer", and Teamsters Local #97, which organization has been certified by the Public Employment Relations Commission as an appropriate bargaining unit, hereinafter referred to as the "Union". When the term "Communications Operator" or "Employee" is used in this Agreement, each designation shall be interchangeable and have the same meaning and effect.

### WITNESSETH

WHEREAS, the Public Employment Relations Commission has certified the Teamsters Local #97 as the exclusive representative for the purpose of collective negotiations with respect to wages, hours, terms and other conditions of employment, for those Communications Operators in the Ocean County Sheriff's Department set forth in the certification to the Public Employment Relations Commission and employed by the County of Ocean and all rules and regulations of the New Jersey Department of Personnel.

NOW, THEREFORE, the County, the Sheriff, and the Union mutually agree as follows:

### ARTICLE I

#### PURPOSE

The purpose of this Agreement is to set forth herein all terms and conditions of employment to be observed between the parties hereto.

### ARTICLE II

#### RECOGNITION

##### A. Unit

The County and Sheriff hereby recognize Teamsters Local #97 as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for all provisional and permanent civilian Communications Operators and civilian Communications Operator Trainees employed in the Ocean County Sheriff's Department, but excluding all other employees.

##### B. Modification

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

## ARTICLE III

### MANAGEMENT RIGHTS

A. The Sheriff and Board hereby retain and reserve unto themselves, without limitations, all powers, rights, authority, duties and responsibilities conferred and vested in them prior to the signing of this Agreement by the laws and Constitutions of the State of New Jersey and of the United States; including, but without limiting the generality of the foregoing, the following rights:

1. All management functions and responsibilities which the Sheriff and Board have not expressly modified or restricted by a specific provision of this Agreement.
2. The right to establish and administer policies and procedures related to personnel matters, control activities, training, operational functions, performance of services and maintenance of the facilities and equipment within the Department.
3. To reprimand, suspend, discharge or otherwise discipline employees.
4. To hire, promote, transfer, assign, reassign, lay-off, and recall employees to work.
5. To determine the number of employees and the duties to be performed.
6. To maintain the efficiency of employees; to establish, expand, reduce, alter, combine, consolidate, or abolish any job or job classification, department or operation or service.
7. To determine staffing patterns and areas worked, to control and regulate the use of facilities, supplies, equipment, materials and any other property of the Department.
8. To determine the number, location and operation of divisions, the assignment of work, the qualifications required, the performance standards and the size and composition of the work force.
9. To subcontract for any existing or future services as determined necessary by the Sheriff and Board.
10. To make or change departmental rules, regulations, policies, and practices consistent with the specific terms and provisions of this Agreement.

11. And otherwise to generally manage the affairs of the department, attain and maintain full operating efficiency and productivity and to direct the work force.

The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Sheriff and Board shall only be limited by the language of this clause.

In recognition of the rulings of the Courts of New Jersey the parties recognize that the exercise of managerial rights is a responsibility of the Sheriff and Board on behalf of the taxpayers and that the Sheriff and Board cannot bargain away or eliminate any of its managerial rights. Therefore, no grievance may be filed under this Agreement which in any way interferes with, undermines or restricts the exercise of any managerial right by the Sheriff and Board or any of its authorized managerial executives or supervisory personnel.

#### ARTICLE IV

#### GRIEVANCE PROCEDURE

##### Definitions

A "grievance" is a claim by an officer or the Union, based upon interpretation, application, or violation of this Agreement, affecting an employee or group of employees.

An "aggrieved person" is the person or persons or the Union making the claim.

1. The grievant or the Union must file a grievance within fifteen (15) days of its occurrence.

2. Grievances may be initiated at the step of the procedure at which relief can be granted.

##### Purpose

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

##### Procedure

1. Time limits - The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Level One - Division Commander (Captain) - An employee with a grievance shall first discuss it with his Division Commander, either directly or through the Union's designated representative, with the objective of resolving the matter informally.

3. Level Two - County Sheriff - If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) working days after the presentation of the grievance, he may file the grievance in writing with the Union within five (5) working days after the decision at Level One or ten (10) working days after the grievance was presented, whichever is sooner. Within five (5) working days after receiving the written grievance, the Union shall refer it to the Sheriff.

4. Level Three - County Administrator - If the aggrieved party is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) working days after the grievance was delivered to the Sheriff, whichever is sooner, he may request in writing that the Union submit his grievance to the County Administrator for disposition.

5. Level Four - Arbitration - Within ten (10) days, if the aggrieved party is not satisfied with the disposition of his grievance at Level Three, he may request in writing that the Union submit his grievance to Arbitration. If the Union determines that the grievance is meritorious, it may submit the grievance to arbitration within twenty (20) days after receipt of a request by the aggrieved person.

Within ten (10) days after such written notice of submission to arbitration, the County and the Union shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to PERC by either party. The parties shall then be bound by the rules and procedures of PERC.

The arbitrator's decision which shall be in writing and shall be submitted to the County and the Union shall be final and binding on the parties.

In the event that arbitrability of a grievance is at issue between the parties, jurisdiction to resolve the issue shall rest solely with the arbitrator selected in accordance with the provision of this Article.

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 County and the Union. Any other expenses incurred shall be paid by the party incurring same.

An arbitrator shall be empowered to hear only one grievance for each appointment he or she receives; provided, however, that in the event there is more than one grievance presented and the grievances arise out of the same set of facts or involve the same materially and substantially identical issues, a single arbitrator shall be empowered to adjudicate all such grievances. It is expressly understood and agreed that the grievance procedure shall be the sole and exclusive remedy for all grievances which are arbitrable under this Agreement.

#### Rights of Employees to Representation

1. Employees and Union - Any aggrieved person may be represented at all stages, except at Level One, of the grievance procedure by himself, or, at his option, by representative(s) selected or approved by the Union. When an employee is not represented by the Union, the Union shall have the right to be present and to state its views at all stages of the grievance procedure.

2. No Reprisals - No reprisals of any kind shall be taken by the County or by any member of the administration against any party in interest, any representative, any member of the Union, or any other participant in the grievance procedure by reason of such participation.

#### Miscellaneous

1. Written Decisions - Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Levels Two and Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Union. Decisions rendered at Level Three shall be in accordance with the procedures set forth in the Section.

2. Separate Grievance File - 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 of the participants.

3. Forms - Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents shall be prepared by the Union and given appropriate distribution so as to facilitate operation of the grievance procedure.

4. Meetings and Hearings - All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designate or selected representatives, heretofore referred to in this Article.



ARTICLE V

NO STRIKE CLAUSE

During the period of time of this Agreement and notwithstanding any change in existing law, the Union and its employees shall not have the right to engage in any slowdown, work stoppage, strike or similar type of concerted action activities. The sole method for resolving any disagreement concerning this Agreement or any other elements of employment relationship shall be covered by the procedure contained in this Agreement or legal remedies available to the parties that do not constitute strikes or work stoppages.

The Union agrees that if any type of concerted activity occurs as noted above, the Union will immediately take all necessary steps to terminate such activities and will condemn such activities.

ARTICLE VI

NON-DISCRIMINATION

The parties agree that they will comply with all State and Federal statutes regarding discrimination.

ARTICLE VII

HOLIDAYS

Each full-time employee covered by this Agreement shall enjoy the following holidays with pay, to be observed on the dates annually specified by the Board of Chosen Freeholders:

Martin Luther King Day	Columbus Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	General Election Day
Good Friday	Thanksgiving Day
Memorial Day	Thanksgiving Friday
Labor Day	

In addition, each full-time employee covered by this Agreement shall enjoy as holidays January 1st, July 4th, and December 25th of each year. If the Board of Chosen Freeholders designates a different date for the County celebration of these three holidays, said designation shall not apply to members of this bargaining unit.

All unit employees required to perform duties on any of the holidays enumerated above, plus Easter Sunday, shall be compensated at a rate equal to two and one-half times (2 1/2x) the rate of pay which would apply on a normal work day for all hours worked on the holiday; e.g., an individual working sixteen (16) hours on one of the designated holidays shall receive a total of forty (40) hours pay of straight-time for that holiday. For example, an employee with an hourly rate (straight-time) of \$10.00 shall receive \$400.00 pay for working 16 hours on that holiday.

## ARTICLE VIII

### SICK LEAVE

A. Sick leave shall accumulate at the rate of one and one-quarter (1 1/4) days per month credited in hours in the first year of service, commencing on the first month or major portion thereof from the date of hire. It is assumed that employee shall remain in the service of the County for the remainder of the calendar year, and the total number of sick days, pro-rated, shall be credited to the employee in hours. If separation occurs, before the end of the year, and more sick leave has been taken than appropriated, on a pro-rated basis, the per diem rate of pay for the excess days shall be deducted from the final pay. Sick leave shall accumulate from year to year with an additional fifteen (15) days credited in hours to the employee at the beginning of each successive calendar year. Days lost due to injury or illness arising out of or caused by County employment for which the employee has a claim for Worker's Compensation, shall not be charged to sick leave. Paid holidays occurring during a period of sick leave shall not be charged to sick leave.

B. Employees in the bargaining unit are also eligible for coverage under the County's reimbursement for unused sick days at retirement policy. This policy provides for reimbursement for unused sick days at retirement on the basis of one-half (1/2) pay for earned and unused sick leave hours to a maximum of \$12,000. Employees are responsible for following all of the conditions and controls of this policy and all pertinent forms must be submitted to the Department of Employee Relations at least sixty (60) days prior to the date retirement commences. Employees have a choice of selecting either a lump sum payment or payments spread over a three (3) year period.

All other proper and authorized leaves as provided in the rules of the New Jersey Department of Personnel shall be recognized and constitute a part of this Agreement.

## ARTICLE IX

### VACATION TIME

Vacation Leave will be granted to each full-time employee in hours on the following basis:

1. For an employee with no more than twelve (12) months of service...one (1) day, in hours, for each calendar month employed.

2. For an employee who has served one (1) year and one (1) day up to a total of four (4) years...twelve (12) working days, in hours, per year.

3. For an employee who has served four (4) years and one (1) day up to eleven (11) years...fifteen (15) working days, in hours, per year.

4. For an employee who has served eleven (11) years and one (1) day up to nineteen (19) years...twenty (20) working days, in hours, per year.

5. For an employee who has served nineteen (19) years and one (1) day...twenty-five (25) working days, in hours, per year.

New full-time employees, both provisional and permanent, shall earn, but are not permitted to use, vacation leave during the first three months of employment. Employees who are not retained at the conclusion of the three month period shall not be entitled to any leave accumulated during that time.

Each employee shall be informed of his/her vacation time thorough utilization of the County's computer system. Any employee leaving the service of the County shall have unused vacation time paid to him/her on a pro-rated basis. If separation of service occurs, unearned vacation time used will be deducted from the employee's last pay along with any other unearned time that the employee has utilized.

#### ARTICLE X

##### LONGEVITY PAY

Effective January 1, 1992, Longevity Pay for all classified permanent employees covered by this Agreement will be based upon the schedule set forth below:

7 years	3.0% of base salary
12 years	4.6% of base salary
17 years	5.7% of base salary
22 years	6.5% of base salary
27 years	7.3% of base salary
32 years	8.0% of base salary

#### ARTICLE XI

##### OVERTIME

A. Overtime shall be compensated at the rate of time and one-half (1 1/2x) for each hour actually worked in an overtime status. Overtime payment shall commence after completion of eight (8) hours work in a work day or forty (40) hours in a work week. Sick days, legal holidays and vacation days constitute compensable days for the purposes of computing overtime. All other days, other than workdays, sick days, legal holidays, and vacation days will not be utilized as compensable days for the computation of overtime. All overtime must be authorized by the Sheriff or his designee.

B. The Sheriff or his designee, at his discretion, may require a doctor's certificate for any sick day taken by an employee during a period within which the employee has worked overtime and the sick day was actually used as a compensable day for the purposes of computation of overtime.

C. Any employee called to work will be guaranteed three (3) hours overtime (1 1/2x). The three (3) hour call out overtime guarantee shall only apply to those instances where the employee has completed his/her regular shift and is called to return to work after the completion of a regular shift.

## ARTICLE XII

### HOSPITAL, SURGICAL AND MAJOR MEDICAL BENEFITS

All employees covered by this Agreement shall be permitted to enroll in a County paid health plan after the first month following three (3) months of employment.

The eligible employee may select traditional hospitalization, medical/surgical, with Major Medical insurance. There shall not be a change in this existing plan except in the case of a new plan that is equivalent or better.

In the alternative, employees may opt for coverage under any existing HMO with supplemental coverage or other such HMO plans as may be made available by the County subject to all rules, regulations, limitations, or restrictions which apply to those plans.

Should the County choose to provide coverage through participation in the New Jersey Health Benefits Plan, the Union recognizes that coverage as "equivalent or better".

The eligible employee may change his/her coverage from traditional hospitalization, medical/surgical, with Major Medical insurance to any existing HMO, or vice versa, only during an announced open enrollment each year after having enrolled in the former plan for a minimum of one (1) full year.

Regardless of their selection employees are specifically ineligible for any deductible reimbursement.

When a member of this bargaining unit is granted the privilege of a leave of absence without pay for illness, health coverage under articles providing for hospital, surgical and major medical, family dental plan, and family prescription plan, will continue at County expense for the balance of the month in which the leave is granted plus up to an additional three (3) months. After that time has lapsed, if necessary, coverage for an additional period of eighteen (18) months may be purchased by an employee under the COBRA Plan.

In the case of consecutive leaves of absence without pay, it is understood and agreed that the responsibility of the County to pay for benefits remains limited to the original period of up to four (4) months.

ARTICLE XIII

FAMILY DENTAL PLAN

Members of this bargaining unit, after the first of the month following three (3) full months of employment, shall be eligible for a Family Dental Plan contracted for with Blue Cross/Blue Shield or other suitable dental care provider.

The Family Dental Plan will be made available to eligible employees, spouses, and children to age 19 and will be experience-rated. The maximum total cost for services per patient per benefit year is limited to \$1,000. There will be a \$25.00 deductible per patient per benefit year, to be paid by the employee, for up to the first three members of each family. However, this deductible is not applicable to preventive and diagnostic services as described below.

The County of Ocean will be financially responsible for the percentages of cost indicated next to each class of dental care service:

Preventive and diagnostic (x-rays, cleaning, check-up, etc.) . . . . .	100%
Treatment and therapy (Fillings). . . . .	80%
Prostodontics and periodontics, inlays, caps and crowns, oral surgery (ambulatory) . . . . .	50%
Orthodontics (limited to \$800. per patient over a 5 year period) . . . . .	50%

ARTICLE XIV

FAMILY PRESCRIPTION PLAN

Effective January 1, 1989, members of this bargaining unit, after the first of the month following three (3) full months of employment, shall also be eligible for a family prescription plan contracted for with Blue Cross/Blue Shield or other suitable provider. Coverage will be for the employee, spouse and children to age 23 and will include oral contraceptives. Employees will be responsible for a \$2.00 co-pay per prescription.

Effective January 1, 1993, members of this bargaining unit, after the first of the month following three (3) full months of employment, shall also be eligible for a comprehensive Family Prescription Plan. Coverage for legend prescription drugs will be provided for the employee, spouse and children to age 23 and will include contraceptives. Employees will be responsible for a \$3.00

co-payment for generic equivalent drugs and a \$6.00 co-payment for all brand name drugs (regardless of the availability of a generic substitute) per prescription.

ARTICLE XV

VISION CARE

Vision Care benefits will be afforded to all members of the bargaining unit in accordance with the provisions as set forth in the "Guidelines for Ocean County Vision Service Plan".

ARTICLE XVI

PERSONAL LEAVE

Each employee may be eligible for three (3) days of Personal Leave, which may be used for personal business which cannot be conducted after the work day. Use of Personal Days shall require forty-eight (48) hours notice, except in the case of any emergency. The employee must have the permission of his/her immediate supervisor before Personal Leave can be taken. Personal Leave shall not be unreasonably denied. For new employees in their first calendar year of service, Personal Leave shall be granted as follows:

<u>Date of Initial Hire</u>	<u>Amount of Personal Leave</u>
January 1 thru April 30	3 days
May 1 thru August 31	2 days
September 1 thru October 31	1 day
November 1 thru December 31	0 days

Employees hired on or after October 1 through October 31 of their first calendar year in service may use the one Personal Day to be awarded to them after two (2) months of service, but must use the day prior to the end of the calendar year. Except for employees hired on or after October 1 through October 31 of their initial calendar year of service, no employee shall be entitled to use Personal Leave until he/she has worked three (3) months for the County.

Personal Days shall not be carried over from one calendar year to the next and must be used in increments of one full day.

ARTICLE XVII

EXTENDED HEALTH BENEFITS

The Board agrees to continue Blue Cross/Blue Shield, and Major Medical coverage, or Medigroup Shoreline HMO, or such other medical plan as may hereafter be substituted in accordance with the terms of this Agreement, plus Family Prescription Plan, for members of this bargaining unit who take a P.E.R.S. retirement after twenty-five (25) or more years of service to Ocean County. Coverage will continue through the balance of the calendar year during which the P.E.R.S.

retirement becomes effective and for two (2) full calendar years thereafter. For example, if an eligible employee retires in April 1992, extended coverage will continue through December 31, 1994.

The type of coverage in place at the time of retirement may not be upgraded. For example, an eligible employee who enjoys "Parent and Child(ren)" type coverage at the time of retirement may not subsequently have that coverage changed to "Family" coverage. Further, the Union agrees that the Department of Employee Relations will be notified of any changes in individual circumstances which may permit a reduced level of coverage.

All other employee benefits with the exception of those specifically described above shall terminate upon retirement in accordance with the customary practices.

#### ARTICLE XVIII

##### TUITION REIMBURSEMENT

Members of this bargaining unit are eligible to be reimbursed for college tuition, subject to the Ocean County Tuition Reimbursement Policy (ER 701-86).

#### ARTICLE XIX

##### NO STRIKE CLAUSE

During the period of time this Agreement is in effect and notwithstanding any change in existing law, the Union and its employees shall not have the right to engage in any slowdown, work stoppage, strike or similar type of activity. The method of resolving any disagreement concerning this Agreement or other elements of the employment relationship shall be covered by the procedure contained in this Agreement.

#### ARTICLE XX

##### SEVERABILITY CLAUSE

If any part, clause, portion or article of this Agreement is subsequently deemed by a Court of competent jurisdiction to be illegal, such clause, portion or article may be deleted and the remainder of the Agreement not so affected shall continue in full force and effect absent the affected clause.

#### ARTICLE XXI

##### UNILATERAL CHANGES

There shall not be any unilateral changes in the terms and conditions of this Agreement. Any changes made in this Agreement shall be done with the mutual consent of the parties. However, unless specifically provided in this Agreement, neither party shall be required to re-negotiate any part of this Agreement until the expiration of said Agreement.

## ARTICLE XXII

### BEREAVEMENT PROVISION

All employees shall have up to three (3) days leave in the event of a death of a spouse, common-law spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandchild, uncle or aunt of the employee, or any other member of the immediate household. One (1) day leave will be given to attend the funeral services of a spouse's aunt, uncle, or grandparent.

Such leave will not be taken until the immediate supervisor is notified of the instance of bereavement. The Employer may require proof of loss of a decedent whenever such requirement appears reasonable. Bereavement leave is specifically provided to allow eligible employees time to make necessary arrangements and attend funeral services. Therefore, bereavement leave must include one of the following days:

Date of death

Any day of viewing

Date of interment

Day of religious or memorial service

In no event shall any part of bereavement leave occur more than fifteen (15) days from the date of death. Abuse of the Bereavement Provision shall be cause for disciplinary action.

## ARTICLE XXIII

### SENIORITY

Seniority shall be defined as an employee's length of unbroken continuous service with the Sheriff's Department. Seniority shall begin to accumulate from the employee's first day of employment as adjusted by a break in continuous service.

## ARTICLE XXIV

### AGENCY SHOP

The County and the Communications Operators agree that an Agency Shop provision as passed into Law Ch 477 PL 1979 NJSA which grants the Teamsters Local #97 a representative fee of 85% of the Union dues for non-members, shall be implemented and made part of this Agreement. The Union agrees to comply with all aspects of the law in the application of this statute as written.



ARTICLE XXV

CHECK-OFF OF DUES

Following the successful completion of the ninety (90) day probationary period, the Employer agrees to deduct from the earnings of each member of Teamsters Local #97 membership dues when said employee has properly authorized such deductions in writing. The Union will indemnify, defend, and save harmless the County against any and all such claims, demands, suits or other forms of liability that shall arise out or of by reason of action taken by the County in reliance upon salary deduction authorization cards submitted by the Teamsters to the County. The County will forward all dues deduction monies collected on a monthly basis to the Secretary-Treasurer of Teamsters Local #97. A list of the names of deductees will be forwarded annually.

ARTICLE XXVI

SALARY

1. Effective April 1, 1992 the salaries of all employees covered by this Agreement shall be as set forth in Appendix A which is attached hereto and made a part hereof.

2. The minimum salary for Trainee is as follows:

Effective 8/5/92 - \$16,000.

Effective 4/1/93 - \$16,500.

3. The minimum salary for Communications Operator is as follows:

Effective 8/5/92 - \$17,000.

Effective 4/1/93 - \$17,500.

ARTICLE XXVII

FULLY BARGAINED CLAUSE

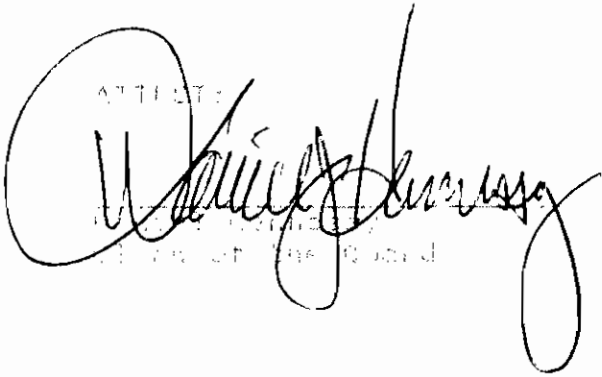
This Agreement contains the entire understanding of the parties. There are no representations, promises or warranties other than those set forth herein.

ARTICLE XXVIII

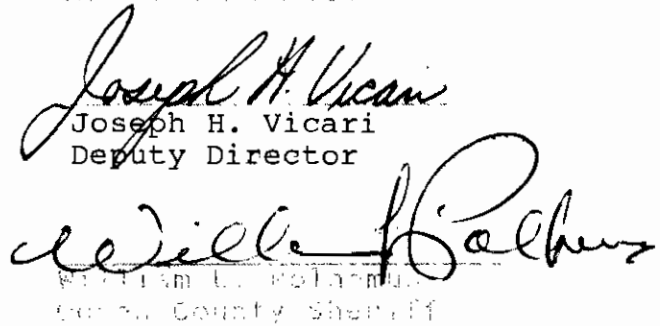
DURATION

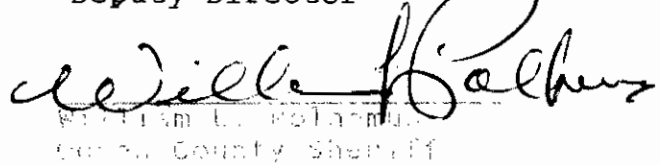
The duration of this Agreement shall be from April 1, 1991, through March 31, 1994, and its terms shall remain in full force and effect until a successor Agreement is negotiated.

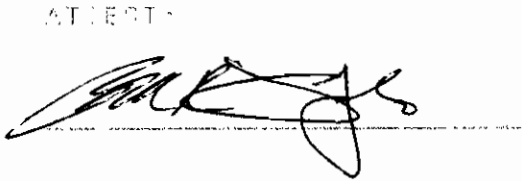
IN WITNESS WHEREOF, the parties have set their hands and seals this \_\_\_\_\_ day of \_\_\_\_\_, 1992.

ATTEST:  
  
William L. Polan  
General County Sheriff

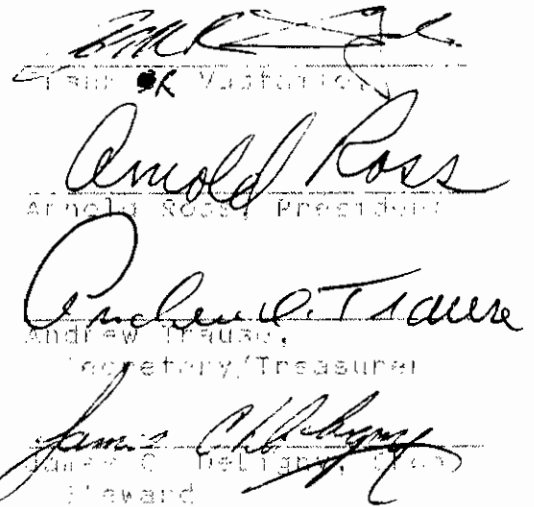
OCEAN COUNTY BOARD OF  
CHIEF OF POLICE

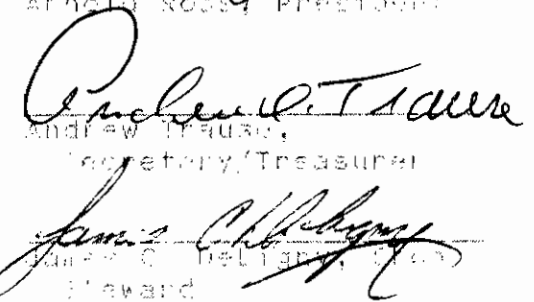
  
Joseph H. Vicari  
Deputy Director

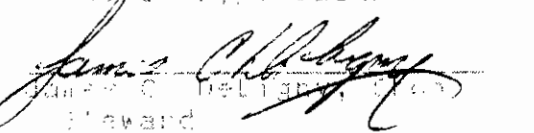
  
William L. Polan  
General County Sheriff

ATTEST:  


POP TEAMSTERS Local #10

  
Arnold Ross, President

  
Andrew Trause,  
Secretary/Treasurer

  
James C. Delaney, Steward

8/6/92  
dated

APPENDIX A

<u>NAME</u>	<u>4/1/92</u>	<u>10/1/92</u>	<u>4/1/93</u>	<u>10/1/93</u>
Berner	\$19,975.	\$20,225.	\$21,034.	\$21,384.
Buckley	\$17,350.	\$17,600.	\$18,304.	\$18,654.
Conley	\$17,650.	\$17,900.	\$18,616.	\$18,966.
De Benedetto	\$18,850.	\$19,100.	\$19,864.	\$20,214.
Deligny	\$22,100.	\$22,350.	\$23,244.	\$23,594.
Heilner	\$17,650.	\$17,900.	\$18,616.	\$18,966.
Jones	\$19,975.	\$20,225.	\$21,034.	\$21,384.
Mazzi	\$21,050.	\$21,300.	\$22,152.	\$22,502.
Mc Namara	\$19,975.	\$20,225.	\$21,034.	\$21,384.
O'Neill	\$20,515.	\$20,765.	\$21,596.	\$21,946.
Pace	\$17,350.	\$17,600.	\$18,304.	\$18,654.
Sommeling	\$17,350.	\$17,600.	\$18,304.	\$18,654.
Somodi	\$19,975.	\$20,225.	\$21,034.	\$21,384.
Summerton	\$17,650.	\$17,900.	\$18,616.	\$18,966.
Tompkins	\$19,975.	\$20,225.	\$21,034.	\$21,384.
Walczak	\$20,515.	\$20,765.	\$21,596.	\$21,946.