

Contract # 1966

AGREEMENT

BETWEEN

MONMOUTH COUNTY SHERIFF and
MONMOUTH COUNTY BOARD OF CHOSEN FREEHOLDERS

and

MONMOUTH COUNTY CORRECTION OFFICERS ASSOCIATION, INC.
P.B.A. LOCAL 240

NOVEMBER 1, 1994 through DECEMBER 31, 1997

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PREAMBLE

THIS AGREEMENT, effective as of the first day of January, 1994, by and between the Monmouth County Sheriff [hereinafter referred to as the "Employer" or the "Sheriff"], the Monmouth County Board of Chosen Freeholders [hereinafter referred to as the "Employer-Funding Agent" or the "County"], and the Monmouth County Correction Officers Association, Inc., PBA Local No. 240 [hereinafter referred to as the "Association" or the "PBA"], is designed to maintain and promote a harmonious relationship between the Sheriff, the County of Monmouth and those employees who are within the bargaining unit defined herein in order that more efficient and progressive public service may be rendered.

ARTICLE 1
RECOGNITION

The Sheriff and the County hereby recognize the Association as the sole and exclusive majority representative within the meaning of the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et seq., for collective negotiations concerning salaries, hours of work and other terms and conditions of employment for all employees in the following job classification: County Correction Officer.

ARTICLE 2
UNION SECURITY

Section 1. Upon receipt of a written authorization from an Employee [which may be revoked by an Employee in writing and according to law] the County agrees to deduct the regular monthly dues of the Association from such Employee's pay and to remit such deduction in accordance with current remittance practice to the Association as designated by the Employee in writing to receive such deductions. The Association will notify the County in writing the exact amount of such regular membership dues to be deducted.

Section 2. The Association agrees to indemnify and hold the County harmless against any and all claims, suits, orders or judgments brought or issued against the County with regard to the dues checkoff, except for any claims that result from negligent or improper acts of the Employer or its agents.

Section 3. If an Employee covered by this Agreement does not become a member of the Association during any membership year which is covered by this Agreement, that Employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the Employee's per capita cost of services rendered by the Association as majority representative. The Association will notify the County of any Employee who has elected to not become a member of the Association so that a representation fee can be

then deducted.

Section 4. Prior to the beginning of each membership year, the Association will notify the County in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be equal to eighty-five (85%) percent of that amount.

Section 5. The County will deduct the representation fee in equal installments as nearly as possible, from the paychecks paid to each Employee on the aforesaid list during the remainder of the membership year in question and until such time as a new Agreement is executed.

Section 6. If an Employee who is required to pay a representation fee terminates employment with the County before the Association has received the full amount of the representation fee to which it is entitled under this Article, the County will deduct the remaining unpaid portion of the fee from the last paycheck paid to said Employee.

Section 7. Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible be the same as those used for the deduction and transmission of regular membership dues to the Association.

Section 8. The Association will notify the County in writing of any changes in the list provided for in Paragraph 1

above and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than ten (10) days after the County received said notice.

Section 9. On or about the last day of each month, beginning with the month of this Agreement becomes effective, the County will submit to the Association, 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 names, job title and dates of employment for all such Employees.

Section 10. The Association agrees to establish and maintain a "demand and return" system whereby Employees who are required to pay the representation fee in lieu of dues may demand the return of the "pro rata share", if any, subject to refund in accordance with the provisions of N.J.S.A. 34:13A-5.4, as amended. The demand and return system shall also provide that Employees who pay the representation fee in lieu of dues may obtain review of the amount paid through full and fair proceedings placing the burden of proof on the Association. Such proceedings shall provide for an appeal by either the Association or the Employee to the review board established for such purposes by the Governor in accordance with N.J.S.A. 34:13A-5.4, as amended.

ARTICLE 3
ASSOCIATION RIGHTS

Section 1. The PBA shall be allocated sixty (60) days of paid leave per year for attendance at PBA meetings and conventions. Leave pursuant to this provision shall be granted upon written authorization submitted by the PBA president to the Warden, or designee, indicating the name or names of the attending individuals and the date or dates on which their absence will be required.

Section 2. In order to facilitate the scheduling, advance notice of the use of leave time shall be provided and, in the case of scheduled meetings, such advance notice shall be given at least three (3) weeks prior to scheduled meetings.

Section 3. The PBA shall be provided with office space in the Monmouth County Correctional Institution. Upon completion of construction of expanded facilities, the parties shall review the placement of the PBA office. The PBA shall be responsible for its own telephone bills in its office.

Section 4. Before participating in any Association meeting or conference, any guest speaker, attorney, consultant or other person not employed by the Sheriff or the County must have administrative clearance before entering the Monmouth County Correctional Institution.

Section 5. The President of the PBA, or designee, shall have the right to visit the County facilities in order to

represent or service Employees covered by this Agreement. These visitation rights shall not unreasonably interfere with County operations.

ARTICLE 4
MANAGEMENT RIGHTS

Section 1. It is recognized that the Employer has and will continue to retain the rights and responsibilities to direct the affairs of the Monmouth County Correctional Institution in all of its various aspects.

Section 2. Among the rights retained by the Employer are the rights to direct the working forces; to plan, direct and control all the operations and services of the jail; to determine the methods, means, organization and personnel by which such operations and services are to be conducted; to contract for and subcontract out services; to relieve Employees due to lack of work or for other legitimate reasons; to make and enforce reasonable rules and regulations to change or eliminate existing methods, equipment, or facilities; provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement and that a grievance may be filed by the Association alleging such conflict.

ARTICLE 5
STRIKES AND LOCKOUTS

Section 1. Neither the Association nor any officers, agents or Employees will instigate, promote, sponsor, engage in, or condone any strike, slowdown, concerted stoppage of work or any other intentional interruption of the operations of the Monmouth County Correctional Institution for any reason.

Section 2. Any Employee who violates the provisions of this Article may be discharged or otherwise disciplined pursuant to the rules and regulations of the New Jersey Department of Personnel and statutes applicable thereto.

Section 3. The Employer shall not engage in any lockouts.

ARTICLE 6

HANDBOOK AND WORKRULES

Section 1. The parties understand that they are bound by the personnel handbook issued by the County of Monmouth to the extent that it is not inconsistent with any provisions hereof.

Section 2. The Employer may establish reasonable and necessary rules of work and conduct for Employees. Such rules will be equitably applied and enforced.

Section 3. The Employer has developed an Employee rule book setting forth work rules, regulations and discipline procedures. Each Employee shall be provided with a copy of such rule book.

Section 4. Any proposed new rules, regulations or procedures or any changes in rules, regulations or procedures which directly affect the terms and conditions of employment shall be negotiated with the PBA.

ARTICLE 7

DISCIPLINE

Section 1. Employees may be discharged or otherwise disciplined for just cause.

Section 2. An Employee given the opportunity to appear at a hearing on disciplinary charges shall be given written notice of the hearing, the specific charges to be heard, and the anticipated extent of possible disciplinary action at least five (5) working days prior to the hearing.

Section 3. The PBA shall be provided with the same notice at the same time as the Employee.

Section 4. An Employee shall have the right of representation at any disciplinary hearing.

Section 5. An Officer's prior disciplinary record, other than major offenses, shall not be considered in imposing disciplinary penalties for subsequent offenses if the Officer's record has been free of disciplinary offenses for over one calendar year prior to the subsequent infraction. For purposes of this Section, a major offense is defined as a non-attendance offense which results in a penalty suspension.

Section 6. Any employee ordered or required to appear before the Employer or any legitimate agent thereof for interview or interrogation who had reason to believe that disciplinary charges may be brought against them as a result of said appearance shall have a right to request and receive a PBA Local

240 representative prior to the commencement of said interview or interrogation.

ARTICLE 8
GRIEVANCE PROCEDURE

Section 1. The purpose of this procedure is to secure equitable solutions to problems which may arise from time to time affecting Employees as a result of the interpretation or application of this Agreement between the Employer and the Association.

Section 2. A grievance shall mean a complaint that there has been a violation, misinterpretation or inequitable application of any of the provisions of this Agreement, or any dispute concerning terms and conditions of employment.

Section 3. The Association shall process grievances in the following manner:

Step 1. The Association shall present the grievance under Step 1 to the Administrative Captain or, if the grievance is not subject to the jurisdiction of the Administrative Captain, the Association shall present the grievance to the immediate supervisor. The grievance shall be presented in writing within ten (10) working days of its occurrence and a response will be given within seven (7) working days of its receipt.

Step 2. If the Association is not satisfied with the decision of the Administrative Captain, or immediate supervisor at Step 1, the grievance shall be presented in writing to the Warden within seven (7) working days after the Step 1 answer is received or due. The Warden shall, within seven (7) working days

of the receipt of the grievance, arrange a meeting with the Association and provide a written answer to the grievance within three (3) working days after the date of such meeting.

Step 3. If the Association is not satisfied with the decision of the Warden under Step 2 of the procedure, then the grievance shall be presented in writing to the Director of Corrections within seven (7) working days after the Step 2 answer is received or due. The Director of Corrections shall, within seven (7) working days of the receipt of the grievance, arrange a meeting, which meeting shall occur within seven (7) working days thereafter, with the Association and provide a written answer to the grievance within three (3) working days after the date of such meeting.

Step 4. If the Association is not satisfied with the decision of the Director of Corrections under Step 3 of the procedure, then the grievance shall be presented in writing to the next level of authority within seven (7) working days after the Step 3 answer is received or due. For the purpose of this grievance procedure, the next level of authority shall be considered the Sheriff. The Sheriff shall, within seven (7) working days of the receipt of this grievance, arrange a meeting, which meeting shall occur within seven (7) working days thereafter, with the Association. The Sheriff shall give the Association a written answer to the written grievance within three (3) working days after the date of such meeting.

In the event the grievance is not settled at Step 4 of

this procedure, the Association may elect to proceed through the New Jersey Department of Personnel or through Step 5 of this grievance procedure. However, upon election of either procedure, the choice of the Association then becomes exclusive in nature and neither it nor the affected Employee can later avail themselves of the procedure not used.

Step 5. If the grievance is still unsettled, the Association may request arbitration within fifteen (15) days after the reply of the Sheriff is received or due. Arbitration shall be through the Public Employment Relations Commission, the expense of which shall be shared equally by the Employer and the Association. The decision of arbitration shall be final and binding to both parties. The Arbitrator shall be governed by the terms of this Agreement and shall add nothing to nor subtract anything from this Agreement.

Section 4. The time requirements established herein may only be relaxed by mutual agreement.

Section 5. A grievance may be initiated at the lowest step where authority to remedy the said grievance exists.

ARTICLE 9

SALARY

Section 1. Employees shall be compensated in accordance with the salary guide included as Appendix A and attached hereto.

Section 2. With the exception of 1st year employees whose compensation and salary guide movement shall be discussed hereinafter, employees shall move from one step to the next on the salary guide as of January 1st of each year. However, it is understood and agreed that no movement on the salary guide shall take effect on January 1, 1998 until such time as a successor Agreement has been negotiated and ratified by both parties. Further, both parties agree that salary guide figures and steps are reopen for negotiations for the year of 1998.

Section 3. The parties agree that there are nine (9) employees who shall continue to earn salaries above the range of the adopted salary guides. Those employees shall receive annual salary increases in accordance with the agreed upon percentage or amounts as reached by the parties and as are reflected and listed as part of Appendix A, attached hereto. Further, there are an additional twelve (12) employees who shall be paid off guide until 1997, at which time they shall be paid on the top of the salary guide at Step 9.

Section 4. For all new employees, the starting salary for the duration of this Agreement shall be twenty thousand

dollars (\$ 20,000) prior to their completion of the Academy. Upon completion of the Academy, employees shall be compensated for the duration of this Agreement at the rate of twenty-two thousand dollars (\$ 22,000). The employees shall then remain at that rate until the January 1st following the first full year of employment after Academy completion.

ARTICLE 10

UNIFORM AND MAINTENANCE ALLOWANCE

Section 1. Each employee shall be provided with an annual uniform and maintenance allowance for the duration of this Agreement in the amount of one thousand dollars (\$ 1,000) per annum, paid in a lump sum payment with the first paycheck in January.

Section 2. Newly hired Employees shall receive uniform allowance in quarterly pro rated payments beginning with the first paycheck of January, April, July and October, and continuing through the end of the calendar year in which they successfully complete training at the Police Academy. Thereafter they will receive the payment as set forth in Section 1.

Section 3. New officers shall receive full compliment of necessary clothing to satisfy Police Academy training requirements as set forth by the Employer's rules and regulations.

Section 4. Any item of clothing which is damaged in the line of duty shall be replaced at no cost to the Employee, payable on the last pay period of the year. However, there shall be no replacement payment if the Employee has expended less than \$ 400.00 during the year for replacement of clothing or for equipment. Any claim for replacement must be substantiated with proof of expenses in excess of the limit herein set.

Section 5. Any increase in uniform or maintenance allowance extended to Superior Officers of the Department of Corrections during the term of this agreement shall cause this Article to be reopened and the parties shall renegotiate same.

ARTICLE 11
COLLEGE INCENTIVE

Section 1. Since the Sheriff and the County of Monmouth recognize the value of trained Correction Officers, they hereby agree to pay any officer covered by this Agreement additional compensation in the amount of \$25.00 per year of college credit that is obtained by an officer after January 1, 1984 and while employed by the Sheriff or the County. The credit must be from an accredited college and in a course that will be of value to the person in the performance of work for the Employer. The Director of Corrections shall approve those courses which qualify.

Section 2. Prior to registration in a course, an Employee must obtain approval to attend the course if additional payment is sought. A committee consisting of representatives of the Sheriff's Office, the Personnel Office and the PBA shall review and approve proposed courses. Payment shall not be made without prior approval, which approval shall not be unreasonably withheld.

Section 3. The County shall establish an arrangement with the New Jersey Correction Officers Academy and Mercer County Community College, similar to the existing arrangement between Brookdale Community college and the Monmouth County Police Academy, under which the Academy or the College will automatically provide the County with transcripts for creditable

courses successfully completed.

ARTICLE 12
LONGEVITY PAY

[If, during the term of this Agreement, the Board of Chosen Freeholders grants longevity pay benefits to any bargaining unit over which it has direct and final authority as the employer, the parties shall reopen negotiations on the issue of longevity.]

ARTICLE 13
HOURS OF WORK

Section 1. The regular hours of work each day shall be consecutive, except for interruptions for meal periods and coffee breaks. A day shall consist of eight (8) hours of work on or off premises. Said period shall include two fifteen (15) minute breaks and a thirty (30) minute period for a meal.

Section 2. The work week shall consist of five (5) consecutive eight (8) hour days as defined herein. Said eight (8) hour periods multiplied by five (5) days shall be equivalent to forty (40) hours and a full work week.

Section 3. Work schedules showing employees' shifts, work days and hours shall be posted on all department bulletin boards.

Section 4. The Employer agrees to maintain the time clock as of the effective date of this Contract for the purposes of determining when an employee commences his work day and when the employee completes the same. The Employer agrees to maintain the time clock in operation during the period of this Agreement.

ARTICLE 14

OVERTIME, CALL-IN TIME AND COURT TIME

Section 1. Overtime.

(a) Definition. Overtime is defined as any time worked in excess of the regular work week of forty (40) hours as defined in Article 13 of this Agreement.

(b) Compensation. Overtime work shall be compensated at the rate of one and one-half (1 1/2) times the employee's regular hourly rate of pay.

(c) Scheduling and Assignment of Overtime. Overtime shall be assigned on a voluntary seniority rotation basis first and, if there are insufficient volunteers to meet manning requirements, it shall be assigned on an involuntary inverse seniority basis in accordance with Section 4, herein.

(d) There shall be a five (5) minute tolerance at punch out time with no necessity to or accumulation of compensation for overtime purposes. All time from five minutes and one second (5:01) to ten minutes (10:00) shall be recorded and shall be accumulated to one (1) hour, at which time overtime shall be paid. Punch out beyond ten minutes (10:01, etc.) shall be recorded and shall accumulate to one (1) hour, as above, except that the officer may be required by administration to supply a written report explaining the reason for the late punch out.

Section 2. Call-In Time.

In the event that an employee is called in or back to duty during time off, compensation shall be at one and one-half (1 1/2) times regular rate of pay for four (4) hours or for all hours worked, whichever is greater.

Section 3. Court Time.

All off-duty court appearances shall be compensated at one and one-half (1 1/2) times the employee's regular rate of pay for two (2) hours, or for all hours worked, whichever is greater.

Section 4. A preferred list of volunteers for overtime shall be developed between the Administration of the jail and the PBA specifying the following:

- a. officers who wish to work beyond their shift; and
- b. officers who wish to work on their scheduled days off.

In the event volunteers for overtime cannot be secured, then the Warden shall require officers on the shift to be held over until the shift can be filled with qualified personnel.

Officers shall be held over in the inverse order of seniority with the officer with the least seniority being first until the shift is rotated through.

ARTICLE 15

INSURANCE

Section 1. It is agreed that the County may implement a medical Point of Service (POS) insurance plan as is or has been studied by the special committee of employees specifically established to conduct such study. Upon completion of said study and selection of a carrier by said committee and the County, the County shall have the right to implement such plan without further negotiations. Whereas it is the County's intention to encourage employee in such POS program, employee participation in said plan shall be at no premium cost to the employee with all premiums being borne by the County.

Section 2. The County shall continue to maintain a traditional indemnity medical insurance program, as is currently provided on a self-insured basis and administered by BPA. However, any employee opting to participate in such program shall be responsible for a portion of the premium costs, the amount to be jointly determined later, and made through automatic payroll deductions.

Section 3. The traditional indemnity medical insurance program shall not be offered to employees hired as of July 1, 1994 and thereafter.

ARTICLE 16

VACATIONS

Section 1. Each employee shall be entitled to annual vacation leave, depending upon said employee's years of service with the County, as follows:

<u>YEARS OF SERVICE</u>	<u>VACATION</u>
Up to 1 year	1 day per month worked
2nd through 5th year	12 working days
6th through 12th year	15 working days
13th through 20th year	20 working days
21 or more years	25 working days

Section 2. An employee who was employed for more than six (6) months during the first calendar year of employment shall have that year included in the computation for years of service under Section 1 hereof.

An employee who was employed for six (6) months or less during the first calendar year of employment shall not have that year included in the computation under Section 1 hereof.

Section 3. Seniority shall govern the scheduling of all vacations.

ARTICLE 17

PERSONAL, SICK AND MATERNITY LEAVE

Section 1. Personal Leave. Except where the schedule does not permit, the Warden or designee shall allow up to three (3) personal days to be taken on any Monday through Friday. Personal days on weekends shall be allowed only under unusual circumstances. Except under emergency circumstances, all requests for personal days off shall be made at least five (5) working days prior to scheduling a personal day off.

Section 2. Sick Leave. Pursuant to adopted County leave policy, the Employer shall advance fifteen (15) sick leave days in accordance with New Jersey Department of Personnel regulations on same.

Section 3. Pregnancy Leave. An employee who requests leave with or without pay by reason of disability due to pregnancy shall be granted such leave under the same terms and conditions as those applicable for sick leave or leave without pay. Sick or vacation leave may be used for pregnancy disability leave. An employee must exhaust all accrued sick leave to be eligible for the County Temporary Disability Compensation Plan.

Section 4. Child care may be granted to employees under the same terms and conditions as provided under Family Leave which provides for a maximum leave of 12 weeks in any 24 month period.

Section 5. An employee may request an unpaid leave of

absence for up to six (6) months pursuant to New Jersey Department of Personnel regulations. An employee may make application for an extension of the initial six (6) month leave pursuant to New Jersey Department of Personnel regulations.

ARTICLE 18

HOLIDAYS

Section 1. The following days shall be recognized and observed as paid holidays:

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

Section 2. When a holiday falls during employee's vacation or regular day off, said employee shall be given compensatory time off at the regular rate of pay or may receive one (1) extra day's pay at straight time in lieu of the compensatory time off.

Section 3. If an employee works on a holiday, there shall be given an option of choosing either to be paid at the rate of time and one-half plus holiday pay or to receive a compensatory day off to be scheduled at a future time.

Section 4. Any other holidays granted generally to County employees by resolution of the Board of Chosen Freeholders, the Governor of the State of New Jersey or the President of the United States shall also be granted to all persons covered by this Agreement.

Section 5. The scheduling of compensatory time off shall be governed by seniority and shall be subject to the approval of the Warden or designee.

ARTICLE 19
DEATH IN FAMILY

Section 1. The Employer agrees to grant up to five (5) days leave to an Employee due to the death of an Employee's parent, spouse, child or step-child.

Section 2. The Employer agrees to grant up to three (3) days leave to an Employee due to the death of a parent-in-law, sister, brother, grandparent, grandchild, foster child or other member of the immediate household.

ARTICLE 20

WORKERS' COMPENSATION

Section 1. Any officer injured while on duty will be compensated at full pay while out of work for the same injury and under the care of a physician for a maximum of one (1) year.

Section 2. It is understood that the employee shall endorse the Workers' Compensation checks received from the insurance company over to the County Treasurer.

Section 3. It is understood that if the employee receives an award relative to the job-incurred injury from Workers' Compensation Court, the employee shall reimburse the County the extent of the difference between salary paid by County and temporary disability payment made by Workers' Compensation.

Section 4. It is understood by the parties that Workers' Compensation benefits are governed by statute and that the provisions of this Article are set forth for informational purposes. Therefore, complaints arising under Sections 2 and 3 of this Article shall not be subject to the contractual grievance procedure.

ARTICLE 21

PERSONNEL

Section 1. A sufficient number of personnel shall be assigned to each shift to permit the secure operation of the facility and to assure adequate coverage for the health and safety of the employee.

Section 2. Should an opening become available on a shift, it shall be posted on the bulletin board for five (5) days so that officers may bid for said opening. Seniority shall be considered as the final determinant.

Section 3. The Warden reserves the right to assign staff to any position when needed. Special assignments requiring special skills and expertise shall be assigned on the basis of an evaluation of training, education and skill necessary for successful completion of the assigned tasks. However, in no case shall shift changes be used to discriminate against officers.

ARTICLE 22

WEAPONS QUALIFICATION AND TRAINING

Section 1. The Employer shall continue to provide the twice yearly mandatory firearms range qualification program for Correction Officers.

Section 2. In the event that the Employer provides training programs for Correction Officers in accordance with State regulations and guidelines, participation in such training programs shall be mandatory.

Section 3. Participation in training programs over an above regular working hours shall be compensated at the overtime rate.

Section 4. The Employer requires one-hundred and twenty-five (125) firearms-qualified officers for operational needs. Any officer qualified prior to May 25, 1992, shall be allowed to maintain that status, but there shall be no replacements on the qualification roster until the number of qualified officers falls below 125.

ARTICLE 23
TRANSPORTATION

Section 1. The parties agree that penal transportation encompasses a variety of details. By way of examples, the following general categories have been identified in conjunction with the transportation of prisoners assigned to or in the custodial care of the County of Monmouth:

a. Monmouth County Court House (transportation to and from County Jail and Court House, custodial responsibility within the Court House, and escort duties to and from the holding area within the Court House and the respective courtrooms.).

b. Inmate transportation to and from all other penal institutions outside of the County (State, Federal, other Counties), Out of State prisoner transport, Witness Protection Program transport, Transportation to and from other penal institutions and courts (Other Countries, State, Federal).

c. Transportation of prisoners to and from hospitals and specific mental and/or physical detention facilities.

d. Transportation of inmates to and from treating physicians, dentists, medical technicians, and the like.

e. Transportation to treatment clinics (not detention in nature).

Section 2. The parties agree that the Corrections Department shall be responsible for all transportation duties as may relate to and be performed under categories (sub sections)(b)

and (c), as stated herein above.

Section 3. The Corrections Department shall be eligible to fill vacancies as may occur within categories (sub sections) (a), (d) and (e), as stated herein above, if, and only if, replacements are not available to fill said assignments from within the department of responsibility.

Section 4. Any new categories other than those listed herein above in Section 1, shall be discussed with the PBA prior to the assignment of responsibilities as may be related thereto, prior to their implementation and assignment.

Section 5. The decision as to the number of Employees accompanying a prisoner during a transport shall be made by the appropriate supervisor.

Section 6. Whenever it is necessary to transport any prisoner at night or to transport a prisoner who is charged with or has been convicted of a high misdemeanor, a minimum of two (2) Employees shall accompany the prisoner during the transport.

ARTICLE 24

PAYCHECK RELEASE

Section 1. Paychecks for the midnight to 8:00 a.m. shift shall be available on Thursday, to be released to Employees actually working on said shift prior to 8:00 a.m. on Friday morning. It is understood that in order to implement this process, the Finance Department must be notified in writing by the Warden prior to noon on that Thursday.

ARTICLE 25
PROBATIONARY PERIOD

Section 1. New employees permanently appointed shall serve a twelve (12) month probationary period and as governed by Chapter 176 of the New Jersey Laws of 1988.

Section 2. The Employer has the right to remove an employee during such probationary period for cause.

Section 3. The Employer has the right to deny permanent status to any probationary employee at the conclusion of said probationary period, in which case and at such time, said employee's employment shall be terminated.

Section 4. Exercise of the rights provided in Section 3 above shall not be subject to the contractual grievance procedure. The County shall hold the PBA harmless for its agreement with and adherence to this section.

ARTICLE 26

JOINT SAFETY AND FACILITY COMMITTEES

Section 1. A Joint Safety Committee shall be established consisting of membership of both Management and PBA

Section 2. The parties shall establish a Facilities Committee consisting of one (1) representative of the Director, one (1) representative of the Sheriff, one (1) representative of the County and two (2) representatives of the PBA. The Facilities Committee shall review questions and issues concerning facilities as they arise.

ARTICLE 28

MAINTENANCE OF STANDARDS AND SAVINGS

Section 1. It is the intention of the parties hereto that during the term of this Agreement, all terms and conditions of employment, established past practices, and other benefits presently in existence for unit members, but which are not specifically listed in this contract, shall be continued to the same level and in the same manner as presently in existence.

Section 2. If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE 27

NON-DISCRIMINATION

Section 1. The Employer and the Association agree not to discriminate against any Employee on the basis of race, color, creed, sex, national origin, lawful Association membership, or lawful political activity.

Section 2. The Employer and the Association agree not to interfere with the right of Employees to become or to refrain from becoming members of the PBA. There shall be no discrimination against any Employee because of unit membership or non-membership.

Section 3. Grievances arising under this Article shall not be subject to the final binding arbitration step of the grievance procedure but, rather, shall be submitted to the appropriate administrative agency having jurisdiction over the subject matter of the complaint.

ARTICLE 29

TERM AND EXTENT OF AGREEMENT

This Agreement shall be effective January 1, 1994 and shall continue in full force until December 31, 1997 or until a new Agreement is executed.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures this day of March, 1994:

MONMOUTH COUNTY SHERIFF:



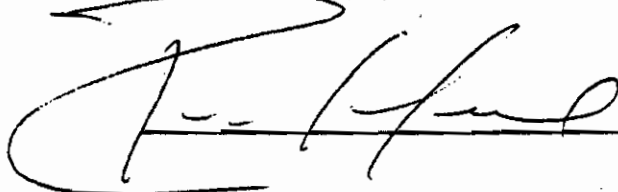
WILLIAM M. LANZARO

MONMOUTH COUNTY BOARD OF CHOSEN FREEHOLDERS:



HARRY LARRISON, JR., DIRECTOR

MONMOUTH COUNTY CORRECTION
OFFICERS ASSOCIATION, INC.,
PBA LOCAL 240



APPENDIX - A - SALARY GUIDES:

<u>STEPS</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>
ACADEMY	\$20,000	\$20,000	\$20,000	\$20,000
1	\$22,000	\$22,000	\$22,000	\$22,000
2	\$23,262	\$24,000	\$24,000	\$24,000
3	\$25,080	\$25,100	\$26,000	\$26,000
4	\$28,215	\$28,300	\$28,300	\$28,300
5	\$30,305	\$30,400	\$30,400	\$30,400
6	\$33,963	\$34,000	\$34,000	\$34,000
7		\$37,000	\$37,000	\$37,000
8			\$41,350	\$41,000
9				\$45,000

OFF GUIDE PERSONNEL

<u>1993 WAGES</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>
(9) \$43,000	\$44,935	\$46,957	\$49,070	\$51,278
(12) \$37,000	\$38,665	\$40,405	\$42,223	\$45,000