

AGREEMENT

Between

**GLOUCESTER COUNTY SHERIFF OFFICER'S
ASSOCIATION, PBA LOCAL NO. 122**

And

**GLOUCESTER COUNTY
BOARD OF CHOSEN FREEHOLDERS
&
SHERIFF OF GLOUCESTER COUNTY**

JULY 1, 2002 through DECEMBER 31, 2008

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ARTICLE I

PREAMBLE

This agreement is entered into this _____ day of _____ 2004 by and between the Board of Chosen Freeholders / Sheriff of the County of Gloucester, (hereinafter referred to as the "Employer") and the Gloucester County Sheriff Officers Association, affiliated with the New Jersey State Policemen's Benevolent Association, Local No. 122 (hereinafter referred to as "GCSSOA").

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

ARTICLE II

RECOGNITION

A. The Employer agrees to recognize the GCSOA, affiliated with PBA Local 122, as the exclusive bargaining representative for the purpose of collective negotiations regarding wages, hours and terms and conditions of employment for all full-time employees classified as Sheriff Officers and Sheriff Officer Sergeants, hereinafter termed employees, but excluding interim and temporary employees and all other employees not specifically included above. Temporary employees are defined as those employees whose term of employment is fixed upon employment for a period of time not greater than six (6) months. Interim employees are defined as those employees who are hired as replacements for unit employees who are on leave of absence and whose term of hire is not to exceed one (1) year.

B. Where appropriate the rules and regulations of the Merit System Board and of 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 III

GRIEVANCE PROCEDURE

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 the 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 GCSOA, 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 GCSOA on behalf of an employee or group of employees, based upon the interpretation, application of violation 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. An "aggrieved person" is the person or persons or the GCSOA making the claim.

C. Procedure.

1. 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, may 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 GCSOA may proceed to the next level.

Level One - A grievance may be filed in writing with the Undersheriff, within (7) seven calendar days of the occurrence of the grievance. Failure to act within said (7) seven calendar days shall be deemed to constitute an abandonment of the grievance. The Undersheriff may consult with the appropriate Lieutenant and shall

render a written decision within (7) seven calendar days after receipt of the grievance.

Level Two - In the event a settlement has not been reached through Level One procedures, a grievance may be filed with the Personnel Director within (5) calendar days following receipt of the determination of Level One. The Personnel Director or his designee shall schedule and hold a meeting within (7) days following receipt of the grievance and shall render a written determination within seven (7) 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 Sheriff within five (5) calendar days following receipt of the determination of Level Two. The Sheriff or his designee shall render a written determination within seven (7) calendar days following receipt of the grievance.

Level Four - In the event a settlement has not been reached through Level Three procedures, the GCSOA may, after determining that the grievance is meritorious, submit the grievance to arbitration.

D. Arbitration.

1. If the GCSOA 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. Such submission shall be pursuant to the rules 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 rendered at Level Three shall be final.

3. In the event that arbitrability of a grievance is at issue between the parties, jurisdiction to resolve the issue shall rest with the arbitrator selected in accordance with the provisions of Section D, 1. of this Article, or PERC, or a court of jurisdiction.

4. The arbitrator shall not consider any past practice precedent except to the extent needed to clarify language of this agreement.

5. The arbitrator shall not add to, or 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 proceeding 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 costs of the hearing room, shall be borne equally by the Employer and the GCSOA. Any other expenses incurred shall be paid by the party 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 GCSOA. When an employee is not represented by the GCSOA, the GCSOA 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 reprisal against the GCSOA management or any individual by the virtue of their participation or lack of participation in the prescribed grievance procedure.

H. Group Grievance. If in the judgment of the GCSOA a grievance affects more than one employee, the GCSOA shall submit such grievance in writing, and the processing of such grievance shall commence at Level Two. The GCSOA shall process such a grievance through all the 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 an explanation and shall be transmitted promptly to the GCSOA.

2. 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 the participants.

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

ARTICLE IV

WORKDAY, OVERTIME, AND CALL BACK

1. Workday.

a. The workday under the eight (8) hour shift shall consist of eight (8) hours inclusive of a thirty (30) minute meal break.

b. The workday under the twelve (12) hour shift shall consist of twelve (12) hours inclusive of two (2) forty five minute (45) meal breaks.

2. Workweek and work period.

a. The workweek for employees on eight (8) hour shifts schedule shall consist of five (5) eight (8) hour shifts as set forth in Appendix B.

b. The work period for employees on a twelve (12) hour shift schedule shall consist of seven (7) twelve (12) hour shifts as described in Appendix C to this agreement.

3. Leave Time Assessment. Each twelve (12) hour workday shall be considered as one (1) full day for purposes of vacation, personal leave, bereavement leave, administrative leave, and lodge leave. Twelve (12) hours of sick leave will be assessed (hour for hour) for sick leave utilization on any given workday.

4. Short Notice Leave. Upon request, the sheriff or his designee, with twenty four (24) hours notice shall authorize either a one quarter (1/4), one half (1/2), or one (1) day of vacation or a one half (1/2) or one (1) day of administrative leave to any employee provided there is sufficient staffing on each shift without requiring overtime.

B. Overtime.

1. The workweek for employees on an eight (8) hour shift schedule shall consist of five (5) eight (8) hour shifts. An employee working the eight (8) hour shift schedule who is required to work in excess of his workday, or eighty (80) 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 B.3 of this article.

2. The work period for employees scheduled on twelve (12) hour shifts shall, in accordance with the Fair Labors Standards Act, Section 207 (K), and 29 CFR Part 553.230, consist of a fourteen (14) day work period totaling not more than eighty-six (86) hours. The Employer has agreed to pay overtime, in accordance with the rate set forth in Section B.3 of this Article, for hours worked in excess of eighty-four (84) hours in the course of the aforementioned fourteen (14) day work period.

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 1/2) 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 base pay (inclusive of longevity, where applicable) by (a) 2080 hours for eight (8) hour shift employees, or (b) by the sum of 2080 hours and 104 hours for twelve (12) hour shift employees.

4. For overtime purposes, time worked includes vacation leave, sick leave, bereavement leave, administrative leave, lodge leave, and holidays.

5. Overtime shall include any necessary travel time for official business, as per FLSA.

6. In the event that overtime work is required, the Employer shall first attempt to secure volunteers based upon seniority. If unable to secure volunteers, employees may be required to work overtime. Such "mandatory overtime" shall be based upon reverse shift 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.

7. 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.

8. The requirements of the overtime distribution list as set forth in paragraphs 6 and 7 above shall not apply if an employee assigned to a particular duty (courts, transports, etc) is to be held over beyond the expiration of his shift, up to a maximum of two hours. The overtime list shall be utilized for any post-shift requirement exceeding two (2) hours.

C. 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 overtime rate. Employees on regular days off shall be recalled to duty before those on vacation or other special leave days except in extreme emergency in accordance with N.J.S.A. Title 40A.

D. Standby Pay. If an employee is required to be on standby, he shall receive one (1) hour's pay for every (16) hours on standby.

E. Compensatory Time. There will be no compensatory time granted in lieu of payment for overtime work.

ARTICLE V

WAGES

A. Salaries.

1. The salaries of all members of the unit covered by this Agreement are set forth in the salary schedules which are attached hereto and made a part hereof

2. Where appropriate, those employees with six (6) or months of service shall progress one (1) step each January 1 until the employee reaches the maximum pay step on his salary schedule.

B. Longevity.

1. All employees shall receive the following longevity pay to be included in their base salary, effective July 1, 2002.

Beginning the 7th year of service	2%
Beginning the 10th year of service	4%
Beginning the 14th year of service	6%
Beginning the 20th year of service	8%

2. Employees entitled to longevity pay shall have their base salary as shown in the salary schedules adjusted to reflect the inclusion of such longevity pay.

3. Longevity service is defined as continuous time in the County service for employees hired prior to January 1st, 1990 and is defined as time within the Corrections Department and/or Sheriffs Office for employees hired on or after January 1, 1990.

C. Shift Differential. The permanent day shift is any shift that falls entirely between 6:00 a.m. and 6:00 p.m. for officers working the twelve hour shift schedule. Effective July 1, 2002 any employee assigned to any other shift, including rotating shifts, of which any part falls outside of the permanent day shift shall receive an additional \$.80 per hour for all assigned time. This shall be increased to \$.85 per hour effective July 1, 2003; and \$.95 per hour effective July 1, 2004.

D. 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 for a minimum of two hours, 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.

E. Pay for assuming higher 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.

F. Separate Checks. All monies allocated to clothing maintenance, educational bonus, fitness bonus, sick leave bonus and buy back, and holiday pay, shall be paid by separate check in their respective months as set forth in this paragraph and shall not be included in regular pay.

G. Separate Check Payment Schedule

	Activity	Payment Date
a.	Individual Attendance Bonus; and Education Bonus	Last pay day in January
b.	Uniform Maintenance Allowance	Semi-annual payments, on or before last pay day in January and July
c.	Sick Leave Redemption	Last pay day in July
d.	Holiday Pay	First pay day in November
e.	Physical Fitness Bonus	First pay day in December

ARTICLE VI

UNIFORMS

A. Items of Issue.

1. The Employer shall provide each employee with the items of clothing and equipment included in Appendix A attached to this agreement at no cost to the employee.

2. Any employee who has not received all items listed in Appendix A 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 of the signing of this agreement, or thirty (30) days after such notification, whichever is later.

3. All issued clothing and equipment shall be replaced as needed at the discretion of the Sheriff. Employee requests and Sheriff's responses are to be placed in writing.

B. Maintenance Allowance. Employees will be responsible for upkeep and purchase of uniforms. Effective January 1, 2004, a uniform maintenance allowance of \$1,100 shall be payable in semi-annual payments of \$550.00 each, on or before the last pay day of January and July.

1. Effective January 1, 2005, clothing maintenance allowance shall increase to \$1,500.00 per year. This allowance shall be rolled into the officers' base salary after applying the percentage increase for that year, and is included in the rates in the Salary Guide attached hereto as Salary Schedule A. No further maintenance allowance shall be payable.

Employer will provide an initial uniform issue to each new hire. New hires will also receive a one time allowance of \$750.00 for uniform maintenance during their first eighteen (18) months of employment, payable in three (3) \$250.00 payments, each six (6) months apart.

Clothing destroyed or damaged in the line of duty shall be replaced or repaired at the Employer's expense.

C. Badges, Uniform Patches, Leather Gear, and Bulletproof Vests. Once during the term of this Agreement, Employer will provide new badges and uniform

patches to all Employees covered by this Agreement and replaced by the Employer.
Leather gear and bulletproof vests shall be provided and replaced by the Employer.

D. Uniform Changes – Employer will bear the cost of any uniform changes it makes.

ARTICLE VII

MEDICAL BENEFITS

A. Health Benefits. The Employer shall provide the following health benefits for each employee and his eligible dependents.

1. \$5 and \$10 Point of Service Plan and Personal Choice Plan provided by Amerihealth.

2. Prescription plan (current plan or equivalent) in which thirty days from the signing of this agreement, the co-pay shall be increased to \$5.00 (generic) or \$10.00 (brand-name). As of July 1, 2005, co-payments for non-preferred brand name drugs shall be increased to \$20.00. Syringes and contraceptives will be covered by the plan. Generic substitution will be mandatory whenever available, unless the physician specifies a brand-name only.

3. Vision Care. It is understood that this shall remain a separate policy providing in addition to the vision care coverage provided under the Employer's medical plans. Allowances for the following items shall be as indicated: examination, \$30; frames, \$20; single vision lenses, \$30; bifocal lenses, \$43, trifocal lenses, \$50; lenticular lenses, \$100; contact lenses, \$200.

4. Dental. The Employer shall continue to provide dental insurance in accordance with the indemnity in accordance with the indemnity plan for employees only, at a cost to the Employer which shall not exceed \$31 per month beginning 2003. 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 GCSOA. 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 through payroll deductions on a pre-tax basis, as authorized by section 125 of the Internal Revenue Code. Open enrollment periods for the dental plans shall be in July of each year, for coverage beginning September 1.

5. Employees who terminate their employment or begin unpaid leaves after the fifth 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 leave of absence may continue coverage thereafter at their own expense by paying the applicable premium charges to the Employer four (4) weeks in advance of the coverage month.

6. Premium charges for health insurance will be subject to the following conditions;

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

b. Employees on active pay status will be required to contribute toward the cost of medical insurance to the extent that the monthly premium for their selected coverage exceeds the applicable premium for the indemnity plan or the Amerihealth plan, whichever is higher.

B. Disability Benefits. The Employer agrees to provide disability coverage to all eligible employees under the State Temporary Disability Benefits Law. Coverage will be financed by Employer-employee contributions as required by law.

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

D. Retirement Coverage.

1. The Employer shall provide for the continuation of paid health benefits as described in Section A.1 above for employees and their dependents upon the employee's retirement in accordance with County policy. Employees, to be eligible, must retire with twenty five (25) years of service credited by PERS or PFRS. Employees with fifteen (15) years of County service and twenty five (25) years of service credited by PERS or PFRS are eligible for the County prescription plan upon retirement.

2. Any officer age 62 and over who chooses to take pension before twenty-five (25) years of PERS or PFRS service will be able to buy prescription and health benefits at cost (County group rate).

E. Death of Active Employee.

1. Upon the death of an active officer as the 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 children, per statute.

2. Upon the death of an active officer under circumstances not covered by subparagraph E.1 above, all benefits shall continue to be provided to the surviving spouse and dependent children for a period of one (1) year after such officer's death.

F. Change of Carriers.

1. The Employer reserves the right to change insurance carriers so long as the benefits to be provided are substantially equivalent to those of the existing plan(s).

2. Prior to any change, the Employer will notify the GCSOA so that the GCSOA, may in the event it does not agree that the benefits are substantially equivalent; submit the matter directly to arbitration in accordance with Article II, Section D. Such arbitration shall occur prior to any change.

G. Waiver of Benefits. In January of each year, employees who are enrolled in the medical or prescription plans pursuant to Section A may elect to waive either or both coverage's, subject to the following provisions:

1. Employees will be permitted to waive Employer provided medical coverage only upon furnishing proof of other medical coverage through a spouse's Employer or other source.

2. Employees who waive medical or prescription coverage shall receive a monthly payment in lieu of insurance, depending upon the type of coverage for which they are otherwise eligible, as set forth below:

Employee-Only Medical	\$100.00 per month
Parent/Child Medical	\$150.00 per month
Husband/wife Medical	\$175.00 per month
Family Medical	\$250.00 per month

Employee-only prescription	\$ 25.00 per month
Family Prescription	\$ 50.00 per month

3. Waiver of coverage shall remain in effect unless the employee elects to re-enroll during a subsequent open enrollment period (currently July) or unless the employee loses his or her alternative coverage (as, for example, by termination of a spouse's employment). An employee who re-enrolls because of a loss of alternative coverage shall resume coverage under the Employer's indemnity plan within thirty (30) days or within sixty (60) days in an approved HMO plan after giving notice or as soon thereafter as is permitted under the insurance then in effect.

4. Waivers of coverage will take effect April 1 following the employee's election. Payments will commence by the end of April and will continue thereafter on a regular basis each month while the waiver of coverage remains in effect.

5. Those employees who have already waived coverage prior to January 1995 will be deemed eligible for monthly payments as provided above commencing in April 1995.

6. Employees who have waived coverage but plan to apply for post-retirement medical or prescription coverage pursuant to Section D must be re-enrolled in the respective plans not less than one (1) year prior to retirement.

H. Flexible Spending. Effective July 1, 1994 the Employer will make available to all bargaining unit employees a flexible spending account which meets the requirements of Chapter 125 of the Internal Revenue Code.

ARTICLE VIII

HOLIDAYS

A. There shall be a minimum of fourteen (14) holidays per year, with a schedule to be determined by the Employer.

B. 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.

C. Overtime work on the holidays shall be compensated at two and one-half (2 ½) times the employee's regular straight time rate of pay.

D. Officers whose schedules require that they work holidays shall be paid for their fourteen (14) holidays as a lump sum for the year. Holiday pay shall be paid by a separate check. Each holiday shall be paid as an eight (8) hour day.

E. Eight-hour employees who choose to work the holidays will be required to submit a list of seven holidays by January 15 that they will work during the calendar year. Thanksgiving, Christmas, and New Year's Day are not part of the selection process. These three (3) holidays are automatic days off with holiday pay to eight-hour employees who choose to work holidays. Any new employee shall be paid only for those holidays which occur on or after their date of hire for the remainder of that calendar year.

11/12/04
Per JBC - "C" should be part
of "B", therefore, ex:
Election Day - worked 10.5 hrs.
paid 1 ½ X for extra 2 ½ hrs.
8 hrs reg for 1st 8 hrs.
All added to holiday pay

ARTICLE IX

VACATION

A. Vacation Days. All full time employees shall receive the following vacation leave per calendar year (Jan. – Dec.)

Years of Service	Vacation Days
Beginning the first calendar year	1 day per month worked (max. 12 days)
Beginning the 2 nd -4 th year	12 workdays
Beginning the 5 th -11 year	15 workdays
Beginning the 12 th -19 th year	20 workdays
Beginning the 20 th -25 th year	25 workdays
After completion of 25 years of service	30 days
After completion of 30 years of service	One day for each year served

B. Accumulation. Where, in any calendar year, the vacation leave or any part thereof, is not granted by reasons 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.

C. Carryover. An employee shall be allowed to carry over ten (10) earned vacation days per year. If carried over, reimbursement shall be at the current year's rate pay.

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

E. Separation. An employee retiring or otherwise separating shall be entitled to pro-rata vacation allowance for the current year in which the separation or retirement becomes effective. Any vacation leave which may have been carried over from a preceding calendar year will also be included.

F. Vacation selection within the appropriate work unit to which the employee is assigned will be determined in accordance with seniority as defined by this agreement.

G. Vacations of 5 or more days shall be submitted prior to April 1st of every year and unless an officer is notified within seven (7) days thereof, vacations selected shall be deemed granted. All other vacation leaves shall be deemed granted unless an officer is notified within twenty-four (24) hours of the request.

H. All vacation leave in excess of three days shall be granted upon receipt of five days written notice, subject only to the operational necessities of the Employer.

I. Upon twenty-four (24) hours notice, vacations of three days or less may be granted by the Sheriff or his designee, subject to the discretionary language of Paragraph B hereof. Such leave requests shall be deemed granted unless an officer is notified within eight (8) hours of the request. The Sheriff or his designee may waive the twenty-four (24) hour notification requirement.

J. Vacation leave shall not be unreasonably denied and any such denials shall be subject to the grievance and arbitration provisions of this Agreement, except the Sheriff's decision to waive the twenty-four (24) hour notice requirement.

ARTICLE X

EMPLOYEE REIMBURSEMENTS

A. Mileage. When an employee is required to use his personal automobile during a working tour for official business, reimbursement for such use (exclusive of travel to and from work) shall be at the current State 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: Breakfast \$5.00; Lunch \$8.00; and Dinner \$10.00. As of January 1, 2005, reimbursement shall be \$6.00 for Breakfast; \$9.00 for Lunch; and \$11.00 for Dinner.

2. An employee shall also receive the above reimbursements if he is required to be away from the County Court Houses or Justice Complex for a continuous period of four hours or more.

3. Meal reimbursements shall be paid within two (2) weeks of submission. Employee shall receive the total amount on the receipt paid for meals including any tax paid by the employee.

4. In short notice assignments, meal allowances shall be drawn in advance.

C. Tuition. Effective July 1st, 2002, the Employer agrees to reimburse each employee up to a total of seven hundred (\$700.00) dollars per year for any job related course or any other courses necessary for completion of a degree in Police Science, Public Safety, or Criminal Justice. Effective January 1st 2003, the reimbursement total will be seven hundred fifty (\$750.00) dollars per year. Effective January 1st 2004, the reimbursement total will be eight hundred (\$800.00) dollars.

D. Extradition/Inter Agency Detainers. An officer scheduled for extradition assignment will be advanced fifty (\$50.00) dollars for meals and travel expense allotment per day, to be increased to sixty (\$60.00) dollars effective January 1, 2005. The officer must furnish receipts to substantiate such expenses. Arrangements for travel and lodging will be made prior to the departure of the officer whenever possible.

ARTICLE XI

SICK LEAVE

A. 1. The minimum sick leave with pay shall accrue to any full time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) days as of the first working day of the year for each subsequent calendar year thereafter. All unused sick leave in any calendar year shall accumulate from year to year.

2. In all instances, a working day, for purposes of sick day accrual, shall be calculated as the equivalent of eight (8) work hours.

3. For twelve (12) hour shift employees, twelve (12) hours of sick leave will be assessed (hour for hour) for sick leave utilization on any given workday.

B. Sick leave may be utilized by employees:

1. When they are unable to perform their work by reason of personal illness, accidental injury, or exposure to a contagious disease;

2. To care for a seriously ill member of the employee's immediate family.

C. "Immediate family" means father, mother, mother-in-law, father-in-law, grandmother, grandfather, grandchild, spouse, child, foster child, sister, or brother of the employee. It shall also include 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. Reporting of Absence on Sick Leave. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified at least on (1) hour prior to employee's usual reporting time. In case of sudden illness or emergency, exceptions may be granted.

1. Failure to notify his supervisor may be cause of denial of the use of sick leave for that absence and may constitute cause for disciplinary action.

2. Absence without notice for five (5) consecutive days shall constitute a resignation.

E. Verification of Sick Leave.

1. An employee who is absent on sick leave may be required to submit acceptable medical evidence substantiating the need for sick leave.

2. In case of leave of absence due to exposure to contagious disease, a certificate from a County authorized doctor.

3. 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 employees or other employees.

F. Sick Leave Redemption.

1. Employees may elect to redeem unused sick days accumulated through the prior year for current cash value, up to a maximum of five (5) days provided that a bank of not less than forty-five (45) days respectively, remains after redeeming unused sick days. Employees may exercise an annual right to redeem by notifying the Employer during the month of March. Employees redeeming days will receive separate checks by July 31.

2. Fifty percent (50%) of all accumulated sick time shall be paid upon retirement up to a maximum of \$12,750.00 between July 1, 2002 through June 30, 2003; \$13,500.00 between July 1, 2003 through June 30, 2004, and \$15,000.00 on or after July 1, 2004.

G. Donation of Sick Time.

1. Employees covered by this agreement may donate sick time to any member covered under this agreement or to other County employees in accordance with County policy on donating sick time

ARTICLE XII

BEREAVEMENT LEAVE

A. Employees shall be entitled to four (4) days of leave per incident with pay for death of spouse or child.

B. Employees shall be entitled to three (3) days of leave per incident with pay for death of mother or father.

C. Employees shall be entitled to three (3) days of leave per incident with pay for death in the immediate family: sister, brother, mother-in-law, father-in-law, grandmother, grandfather, grandchild, foster child, and any relative of the employee residing in the employee's household. Immediate family shall also include members of the spouse's "Immediate Family".

D. 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.

ARTICLE XIII

OTHER BENEFITS

A. Worker's 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 (1) year.

2. It is understood that all Sheriff Officers are considered on duty twenty-four (24) per day while in the State of New Jersey. Any employee who suffers an injury 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. 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 months each, for a total of twelve (12) months.

2. Leaves of absence, without pay, for other than medical reasons, may be granted by the Employer for up to twelve months in four segments of up to three months each. Included within such requests are leaves for the care of an infant who is less than sixty 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 Leave. Disability due to pregnancy shall be considered as any other disability in accordance with law. The employee shall not lose any seniority due to her leave.

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

E. Administrative Leave. Employees shall be allowed two days off with pay annually for personal business that cannot be disposed of outside working hours, except that employees hired on or after July 1st shall be entitled to only one (1) administrative leave day in the first calendar year of service.

ARTICLE XIV

MANAGEMENT RIGHTS

A. The County hereby retains and reserves unto itself, without limitation, 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 employees 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 a particular time, and to be in sole charge of the quantity and quality of the 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 reason.

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 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 *N.J.S.A.* 40A or any other national state, or County laws or regulations.

ARTICLE XV

GCSOA/PBA RIGHTS

A. Information. The County shall make available to the GCSOA 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 GCSOA or any employee participates during working hours in negotiation, grievance proceedings, conferences, or meetings which relate to GCSOA 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 GCSOA.

C. Bulletin Boards. Four (4) bulletin boards (min. 4' x 6'), with one locked, shall be provided by the Employer for the exclusive use of the GCSOA. The locations for the boards shall be designated by the GCSOA, subject to the approval of the Sheriff.

D. Statutory Leave. Representatives of the GCSOA shall be granted leave to attend all authorized conventions as mandated by New Jersey state statute.

E. Recognized Representative. The Employer will recognize and communicate with the GCSOA'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. Union Leave.

1. In addition to any leave granted by statute, up to an aggregate total of twenty (20) days leave with pay per year shall be granted to representatives of the GCSOA to attend conferences, seminars, and /or conventions which relate to GCSOA business. The executive board of the GCSOA shall designate the representative and shall notify the Employer not less than fourteen (14) calendar days prior to the date(s) of such leave(s).

2. The aforementioned (20) aggregate days is the respective total in each year of the agreement for all GCSOA representatives. That is, it is not a total for each representative.

ARTICLE XVI

RE-OPENER PROVISION

A. In the event of a substantial modification of job function of a class of employees, upon written request of the GCSOA, the contract will be re-opened on this issue only.

ARTICLE XVII

DUES DEDUCTION

A. The Employer agrees to make payroll deduction of GCSOA dues when authorized to do so by the employees on the appropriate form. Union dues deduction shall be exclusive as to PBA Local 122. The amount of said deduction shall have been certified to the Employer by the Treasurer of the GCSOA. The Employer shall remit the dues to an address designated by the GCSOA no later than the 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 GCSOA shall indemnify, defend and hold the Employer harmless against all claims, demands, suits, or other forms of liability that shall arise out of fee deductions by the Employer for the GCSOA which the Employer has remitted to the GCSOA and reliance by the Employer on any representations made by the GCSOA with respect to this Article. The Employer will give the GCSOA 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 XVIII

REPRESENTATION FEE

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

B. Notification of Amount of Fee.

1. Prior to the beginning of each membership year, the GCSOA will notify the Employer of the amount of the regular membership dues, initiation fees and assessments charged by the GCSOA to its own members for that membership year. The representation fee to be paid by non-members shall be determined by the GCSOA 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 employees it represents advances in wages, hours, and other terms and conditions of employment in conditions of employment in addition to those which are secured through collective negotiations with the Employer.

C. Challenging Assessment Procedure.

1. The GCSOA 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 GCSOA 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 GCSOA will submit to the Employer a list of those employees who have not become members of the GCSOA for the then current membership year. The Employer will then deduct from the salaries of such employees (in accordance with paragraph #2 below) the full amount of the representation fee and will promptly transmit the amount so deducted to the GCSOA.

2. Payroll deductions Schedule. The Employer 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. The deductions will begin with the first paycheck paid;

a. ten (10) days after receipt of 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 or was on 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.

E. Termination of Employment. If an employee who is required to pay a representation fee terminates his employment with the Employer before the GCSOA has received the full amount of the 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.

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

G. Changes. The GCSOA 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 said notice.

H. 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 GCSOA 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 titles, and dates of employment for all such employees.

I. Save Harmless. The GCSOA 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 GCSOA which the Employer has remitted to the GCSOA and reliance by the Employer on any representations made by the GCSOA with respect to this article. The Employer will give the GCSOA notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph.

J. Intent of the Parties. 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 deductions. 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 deficiency. All other non-affected clauses shall remain in full force and effect to the extent permitted by law.

ARTICLE XIX

MAINTENANCE OF OPERATIONS

A. It is recognized that the need for continued and uninterrupted operation of the Sheriff's Office is of paramount importance to the citizens of the County and that there should be no interference with such operations.

B. The GCSOA covenants and agrees that during the term of this agreement, the GCSOA will not 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 Sheriff's Office. The GCSOA 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 XX

WORKING CONDITIONS & 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.
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, except for the K-9 officer.
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 GCSOA and Employer due to new technology or vehicle model changes.

B. Portable Radios.

1. The Employer agrees to issue all officers covered by this agreement a portable radio with a home charger. The portable radio ID that will be displayed will be the officers badge number. Once an officer is assigned a badge number, that number shall be permanent unless the Employer changes all of the badge numbers in the Department.

C. Training Academy Schedule/Training Schools.

1. Employees who are required to attend a training academy will follow the schedule of the academy/school while enrolled at the academy/school.

D. Bulletproof Vests.

1. Upon successful completion of training at the police academy, Sheriff Officers will be furnished with a bullet proof vest, as soon as practicable. An employee shall not be required to work any post without a vest. Said vest shall be replaced every five (5) years from the date of issue at-the-expense of the Employer and shall be of at least the same quality as the initial vest and of the greatest threat level available at the time of replacement.

E. Ammunition and Targets.

1. Employees who are required to qualify with a hand weapon will be furnished with not less than ten (10) targets and four hundred (400) rounds of ammunition per year. These items will be provided by June 1st of each year.

F. Funds Entrusted.

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

ARTICLE XXI

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 the employee shall be given the opportunity to review such material. The employee shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed, with the express understanding that such signature does not necessarily indicate agreement with the contents thereof. The employee may also submit a written response to such material within ten (10) calendar days after he has reviewed same, and his response will be included in the employee's personnel file.

B. Hearings.

1. Any employee who been suspended shall be entitled to a hearing. Such hearing shall be conducted within thirty (30) days after service of charge, prior to the suspension, unless, in the judgment of the Sheriff or his designee, the offense is of such a serious nature that the suspension should commence prior to any hearing. The hearing will be conducted by a person outside to determine the validity of the charges. Prior to any departmental interview, the employee shall be afforded the opportunity for adequate Union representation and the interview will be delayed until representation is present.

C. Re-employment Rights.

1. Permanent employees who sever employment relationship with the Employer in good standing, shall have the right to return to their former position within twenty (20) calendar days of the effective date of separation with no loss of salary, benefits, or seniority. Employees who separate for more than twenty (20) days will not receive credit for contractual benefits lost upon their resignation. The forgoing is in addition to any re-employment rights to which the employee may be entitled through civil service procedures.

D. Seniority.

1. Seniority lists 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 GCSOA on behalf of an individual, within ten (10) calendar days of the posting. The seniority lists will be used for determining vacation selection as well as the scheduling of voluntary and mandatory overtime.

2. Seniority is defined as follows:

a. For all Sheriff Officers hired prior to 5/1/03, seniority shall be defined as the seniority date they held as of that date. For all Sheriff Officers hired after 5/1/03, their seniority shall be defined as the date of sheriff officer certification.

b. Sheriff's Sergeants will be certified time in title.

c. For purposes of upgrade from Sheriff Officer to Sheriff Officer Sergeant, seniority will be defined as seniority as Sheriff Officer. Sheriff Officers must have three years certified time as a sheriff officer. Upgrades shall come from within the unit. Those officers reassigned will be eligible for upgrades in the area where they are assigned for that particular day. Those officers assigned to probation will be eligible for court and County building upgrade. Those officers assigned to school resource will be eligible for field ops upgrade.

3. Any employee may exercise seniority to bid for vacancies on shift assignments and job positions provided that the Employer's criteria for qualification are met. The Employer's criteria for qualification includes the employee's entire personnel record. The Employer will post any criteria and when all bidders are equally qualified, seniority will be the primary consideration prior to selection. All vacancies and job assignments will be posted for ten (10) days prior to selection. Employer will then post the name of the person filling the assignment(s) within ten (10) days after the posting time for the vacancy (ies) has expired.

E. 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 in criminal proceedings instituted as a result of a complaint on behalf of the County, said employee will be permitted to select an attorney of his choice as his representative, or may designate an attorney from a panel of attorneys selected by the office of 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 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 is 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.

F. Discussions with Administration. Employer agrees to sit down with representatives of the GCSOA and discuss any outstanding grievances, unfair labor practices, policy or procedure change recommendations, or anything effecting the work environment of the employee. These discussions will take place to foster a better working relationship as well as work out any outstanding issues. These discussions will take place the first week of February, the first week of June, and the first week of December.

ARTICLE XXII

MISCELLANEOUS PROVISIONS

A. Notification of shift change.

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

B. Non-Discrimination.

1. There shall be no discrimination by the Employer or the GCSOA against any employee because of the employee's membership in GCSOA or non-membership in the GCSOA. Neither the Employer nor the GCSOA shall discriminate against any employee because of race, creed, color, age, sex, marital status, national origin, sexual orientation or physical challenge.

C. K-9.

1. Employees who are assigned a canine or other animal that was sponsored and trained by the Sheriff's Office shall not be responsible for any monetary expenses to the animals related to the animal's care.

2. Employees are assigned a department sponsored K-9 will be issued a vehicle equipped with the appropriate K-9 cage.

3. The employee shall be equipped with the proper shelters and enclosures necessary to secure the animal and to maintain its and the public's safety.

4. If the canine is injured while on duty, the Department will provide medical coverage for three (3) years at a County approved veterinarian.

5. Employer agrees to release employee assigned to canine from duty one (1) hour prior to the end of their shift for K-9 care. Eight (8) hour employees will work seven hours and twelve hour employees will work an eleven (11) hour day. This one hour early release will cover all time provided by the Employer on duty days for canine care. If employee is required to work overtime at the end of their assigned shift, thus prevented them from utilizing the one (1) hour early out policy, the employee will be compensated an additional thirty (30) minutes of overtime on those days at the appropriate overtime rate of pay.

6. On non-duty days; i.e. (days off, vacation, personal leave, etc) handlers will be compensated thirty (30) minutes overtime per day at the appropriate overtime rate of pay.

7. Employees assigned to K-9 that are on extended sick leave (more than three (3) days) or extended vacation (more than five (5) days), the Employer reserves the right to have the canine kenneled, rather than compensate the handler at the appropriate overtime rate of pay. The employee may be permitted to keep his K-9 partner if he so desires, at no cost for overtime to the County if the Employer so permits.

D. Separability.

1. 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. Retroactive Aspects.

1. The retroactive aspects of this agreement, including salary and economic benefits shall be retroactive to July 1, 2002 unless otherwise stated, and shall be paid to all employees on the payroll at the time that the agreement has been signed and to any employee who retired between the expiration of the prior contract and that date. All retroactive monies will be paid on or before the thirtieth (30th) day after ratification of this Agreement. All said monies shall be paid by separate check and shall not be included in regular pay.

ARTICLE XXIII

FULLY BARGAINED CLAUSE

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.

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 PERC.

C. This agreement shall not be amended, modified nor supplemented in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE XXIV

DURATION

A. This Agreement shall be effective July 1, 2002, and continue in effect through December 31, 2008, subject only to the GCSOA's right to negotiate a successor agreement.

B. Negotiation for a successor agreement shall commence during the month of January, 2008 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 GCSOA have caused this agreement to be executed below.

Gloucester County Sheriff
Officer Association

Board of Chosen Freeholders/
Sheriff of the County of
Gloucester

By: _____

By: _____

By: George L. Wear

By: _____

By: _____

By: Kimberly A. Lambert

By: Josar Bilderbach

By: _____

SALARY SCHEDULE A

Sheriff Officers

	R	1	2	3	4
7/02 - 12/02	1.5%	1.5%	1.5%	1.5%	3%
1/03 - 12/03	2%	2%	2%	2%	4.5%
1/04 - 12/04	2%	2%	2%	2%	4.5%

	R	1	2	3	4	5
As of Jan., 2005						
		NEW SALARY SCALE				
1/05-12/05	2%	2%	2%	2%	2%	4.5%
1/06-12/06	2%	2%	2%	2%	2%	2.5%
7/06-12/06						2.5%
1/07 - 12/07	2%	2%	2%	2%	2%	4.5%
1/08 - 12/08	2%	2%	2%	2%	2%	4.5%

Sheriff Officer Sergeant

7/02 - 12/02	3%
1/03 - 12/03	4.5%
1/04 - 12/04	4.5%
1/05 - 12/05	4.5%
1/05 - 6/06	2.5%
7/06 - 12/06	2.5%
7/07 - 12/07	4.5%
1/08 - 12/08	4.5%

SALARY GUIDE

Date	R	1	2	3	4	5	6
July, 2002	26,566	27,896	31,794	37,387	47,216	--	--
Jan., 2003	27,097	28,454	32,430	38,134	49,341	--	--
Jan., 2004	27,639	29,023	33,078	38,897	51,561*	--	--
Jan., 2005	31,103	34,603	38,103	41,603	46,170	--	55,381
Jan., 2006	31,725	35,295	38,865	42,435	47,093	51,683	56,765
July, 2006	31,725	35,295	38,865	42,435	47,093	51,683	58,185
Jan., 2007	32,360	36,001	39,642	43,284	48,035	52,717	60,803
Jan., 2008	33,007	36,721	40,435	44,149	48,996	53,771	63,539

57,471

SERGEANTS

Date	Salary
July 1, 2002	51,938
Jan. 1, 2003	54,275
Jan. 1, 2004	56,717
Jan. 1, 2005	60,770
Jan. 1, 2006	62,289
July 1, 2006	63,847
Jan. 1, 2007	66,720
Jan. 1, 2008	69,722

*Anyone on step four (top step) in 2004 will jump to step six as of January 1, 2005.

SALARY SCHEDULE B

A. During each year of the term of the agreement. The following bonuses will apply:

1. Sheriff's physical fitness test (voluntary)
 - a. Passing Score of 3.75
 - b. Perfect Score of 6.00
 - c. Employee will receive \$250.00 for passing score (any year) paid before end of year. Employee will receive \$500.00 for perfect score (any year) paid before the end of the year.

2. Education bonus will be paid on the last pay day of January each year. Degree must be earned by December 31st.
 - a. \$350.00 - Associate Degree
 - b. \$650.00 - Bachelor Degree

3. Individual Attendance Bonus
 - a. Perfect attendance 2.5% base salary
 - b. 1 through 48 hours of sick leave 1% base salary
 - c. The aforementioned bonus to be paid on last day of January each year.

APPENDIX A

CLOTHING ISSUE

Initial Issue for Sheriff Officers

- 1 Patrol Hat
- 1 Patrol hat badge
- 3 Class A Pants
- 3 Class A Long Sleeve Shirts
- 3 Class A Short Sleeve Shirts
- 1 Tie
- 2 Breast Badges
- 1 Nameplate
- 1 All Weather jacket with liner
- 1 Pair of Shoes/Boots
- 1 I.D. Wallet
- 1 Raincoat
- 1 Bullet-proof vest
- 1 Sam Browne "type" belt
- 1 radio holster
- 1 leather duty weapon holster (basket weave)
- 1 double ammo magazine pouch (basket weave)
- 1 chemical weapon pouch (basket weave)
- 1 uniform garrison belt
- 1 PR-24 or department issued expandable straight baton
- 1 PR-24 belt holder or appropriate baton holder
- 4 leather basket weave belt keepers
- 1 handcuff case (basket weave)
- 1 Pair of handcuffs
- 1 Handcuff Key
- 1 Golf style shirt
- 1 Gas Mask w/cartridge
- 1 Patrol Hat Raincover
- 1 Off-duty holster and magazine pouch

APPENDIX B

EIGHT-HOUR SHIFT SCHEDULE

S	M	T	W	T	F	S
X	O	O	O	O	O	X
X	O	O	O	O	O	X

7:00AM - 3:00PM
8:00AM - 4:00PM
8:30AM - 4:30PM
9:00AM - 5:00PM

APPENDIX C

TWELVE-HOUR SCHEDULE

WEEK 1

<u>SHIFT</u>	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
<u>A</u>	X	D	D	X	X	D	D
<u>B</u>	D	X	X	D	D	X	X
<u>C</u>	X	N	N	X	X	N	N
<u>D</u>	N	X	X	N	N	X	X

WEEK 2

<u>SHIFT</u>	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>T</u>	<u>F</u>	<u>S</u>
<u>A</u>	D	X	X	D	D	X	X
<u>B</u>	X	D	D	X	X	D	D
<u>C</u>	N	X	X	N	N	X	X
<u>D</u>	X	N	N	X	X	N	N

D = DAY 6:00AM - 6:00PM

N = NIGHT 6:00PM - 6:00AM

X = OFF

APPENDIX D

FLEX SCHEDULE

- A. The Employer agrees to allow the employees assigned to the field operations division to flex their schedule at the employee's request with the approval of the Sheriff or Sheriff's designee who will be readily available to approve such requests.
- B. The Sheriff shall be entitled to offer a change in work schedule (limited to hours of work only) up to a total of 12 times for the Sheriff's Office in each calendar year for purposes of warrants, arrests, and raids, without having to pay overtime for that eight (8) hour period. No employee shall have his/her work schedule or regularly scheduled day off changed at any time for the purpose of avoiding payment of overtime, nor shall any employee be required to accept this assignment. Initially, this work will be offered to the field operations unit prior to it being offered to officers in any other unit.

Field Operations Unit – defined as the officers assigned to the unit who are responsible for executing warrants, civil process service, and any identification work performed by the Sheriff Office.

Last updated August 17, 2004

**SHERIFF OFFICERS
COMPARISON OF SALARY SCALES
WITH SURROUNDING COUNTIES - 2005**

Year	Salem	Atlantic	Burlington	Gloucester
R	\$31,000 (has graduate step)			\$31,103
1	\$34,500	\$27,500	\$33,800	\$34,603
2	\$38,000	\$31,500	\$35,880	\$38,103
3	\$41,000	\$33,250	\$37,737	\$41,603
4	\$44,000	\$34,800	\$39,567	\$46,170
5	\$48,000	\$38,125	\$43,680	--
6	\$52,500	\$40,835	\$47,840	\$55,381
7		\$43,540	\$52,777	
8		\$55,000		
Sergeants	\$56,500	\$59,685	\$56,777* \$54,777	\$60,770

* Higher salary for officers more than two years experience in position.

**COMPARISON OF IMPACT OF
NEW LONGEVITY SCALE**

	Old Scale	New Scale
Beginning 7 th year of service	\$700.00	2%
Beginning 10 th year of service	\$1,575.00	4%
Beginning 14 th year of service	\$2,550.00	6%
Beginning 20 th year of service	\$3,000.00	8%

**IMPACT OF CHANGE BASED
ON TOP RATE IN 2005**

	Old Longevity Scale	New Longevity Scale
7 th year of service	\$700.00	\$1,107.62
10 th year of service	\$1,575.00	\$2,213.24
14 th year of service	\$2,550.00	\$3,322.86
20 th year of service	\$3,000.00	\$4,430.48

**IMPACT OF CHANGE BASED ON
TOP RATE IN 2008**

	Old Longevity Scale	New Longevity Scale
7 th year of service	\$700.00	\$1,270.78
10 th year of service	\$1,575.00	\$2,541.56
14 th year of service	\$2,550.00	\$3,812.34
20 th year of service	\$3,000.00	\$5,083.12

ECONOMIC IMPROVEMENTS AS A RESULT OF THE NEW CONTRACT

1. **Longevity:** Change from a flat dollar amount to a percentage resulting in increase in longevity during term of contract. Further, longevity will automatically increase whenever an officer's salary increases.

	Old Schedule	New Schedule
Beginning of 7 th year of service	\$700.00	2%
Beginning of 10 th year of service	\$1,575.00	4%
Beginning of 14 th year of service	\$2,250.00	6%
Beginning of 20 th year of service	\$3,000.00	8%

2. **Shift Differential:** Increase the shift differential as follows:

July 1, 2002	\$.80
July 1, 2003	\$.85
July 1, 2004	\$.95

3. **Uniform Allowance:** Officers will be responsible for maintaining and purchasing their uniform. Each new officer shall be provided with appropriate set of clothing and equipment. Any employee who has not received all items listed as of the signing of the agreement shall notify the employer of which items are needed and shall be provided with the missing articles within thirty (30) days of signing this agreement or within thirty (30) days after notification. Any items damaged during work will be replaced by the employer and certain items such as leather gear and bullet proof vests will be replaced by the employer. As of 2004, officers shall be provided of clothing maintenance allowance of \$1,100.00. As of 2005, each officer will be provided a clothing maintenance allowance of \$1,500.00, which shall be rolled into the salary and which is already included in the salary guide. There will be no further allowance after that date.

4. **Medical Benefits:** Co-payments for doctor's visits will remain the same through 2008. Co-payments for generic drugs shall increase to \$5.00 and \$10.00 for brand name drugs thirty (30) days from the signing of the agreement. As of July 1, 2005, co-payments for non-preferred brand name drugs shall be increased to \$20.00. These co-payments shall remain unchanged for the remaining term of the contract. There will be a vision care program. There is an increase schedule for waiver of benefits for those officers who wish to waive medical coverage resulting in monthly payments in lieu of reinsurance as follows:

Employee only (medical) - \$100 per month
Parent/child (medical) - \$150 per month
Husband/wife (medical) - \$175 per month
Family (medical) - \$250 per month

Employee only (prescription) - \$25 per month
Family (prescription) - \$50 per month

5. **Tuition reimbursement** : Effective July 1, 2000, employee reimbursed \$700 per year for any job related course; effective July 1, 2003, reimbursement increased to \$750 per year; effective January 1, 2004, reimbursed increased to \$800 per year.

6. **Meal reimbursement**: Effective January 1, 2005, reimbursement increased for breakfast, to \$6; for lunch, increased to \$9; and for dinner, \$11.

7. **Reimbursement for extradition interagency detainees**: Increased from \$50 to \$60 per day, effective January 1, 2005.

8. **Sick Leave Redemption**: Fifty percent of all accumulated sick leave shall be paid upon retirement to a maximum of \$12,750 between July 1, 2002 through June 30, 2003; increased to \$13,500 between July 1, 2003 and increased to June 30, 2004; and \$15,000 on or after July 1, 2004.

9. **Salary**: Salary for top step and sergeants increased 3% for period covering July 1, 2002 through December 31, 2002; increased 4.5% for 2003, 2004, 2005; increased 2.5% from period January 1, 2006 through June 30, 2006; increased 2.5% for period July 1, 2006 through December 31, 2006; increased 4.5% for 2007; and 4.5% for 2008. The salary guide modified for all other steps, such that including percentage increase and rolling in uniform allowance, increase in recruit step from January, 2004 through January, 2005 is 12.5%; increase in step one is 19.2%; increase in step two is 15.2%; increase in step three is 7%; and increase in the top rate is 7.4%. A new step is added in 2005 and a new step is added in 2006. All officers at top rate in 2004 remain at top rate. Top rate remains the same for all officers regardless of the number of steps. By the end of the contract, an officer at top rate will be making \$63,539; sergeant \$69,722. Salary schedule in Gloucester will now be higher than salary schedule in Burlington, Atlantic, and Salem counties. Any officer who came into the department during 2002/2003 will more than double his or her salary by the end of the agreement.

10. **Contract term**: Contract term is through December 31, 2008, meaning there can be no further reduction in medical or any other benefits in the agreement.

**UNDER NEW AGREEMENT
IMPACT OF MOVING FROM ONE STEP TO THE NEXT IN 2005**

	From R to Step 1	From Step 1 to 2	From Step 2 to 3	From Step 3 to 4
2004 Sal.	\$27,639	\$29,023	\$33,078	\$38,897
2005 Sal.	\$34,603	\$38,103	\$41,603	\$46,170
\$ Inc.	\$6,964	\$9,080	\$8,525	\$7,273
% Inc.	25.2%	31.3%	25.8%	18.7%

**From Step 4
to 6**

2004	\$51,651
2005	\$55,381
\$ Inc.	\$13,730
% Inc.	7.3%

SALARY GUIDE

Date	R	1	2	3	4	5	6
July, 2002	26,566	27,896	31,794	37,387	47,216	--	--
Jan., 2003	27,097	28,454	32,430	38,134	49,341	--	--
Jan., 2004	27,639	29,023	33,078	38,897	51,561*	--	--
Jan., 2005	31,103	34,603	38,103	41,603	46,170	--	55,381
Jan., 2006	31,725	35,295	38,865	42,435	47,093	51,683	56,765
July, 2006	31,725	35,295	38,865	42,435	47,093	51,683	58,185
Jan., 2007	32,360	36,001	39,642	43,284	48,035	52,717	60,803
Jan., 2008	33,007	36,721	40,435	44,149	48,996	53,771	63,539

SERGEANTS

Date	Salary
July 1, 2002	51,938
Jan. 1, 2003	54,275
Jan. 1, 2004	56,717
Jan. 1, 2005	60,770
Jan. 1, 2006	62,289
July 1, 2006	63,847
Jan. 1, 2007	66,720
Jan. 1, 2008	69,722

*Anyone on step four (top step) in 2004 will jump to step six as of January 1, 2005.