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**A G R E E M E N T**

**BETWEEN**

**THE COUNTY OF MONMOUTH**

**AND**

**MONMOUTH COUNTY CORRECTION OFFICERS ASSOCIATION, INC.  
P.B.A. LOCAL 240  
MONMOUTH COUNTY SHERIFF'S DEPARTMENT**

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**JANUARY 1, 1979 through DECEMBER 31, 1980**

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## PREAMBLE

This Agreement, effective as of the first day of January, 1979 by and between the County of Monmouth, hereinafter referred to as the "Employer", and Monmouth County Correction Officers Association, Inc., P.B.A. Local No. 240, hereinafter referred to as the "Association", is designed to maintain and promote a harmonious relationship between the County and such of its employees who are within the Bargaining Unit defined in Article 1 hereof in order that more efficient and progressive public service may be rendered.

## ARTICLE 1

### RECOGNITION

Section 1. The County hereby recognizes the Association as the exclusive majority representative within the meaning of the New Jersey Employer-Employee Relations Act, N.J.S. 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 classifications:

- (a) County Correction Officer
- (b) County Correction Sergeant
- (c) Sheriff's Officers (Including those employed at the Identification Bureau)
- (d) County Correction Lieutenant
- (e) Senior I.D. Officer

ARTICLE 2

EMPLOYER AND EMPLOYEE RIGHTS

Except as otherwise provided herein, nothing contained in this Agreement shall abridge the rights of the County of Monmouth its agents and employees under the laws of the State of New Jersey.

ARTICLE 3

SALARIES

Section 1. The parties agree that the salary ranges for employees covered by this Agreement for the years 1979 and 1980 are as follows:

TITLE	SALARY RANGE-1979	SALARY RANGE-1980
County Correction Officer	\$ 9,107 - \$15,100	\$ 9,500 - \$16,200
Sheriff's Officers	\$ 9,107 - \$15,100	\$ 9,500 - \$16,200
County Correction Sergeant	\$15,000 - \$16,500	\$16,700 - \$17,500
County Correction Lieutenant	\$16,500 - \$18,500	\$18,000 - \$19,200
Senior Identification Officer	\$ 8,519 - \$13,899	\$ 9,200 - \$15,010

Section 2. The parties agree that employees covered by this Agreement shall not receive additional hazardous duty pay for the duration of this Agreement.

Section 3. (a) This pay scale in all respects applies to all persons who are presently employed or who may become employed including the classifications of County Correction Officer, Sheriff's Officers, County Correction Sergeant, County Correction Lieutenant, and Senior Identification Officer.

(b) The 1979 and 1980 pay scales for all present employees covered by this Agreement shall be as set forth in Appendix A attached.

(c) It is understood that those employees serving as Senior Identification Officers shall receive effective January 1, 1979 an increase of 7.5% in addition to their base rate as of December 31, 1978. It is also agreed that said employees shall receive effective January 1, 1980 an increase of 8% in addition to their base rate as of December 31, 1979.

(d) The schedule set forth herein does not include overtime and other fringe benefits.

(e) It is understood that any employee who has left County employment prior to the signing of this Agreement shall not be eligible for any retroactive increase.

#### ARTICLE 4

#### PROMOTIONS

All openings for promotions shall be filled as soon as possible in accordance with Civil Service lists. Any person promoted to Sergeant or Lieutenant will be paid in accordance with the salary scale set forth herein, except that a person promoted to Sergeant or Lieutenant would advance to the first step next above his existing salary. In the event that a newly promoted Sergeant or Lieutenant should advance to a salary equal to an existent Sergeant or Lieutenant, no additional adjustments shall be made to the other Sergeants or Lieutenants.

## ARTICLE 5

### LONGEVITY PAY

(a) It is understood that the County of Monmouth may undertake a study to determine whether to adopt a longevity program for its employees. In the event such a program is adopted by the County, the Employees covered by this Agreement shall be entitled to participate therein from the time the same is adopted by the County of Monmouth.

(b) It is understood that discussions on longevity pay shall be reopened for the year 1980.

## ARTICLE 6

### HOURS OF WORK

Section 1. The regular hours of work each day shall be consecutive, except for interruptions for lunch periods and coffee breaks. A day shall consist of eight and one-fourth (8¼) hours on premises or off premises at work. Said period shall include two (2) fifteen (15) minute breaks and thirty (30) minute period for meal.

Section 2. The work week shall consist of five (5) consecutive eight and one-fourth (8¼) hour days as defined herein. Said eight and one-fourth (8¼) hour period 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.



## ARTICLE 7

### OVERTIME, CALL-IN TIME, AND COURT TIME

#### Section 1. Overtime.

(a) Overtime, defined as any work performed in excess of the regular work week of forty (40) hours, shall be compensated at the rate of one and one-half ( $1\frac{1}{2}$ ) times the employee's regular rate of pay.

(b) All overtime work in units of less than one (1) hour will be accumulated and submitted for payment when the Employee has accumulated one(1) hour or more of overtime.

(c) Overtime work shall be scheduled on an equitable rotating basis in accordance with a seniority list which has been drafted by the parties to this Agreement. It is understood and agreed that this list may be modified when changes occur in existing personnel.

(d) It is also understood that first priority in scheduling overtime work will be given to off duty officers of that shift where the need arises for the overtime.

#### Section 2. Call-In Time.

In the event that an Employee is called in or back to duty during his time off, he shall be compensated at one and one-half ( $1\frac{1}{2}$ ) times his regular rate of pay for two (2) 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 ( $1\frac{1}{2}$ ) times the Employee's regular rate of

pay for two (2) hours, or for all hours worked, whichever is greater.

#### ARTICLE 8

##### TIME CLOCK

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 9

##### UNIFORM ALLOWANCE

(a) Each Employee who has been employed for six (6) months or more shall receive a cash uniform allowance in the amount of \$500.00 per year. Said payment will be made in two (2) installments of \$250.00 to be issued during the first full pay of January, 1979. The second \$250.00 to be paid the first full pay after adoption of the 1979 budget.

(b) For those Employees hired between January 1, 1979 and June 30, 1979, a uniform allowance of \$250.00 shall be received after three (3) months of acceptable service with the County. Six (6) months after receipt of the first payment an additional \$250.00 will be paid.

(c) For those Employees hired between July 1, 1979 and September 30, 1979, a uniform allowance of \$250.00 will be received during the year 1979.

(d) For those Employees hired after October 1, 1979, no payment will be made for the year of 1979.

(e) It is agreed that a uniform allowance shall be an item for discussion and reopenings in the year 1980.

## ARTICLE 10

### INSURANCE

All existing medical and hospitalization insurance coverage for Employees shall be maintained during the term of this Agreement. It is understood that discussions on medical and hospitalization insurance shall be reopened for the year 1980.

## ARTICLE 11

### HOLIDAYS

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

New Year's Day	Labor 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

(b) Whether a holiday falls during an Employee's vacation, his regular day off, or during a scheduled work day, said Employee shall be given compensatory time off at his regular rate of pay.

(c) If an employee works on a holiday he shall be given an option of choosing to be paid at the rate of time and one-half plus holiday pay, providing that he/she waives his/her right to receive a

compensatory day off at a future time.

Section 2. Any other holidays granted to the County employees by resolution of the Board of Chosen Freeholders, Governor of the State of New Jersey or President of the United States shall also be granted to all persons covered by this Agreement.

Section 3. The scheduling of compensatory time off pursuant to this Article shall be governed by seniority.

## ARTICLE 12

### WORKMEN'S COMPENSATION

Section 1. Any Officer injured while on duty will be compensated at full pay while he/she is out of work, and under the care of a physician for a maximum of one year.

Section 2. It is understood that the Employee shall endorse the Workmen's 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 Workmen's Compensation Court, the Employee shall reimburse the County to the extent of the difference between salary paid by County and temporary disability payment made by Workmen's Compensation.

## ARTICLE 13

### PERSONAL LEAVE

Except where the schedule does not permit, the warden or his designee shall allow personal days to be taken on any day from

Monday through Friday. Personal days on weekends shall be allowed 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 said personal days off.

ARTICLE 14

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:

Years of Service	Vacation
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. (a) For purposes of convenience, it is agreed that 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.

(b) 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 for Employees covered by this Agreement.

## ARTICLE 15

### COLLEGE INCENTIVE

Section 1. Since the County of Monmouth recognized the value of trained Correctional Officers, it hereby agrees to pay any officer covered by this Agreement additional compensation in the amount of \$20.00 per year per college credit that is obtained by any officer after January 1, 1979 and while in the County employ from an accredited college in a course that will be of value to the person in the performance of his work. The Warden shall approve the courses taken by the person covered by this Agreement.

Section 2. A committee consisting of representatives of the Sheriff's Office, the Personnel Office and the P.B.A., Local 240, shall review and approve courses taken by the Employee in advance of registration. Payment of courses shall not be made without prior approval. Said approval shall not be unreasonably withheld.

## ARTICLE 16

### DEATH IN FAMILY

Notwithstanding anything to the contrary, the Employer agrees to grant up to three (3) days leave to an Employee due to the death of a member of his immediate family. As used herein, "immediate family" means spouse, parent of Employee or spouse, children, sister or brother. The three (3) days referred to herein shall be in addition to any sick leave accumulated by the Employee and said three (3) days shall not be considered as sick leave and deducted as sick leave accumulated by Employee.

## ARTICLE 17

### PERSONNEL

With respect to personnel, the Employer agrees as follows:

(a) Sufficient manpower shall be scheduled on a daily basis consisting of twelve (12) Male Line Officers and three (3) Male Supervisors to insure adequate coverage of all work assignments so that no officer shall be required to double up on assignments, except for relief of another officer during normally scheduled lunch or other breaks.

(b) Shift changes shall not be used to discriminate against officers.

(c) Officers who terminate their employment shall be replaced as soon as possible.

(d) 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.

## ARTICLE 18

### WEAPONS QUALIFICATION AND TRAINING

Section 1. The Employer agrees to continue the existing program of firearms range qualification for Employees twice per year.

Section 2. The Employer further agrees to continue the training program for Correction Officers. Said training program shall consist of two (2) eight (8) week courses one (1) night per week, two (2) hours in length each night. There shall be one eight (8) week course in the fall and one eight (8) week course in the spring.

Attendance shall be mandatory for all new Correction Officers hired after the signing of this contract. All Officers will be paid two (2) hours of straight time for attendance at the two (2) hour classes. Attendance will not be mandatory except for newly hired officers. Said training courses will include a curriculum that will properly cover all aspects of the proper functions of the correctional institutional officer. All newly hired officers will attend except those on holiday, vacation or excused by the training officer or the Warden.

## ARTICLE 19

### ASSOCIATION TIME

Section 1. (a) One (1) state delegate shall be allowed twelve (12) paid days for attendance at State P.B.A. meetings, plus six (6) paid days for attending the annual P.B.A. Convention and not more than four (4) days in one year's time for special P.B.A. meetings for a maximum total of twenty-two (22) paid days.

(b) Six (6) paid days shall be allowed for the P.B.A. Convention Delegate elect to attend the P.B.A. Convention.

(c) Six (6) paid days shall be allowed for P.B.A. President to attend the P.B.A. Convention.



ARTICLE 20

TRANSPORTATION

Whenever it is necessary to transport (a) any prisoner at night, or (b) a prisoner who is charged with or has been convicted of a high misdemeanor, a minimum of two (2) Employees shall accompany the prisoner. In all other circumstances, the decision as to the number of Employees accompanying the prisoner shall be made by the appropriate supervisor.

ARTICLE 21

ASSOCIATION DUES AND INDEMNITY

Upon receipt of a lawfully executed written authorization from an Employee which may be revoked in writing at any time, the County agrees to deduct the regular monthly dues of such Employee from his pay and remit such deduction by the fifteenth (15) day of the succeeding month to the officials designated by the Employee in writing to receive such deductions. The Employee will notify the County in writing the exact amount of such regular membership dues deducted.

The Association agrees to indemnify and hold the County harmless against any and all claims, suits, orders or judgements 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 or servants.

## ARTICLE 22

### NON-DISCRIMINATION

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

The Employer and the Association agree not to interfere with the right of Employees to become or not become members of the Bargaining Unit; and, further, that there shall be no discrimination or coercion against any Employee because of unit membership or non-membership.

## ARTICLE 23

### MANAGEMENT RIGHTS

It is recognized that the Sheriff's Office has and will continue to retain the rights and responsibilities to direct the affairs of the jail in all its various aspects. Among the rights retained by the Sheriff's Office are its 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.

In situations where the Employee has been terminated, the employment bargaining representative shall initiate the grievance procedure at Step No. 2.

#### ARTICLE 24

##### STRIKES AND LOCKOUTS

Neither the Association nor any officers, agents or Employees will instigate, promote, sponsor, engage in, or condone any strike, slowdown, concerted stoppage or work or any other intentional interruption of the operations of the Monmouth County Jail, regardless of the reason for so doing. Any or all Employees who violate any of the provisions of this Article may be discharged or otherwise disciplined by the County pursuant to the rules and regulations of the Civil Service Commission and any State statutes applicable thereto and subject to the grievance procedures and terms of conduct of this contract. Any Employees who are disciplined or discharged pursuant to this section may institute a grievance in accordance with the procedures set forth herein.

#### ARTICLE 25

##### HANDBOOK

The parties agree that to the extent that it is not inconsistent with any provisions hereof the Association and the members within the bargaining unit are entitled to and bound by the personnel handbook issued by the County of Monmouth and specifically endorse the provisions of the latest handbook, to the extent that those provisions are not covered by this Agreement.

## ARTICLE 26

### WORK RULES

The Employer shall establish reasonable and necessary rules of work and conduct for Employees. Such rules shall be equitably applied and enforced.

## ARTICLE 27

### GRIEVANCE PROCEDURE

Step No. 1: The Employee having a grievance shall present it in the first instance to the other party within ten (10) working days after the occurrence of the event out of which the grievance arises. If the Employee so requests, his representative shall be present.

Step No. 2: If the Employee is not satisfied with the decision of the Warden at the First Step, the grievance shall be put in writing, signed by the Employee and presented to the Employee's next level of authority within seven (7) working days after the decision of the Warden. For the purpose of this grievance procedure, the Employee's next level of authority shall be considered the Sheriff. Copies of the written grievance shall be forwarded to the Sheriff and the Association. The Sheriff shall within five (5) working days of the receipt of the written grievance, arrange a meeting, which meeting shall occur within five (5) working days thereafter, with the Employee and his representative. The Sheriff shall give the Employee and the Association his 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 No. 2 of this procedure, the Employee may elect to proceed through Civil Service or Step No. 3 of this grievance procedure. However, upon election of either the Civil Service procedure or Step No. 2 of this grievance procedure, the choice of the Employee then becomes exclusive in nature and he cannot avail himself at a later time of the procedure not used by him to settle a grievance.

Step No. 3: If the grievance is still unsettled, the Association may within fifteen (15) days after the reply of the Sheriff is due, by written notice to the Sheriff, request arbitration. Said arbitration shall be through the New Jersey State Board of Mediation, the expense of which shall be shared equally by the Sheriff and the Association. The decision of arbitration shall be final and binding on both parties.

In using the procedure established herein, an Employee is entitled at each step to be represented by an attorney of his own choosing or by a bona fide member or members of the union designated to represent him pursuant to this Agreement.

## ARTICLE 28

### DISCIPLINARY HEARINGS

Any Officer called in for any disciplinary hearing shall have a departmental hearing. The Officer and P.B.A. shall be notified in writing at least five (5) days in advance of said hearing. Said written notice shall include specific charges and tentative disciplinary action.

ARTICLE 29

SAVINGS CLAUSE

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 30

MUTUALITY

All provisions are mutual covenants and subject to the other parties not breaching any other provisions of this collective bargaining agreement.

ARTICLE 31

PAYCHECK RELEASE

It is stipulated and agreed that the 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 32

JOINT SAFETY COMMITTEE

During the calendar year 1979 a Joint Safety Committee shall be established consisting of membership of both Management and P.B.A.

ARTICLE 33

AGENCY SHOP

If the New Jersey Legislature passes a bill permitting Agency Shop, said Agency Shop shall apply to this unit.

ARTICLE 34

VOLUNTARY WAGE GUIDELINE PROGRAM

It is understood that if this Agreement is determined by the Federal Government to have exceeded the President's Voluntary Wage Guideline Program and as a result the County is penalized by loss or cutback of Federal funds, adjustment in salary or fringe benefits will be made so as to be in conformity with said wage program.

ARTICLE 35

TERM AND EXTENT OF AGREEMENT

This Agreement shall be retroactive from January 1, 1979 and shall continue in full force until December 31, 1980, or until a new Agreement is executed.

APPENDIX A

COUNTY CORRECTION OFFICERS	Effective January 1, 1979	Effective January 1, 1980
J. Wilson	\$10,800	\$12,000
C. Campbell	\$ 9,900	\$10,800
J. Clements, Jr.	\$ 9,900	\$10,800
R. Davis	\$ 9,900	\$10,800
P. Jamison	\$ 9,900	\$10,800
P. Meseal	\$ 9,900	\$10,800
J. Mooney	\$ 9,900	\$10,800
H. Rausch	\$ 9,900	\$10,800
W. Robbins	\$ 9,900	\$10,800
D. Swinarski	\$ 9,900	\$10,800
H. Smith	\$ 9,900	\$10,800
S. Vasta	\$ 9,900	\$10,800
B. Wescott	\$ 9,900	\$10,800
P. Allyn	\$10,800	\$12,000
M. Ayala	\$10,800	\$12,000
J. Choma	\$10,800	\$12,000
H. Gerfin	\$10,800	\$12,000
J. LoPiccolo	\$10,800	\$12,000
M. Moraghan	\$10,800	\$12,000
F. Morgan	\$10,800	\$12,000
V. Rynax	\$10,800	\$12,000
K. Smith	\$10,800	\$12,000
K. Williams	\$10,800	\$12,000
V. Acerra	\$12,000	\$13,200
D. Adams	\$12,000	\$13,200
L. Statenn	\$12,000	\$13,200
R. Bonforte (+ College Incent.)	\$12,000	\$13,200
T. Boyle	\$12,000	\$13,200
D. Fernandez	\$12,000	\$13,200
S. Garrone	\$12,000	\$13,200
J. Lambertson	\$12,000	\$13,200
J. Mazza	\$12,000	\$13,200
D. Mazurkewicz	\$12,000	\$13,200
P. Shavahan	\$12,000	\$13,200
W. Wannamaker	\$12,000	\$13,200
J. Brown (+ College Incent.)	\$12,000	\$14,400
W. Cook (+ College Incent.)	\$13,000	\$14,400
C. Harrington	\$13,000	\$14,400
H. Jones, Jr.	\$13,000	\$14,400
J. McKinley	\$13,000	\$14,440
G. Noble (+ College Incent.)	\$13,000	\$14,440
D. Perry (+ College Incent.)	\$13,000	\$14,440
W. Ryan	\$13,000	\$14,440
J. Squatriglia(+College Incent.)	\$13,000	\$14,440



APPENDIX A (Cont'd.)

COUNTY CORRECTION OFFICERS	Effective January 1, 1979	Effective January 1, 1980
J. Szabo	\$13,000	\$14,440
E. Allton	\$14,500	\$16,200
J. Baumgartner	\$14,500	\$16,200
E. Behr	\$14,500	\$16,200
G. Biddle	\$14,500	\$16,200
F. Bigos	\$14,500	\$16,200
H. Brown	\$14,500	\$16,200
J. Burke, Jr. (+ College Incent)	\$14,500	\$16,200
L. Burke	\$14,500	\$16,200
M. Conover (+ College Incent.)	\$14,500	\$16,200
G. Devito (+ College Incent.)	\$14,500	\$16,200
W. Elsmen	\$14,500	\$16,200
D. Evernham (+ College Incent)	\$14,500	\$16,200
L. Faugno	\$14,500	\$16,200
C. Friedman (+ College Incent.)	\$14,500	\$16,200
H. Handel	\$14,500	\$16,200
V. Harris	\$14,500	\$16,200
M. Howard (+ College Incent.)	\$14,500	\$16,200
D. Huhn (+ College Incent.)	\$14,500	\$16,200
J. Karbo	\$14,500	\$16,200
H. Kimble	\$14,500	\$16,200
D. Lovelace	\$14,500	\$16,200
E. Mannix (+ College Incent.)	\$14,500	\$16,200
B. Matheny	\$14,500	\$16,200
M. Mazza	\$14,500	\$16,200
W. Myles	\$14,500	\$16,200
J. Owens	\$14,500	\$16,200
R. Pitman (+ College Incent.)	\$14,500	\$16,200
B. Sherman	\$14,500	\$16,200
R. Wheeler	\$14,500	\$16,200
L. Allen	\$14,500	\$16,200
J. Anderson	\$14,500	\$16,200
E. Fischer	\$14,500	\$16,200
M. Ford	\$14,500	\$16,200
J. Francis (+ College Incent.)	\$14,500	\$16,200
L. Gilbert	\$14,500	\$16,200
E. Harrington	\$14,500	\$16,200
R. Ketch	\$14,500	\$16,200
F. Miles	\$14,500	\$16,200
D. Shea (+ College Incent.)	\$14,500	\$16,200
J. Sullivan	\$14,500	\$16,200
J. Conover	\$14,800	\$16,200
R. Jones	\$14,800	\$16,200
H. Weidner	\$14,800	\$16,200
G. Williams	\$14,800	\$16,200
H. Hawthorne	\$15,100	\$16,200
B. Hewitson	\$15,100	\$16,200

APPENDIX A (Cont'd.)

COUNTY CORRECTION OFFICERS	Effective January 1, 1979	Effective January 1, 1980
A. Jobs	\$15,100	\$16,200
F. Mazza	\$15,100	\$16,200
I. Murray	\$15,100	\$16,200
A. Smith	\$15,100	\$16,200
L. Williams	\$15,100	\$16,200

COUNTY CORRECTION SERGEANTS	Effective January 1, 1979	Effective January 1, 1979
S. Miller, Jr.	\$15,000	\$16,700
P. Perryman	\$15,000	\$16,700
E. Sherlock	\$15,000	\$16,700
D. Bryant	\$15,500	\$17,200
W. Foster	\$15,500	\$17,200
F. Grzsik	\$15,500	\$17,200
J. Austin	\$16,500	\$17,500

COUNTY CORRECTIONAL LIEUTENANTS	Effective January 1, 1979	Effective January 1, 1980
J. Bowden (+ College Incent.)	\$16,500	\$18,000
P. Carrabba (+ College Incent.)	\$16,500	\$18,000
A. Marino	\$17,600	\$19,200
T. Sheffield	\$17,600	\$19,200
M. Daniels	\$18,500	\$19,200
E. Allen	\$16,500	\$18,000
R. Teeple (+College Incent.)	\$16,500	\$18,000

IN WITNESS WHEREOF, the parties have hereunto affixed  
their signatures this 23rd day of March, 1979.

COUNTY OF MONMOUTH

ATTEST:

Frederick C. Kuba

Paul Korman  
Ray Korman

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

ATTEST:

William J. Myles

George Peltz

# The Board of Chosen Freeholders

of the  
County of **Monmouth**

HALL OF RECORDS

MAIN STREET

FREEHOLD, NEW JERSEY 07728

Telephone: Area Code (201) 431-7300

ROBERT J. COLLINS

Assistant County Administrator

RAY KRAMER, Director of the  
Board, Finance & Administration

JANE CLAYTON, Director of  
Administration of Justice

HARRY LARRISON, JR., Director of  
Health, Welfare & Social Services

THOMAS J. LYNCH, JR., Director of  
Public Works and Transportation

ALLAN J. MacDONALD, Director of  
Buildings, Grounds and Parks

April 26, 1979

TO: Mr. G. DeVito, M.C.C.I.

FROM: Robert J. Collins

RE: Correction Officers' Contract

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Enclosed please find the finalized contract for 1979 and 1980. The delay in submitting the final copy was due to the fact that Sheriff Paul Kiernan had some questions on some of the articles.

As a matter of clarification, please note the following:

1. Article 7 - Section 1B

It is understood that the question of the practice of computing overtime will continue as is. This means there must be a minimum of fifteen minutes worked prior to any credit for overtime.

2. Article 11, Section 1C

It is understood that the administration has the final authority as to whether an employee should be paid at the rate of time and one half or granted a compensatory day off at a future date.

3. Article 15, Section 2

It is understood that the Sheriff has the right to designate a representative from his office as a member of the review committee.

4. Article 19, Section 2

This was eliminated by the Sheriff, however, it is understood that time shall be granted as a past practice for the P.B.A. President and Delegate to investigate grievances. A reasonable amount of time shall be determined by the jail administration.

Mr. G. Devito


April 26, 1979

RE: Correction Officers' Contract

5. Article 28 - Disciplinary Hearings

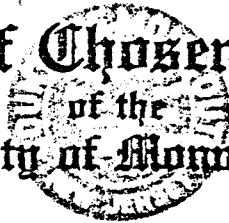
The Sheriff initially questioned the need for the addition of the last sentence. After I explained the reasons and the fact that this was discussed during negotiations, he acknowledged this to be the proper procedure to be taken.

Should you have any questions on any of these matters, please feel free to contact me.

  
Robert J. Collins

RJC:pf  
Enc.

The Board of Chosen Freeholders *file*  
of the *Cor off*  
County of Monmouth



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ROBERT J. COLLINS  
Assistant County Administrator

May 10, 1979

TO: Warden Cooke  
FROM: R. J. Collins  
RE: Review of College Credits

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The College Credit review Committee consisting of myself, Deputy Warden Styles and Correction Officer Shea met on May 9, 1979 and approved credits for the following personnel:

James T. Francis - all courses indicated in his attached letter dated January 20, 1979 are approved;

David Perry - all courses indicated in his undated letter attached are approved:

Daniel Shea - all courses indicated in his letter dated January 20, 1979 attached hereto are approved.

It is understood that upon the completion of these courses, the individuals should submit to you, proof of passing. This should be submitted by you to my office for processing and payment.

*Robert J. Collins*  
Robert J. Collins

RJC:pf  
cc: D. Shea  
Officer Styles  
Personnel w/e

January 20, 1979

Warden Ralph Cook  
Monmouth County Correctional Institution  
Waterworks Road  
Freehold, New Jersey 07728

Warden Cook:

In accordance with the provisions of the current contract between P. B. A. 240 and the Board of Freeholders, I am submitting the following courses for consideration of the \$15.00 payment per college credit. I will be taking these courses at Kean College in Union New Jersey in the Spring 1979 semester.

Course No	Course Title	No of Credit hrs
PHI 1100	Philosophy	3
HED 4333	Alcohol & Narcotics Education	3
ECO 1021	Principles of Economics II	3

Thank you for your consideration in this matter.

Daniel F. Shea  
County Correction Officer  
4-12 Shift

TO: RALPH COOK, WARDEN

FROM: DAVID PERRY, CORRECTION OFFICER

SUBJ: CHANGE OF WORK SCHEDULE, FEB. 1, 1979/JUNE 13, 1979

NEXT SEMESTER, (SPRING SEMESTER) WILL BE MY LAST AT OCEAN COUNTY COLLEGE. I WILL BE GRADUATING ON JUNE 13, 1979. IN ORDER TO GRADUATE IN JUNE, I AM ASKING FOR PERMISSION TO CHANGE MY DAYS OFF FROM MONDAY & TUESDAY TO FRIDAY & SATURDAY. THE NEED FOR CHANGE IS BECAUSE I MUST TAKE A FOUR HOUR COURSE ON SATURDAY (FORENSIC SCIENCE).

THE FOLLOWING COURSES ARE THOSE WHICH I WILL BE TAKING FOR THE SPRING SEMESTER:

SC:151 - FORENSIC SCIENCE-SAT. 9 AM - 1 PM	4 CREDITS
SS:236 - CRIMINOLOGY-TUES-THUR 8:50 PM -10:05	3 CREDITS
SS:231 - SOCIAL PROBLEMS-TUES-THUR 6:00 PM - 7:15 PM	3 CREDITS
ENG:152- INTO TO LITERATURE-TUES-THUR 7:25 - 8:40 PM	3 CREDITS

THANK YOU FOR YOUR COOPERATION IN THIS MATTER.

*David Perry*  
DAVID PERRY  
CORR. OFFICE

*OK Ralph Cook Warden*



January 20, 1979

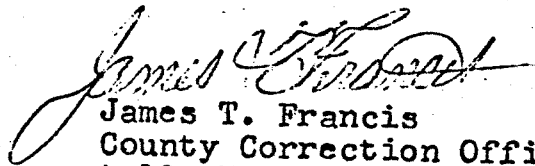
Warden Ralph Cook  
Monmouth County Correctional Institution  
Waterworks Road  
Freehold, New Jersey 07728

Dear Sir:

In accordance with the terms of the contract between P.B.A. 240 and the Monmouth County Board of Chosen Freeholders, the following College Courses which I will be taking in the Spring 1979 semester at Kean College are submitted for consideration of the payment of \$15,00 per credit hour:

Course No.	Course Title	# of Credit hrs
HED 4333	Alcohol & Narcotics Education	3
MGS 3030	Personnel Management	3
ECO 3300	Principles of Economics III	3
	TOTAL	<u>9</u>

Thank you for your consideration in this matter.

  
James T. Francis  
County Correction Officer  
4-12 Shift

COUNTY OF MONMOUTH

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- Cor of Contract  
file



PAUL KIERNAN  
SHERIFF

ISAAC H. REIFF  
UNDERSHERIFF

COURT HOUSE  
FREEHOLD, NEW JERSEY 07728

3-27-79

Dear Bob -

I together with  
V.S. Ruff, Warren Cook  
& D.W. Cook. Have made  
several changes as to  
management. If these can  
be included in contracts  
I am ready to sign

Sincerely  
Gene

Changes appear P. 5, 7, 10, 11, 12  
16, 17, 19. (Yes)

Bob,

George is expecting to hear from you.  
In view of what the Sheriff did to Contract,  
I would not make copies for George - fab