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AGREEMENT  
BETWEEN  
CAPE MAY COUNTY  
CAPE MAY COURT HOUSE, NEW JERSEY  
and  
COUNTY PROSECUTOR  
OF THE COUNTY OF  
CAPE MAY  
and  
P.B.A. LOCAL 59  
POLICE BENEVOLENT ASSOCIATION

COVERING THE PERIOD  
JANUARY 1, 1994  
THROUGH  
DECEMBER 31, 1995

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PREAMBLE

This Agreement, entered into this 19th day of Sept., 1994, by and between the COUNTY OF CAPE MAY, in the County of Cape May, New Jersey, hereinafter called the "County", and the COUNTY PROSECUTOR OF THE COUNTY OF CAPE MAY, hereinafter called the "Prosecutor", and "P.B.A." LOCAL 59, POLICE BENEVOLENT ASSOCIATION", hereinafter called the "P.B.A." or "Association", represents the complete and final understanding on all the bargainable issues between the parties.

ARTICLE ONE

PURPOSE

This agreement is entered into pursuant to the provisions of Chapter 303, Laws of 1968 and as amended (N.J.S.A. 34:13A-5.1, etc.), of the State of New Jersey, to promote and ensure harmonious relations, cooperation, and understanding between the parties; to prescribe the respective rights and duties of the parties; and to provide for the resolution of legitimate grievances, all in order that the public service and law enforcement shall be expedited and effectuated in the best interests of the peoples of the County of Cape May.

ARTICLE TWO

RECOGNITION

The County and the Prosecutor hereby recognize Local 59 Policeman's Benevolent Association, as the sole and exclusive collective bargaining representative for all regular full-time employees holding the title of

County Detective and County Investigator, and employed by the Cape May County Prosecutor's Office for the purpose of collective bargaining and all other activities relative thereto pursuant the Public Employees Relations Act of the State of New Jersey and all other applicable law.

All professional employees, confidential employees, supervisory employees (such as County Detective-Captain) and managerial executives (such as Chief of Detectives) are specifically excluded from this contract.

### ARTICLE THREE

#### MANAGEMENT RIGHTS

A. The parties acknowledge that the Prosecutor is vested with the right and responsibility under the Laws of the State of New Jersey to manage the Cape May County Prosecutor's Office to include the following rights:

1. To determine the standards of service to be provided by the Cape May County Prosecutor's Office;
2. To maintain the efficiency and effectiveness of the Cape May County Prosecutor's Office;
3. To determine the standards and qualifications for employment of all employees;
4. To discipline employees according to law including suspension, demotion, termination or other appropriate disciplinary action;

5. To direct the activities of all employees including content of work assignment;

6. To generally exercise complete control over the organization and operation of the Cape May County Prosecutor's Office.

B. Nothing contained herein shall be construed to deny or restrict the County of its powers, rights, authority, duties and responsibilities under the Laws of the State of New Jersey.

#### ARTICLE FOUR

##### DEFINITIONS

The following words and terms, when used in this contract, shall have the following meanings, unless the contents clearly indicate otherwise:

**Permanent employee** - means an employee who has acquired Civil Service permanent status in his position after the satisfactory completion of a working test period.

**Temporary employee** - means persons hired in cases of emergency only for a period of not more than two (2) months, which two (2) month period of employment may be extended for a maximum of an additional two (2) months if the emergency is shown to continue.

**Provisional appointment** - means the appointment to a permanent position pending the regular appointment of an eligible person from a special re-employment, regular re-employment or employment list.

**Part-time employee** - an employee whose regular hours of duty are less than the regular and normal work week for the class or agency.

**Seasonal** - employees which are hired for the same short period of time during the year.

**Retired employees** - employees who retire from a State administered retirement system.

**Dependents** - include employee's spouse and any employee's unmarried children (including any step children, legally adopted children and foster children dependent upon employee for complete support and maintenance and who have been reported for insurance from birth until 19 years of age, or 23 years of age if a full-time student attending an accredited college. Persons insured as employees are not included as dependents.

**Immediate family** - means father, mother, spouse, child, foster child, sister or brother of the employee. It shall also include relatives of the employee residing in the employee's household.

**Overtime** - means all hours worked in excess of normal scheduled hours.

**Grant employee** - means persons who are employed to fill positions funded wholly or at least 50 percent by State or Federal grants.

**C.E.T.A. employees** - means persons who are hired to fill positions funded by the Federal Comprehensive Employment Training Act.

**Anniversary date** - date of hire or date of most recent title change or promotion.

**ARTICLE FIVE**  
**GRIEVANCE PROCEDURE**

**A. Definition.**

The term grievance as used herein means any controversy arising from the interpretation, application or violation of policies, agreements, and administrative decisions which affect the terms and conditions of employment of an employee.

**B. Purpose.**

1. The purpose of this procedure is to secure at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the departmental supervisory staff and having the grievance adjusted without the intervention of the Association.

3. Any grievance may be raised by any employee or by the Association.

**C. Steps of the Grievance Procedure.**

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

**Step One:**

(a) An aggrieved employee shall institute action under the provisions hereof by submitting his grievance in writing within ten (10) working days after its occurrence to the P.B.A. representative and with a copy to the Prosecutor and Chief of County Detectives. Having completed this, an earnest effort shall be made to settle the differences between the aggrieved employee and the Chief for the purpose of resolving the matter informally. Failure to file his grievance in writing as aforesaid shall be deemed to constitute an abandonment of the grievance and shall bar the employee from any right to proceed further with the grievance.

(b) The Chief of County Detectives shall render a written decision within five (5) working days after receipt of the grievance. Failure to render such written decision within the time provided shall be deemed a denial of the grievance.

**Step Two:**

(a) In the event a satisfactory settlement has not been reached with the Chief of County Detectives, the employee may appeal his grievance to the Prosecutor within ten (10) working days following receipt by the employee of the written determination of the Chief. Such appeal shall be in writing signed by the aggrieved employee and delivered to the Prosecutor.

(b) The Prosecutor shall render a written decision within ten (10) working days from his receipt of the grievance. Failure to render such written decision within the time provided shall be deemed



a denial of the grievance. The Prosecutor's decision shall conclude the grievance procedure, except for grievances involving interpretation and application of the provisions of this contract.

D. Grievances affecting the interpretation and application of the provisions of this contract not settled through Steps 1 and 2 may be referred to the Public Employment Relations Commission within ten (10) days after the determination by the Prosecutor. An arbitrator shall be selected pursuant to the rules of P.E.R.C., however, no arbitration hearing shall be scheduled sooner than thirty (30) days after the final decision by the Prosecutor. In the event the aggrieved employee elects to pursue Civil Service Procedures, the arbitration hearing shall be cancelled and the matter withdrawn from arbitration. The Association shall pay whatever costs may have been incurred in the processing of the case to arbitration. The decision of the arbitrator shall be final and binding upon both parties, however, the arbitrator shall not have the authority to add to, modify, detract from, or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The costs for the services of the arbitrator shall be borne equally by the County and the Association. Any additional costs shall be paid by the party incurring same.

E. Nothing herein shall prevent any employee from processing his own grievance, provided representatives of the P.B.A. may be present at such hearings and provided further that no settlement with any such employee shall violate this Agreement.

**ARTICLE SIX**

**VEHICLES**

A. All vehicles assigned to the Prosecutor's Office will be full size vehicles (not compacts).

B. All new vehicles hereafter purchased or assigned to Prosecutor's Office shall be air conditioned and contain AM radios.

C. It shall be the responsibility of each Detective or Investigator to immediately report any defective vehicle to their immediate supervisor.

D. In the event the Prosecutor or his designee determines that a vehicle is in unsafe operating condition, said vehicle shall be removed from service and repaired.

E. It shall be the obligation of the Detective or Investigator assigned to a vehicle to keep same in good operating condition and to see that preventative maintenance is performed periodically.

**ARTICLE SEVEN**

**P.B.A. REPRESENTATIVES**

A. Accredited representatives of the P.B.A. may enter the County facilities or premises at reasonable hours for the purpose of observing working conditions or assisting in the adjustments of grievances. When the P.B.A. decides to have its representative enter the County facilities or premises, it will request such permission from the Prosecutor or his designee, and such permission will not be unreasonably withheld, provided there should be no interferences with the normal operations of

the business of the Prosecutor's Office or normal duties of its employees.

B. One (1) P.B.A. Representative may be elected to represent the P.B.A. in grievances with the Prosecutor. Each department shall elect its steward and the P.B.A. shall furnish the Board of Chosen Freeholders and Prosecutor with a list of representatives. There shall be one Chief Representative who shall be elected by the committee of the Local P.B.A.

C. The County and the Prosecutor agree to give time off the job with pay for P.B.A. Representatives performing their Union duties. The P.B.A. agrees to take all steps necessary to insure that this time is within reasonable limits and does not conflict with the representative's office responsibilities.

D. Pursuant to N.J.S.A. 11:26C-4, the Prosecutor agrees to grant a leave of absence with pay to the duly authorized representative of P.B.A. Local 59, Police Benevolent Association, to attend any state or national convention of such organization. A certificate of attendance to the state or national convention shall be submitted by the representative so attending. Leave of absence shall be for a period inclusive of the duration of the convention with a reasonable time allowed for time to travel to and from the convention.

ARTICLE EIGHT

HOURS AND OVERTIME

Section 1. Hours:

The basic work week for employees covered by this contract shall be Monday through Friday, and shall consist of not more than forty (40) hours. The basic work week shall be constructed in the framework of either five (5) - eight (8) hour days or four (4) - ten (10) hour days; either one being scheduled at the discretion of the Prosecutor.

In addition to the basic work day and work week set forth above, all Investigators and Detectives shall be on permanent stand-by during all hours of the day, seven (7) days per week, Saturdays, Sundays, and holidays inclusive. Pursuant to this provision, all Investigators and Detectives shall be free to use off-duty time for their own purposes, subject only to being called into work in the event the Prosecutor or his designee shall so direct.

The employees covered hereunder shall perform such unlimited hours of duty, at such times, places, and duration as shall be directed by the Prosecutor or his designee.

Except in emergency situations, the Prosecutor shall endeavor to give each employee ordered to work beyond his basic work day or work week at least one-half (1/2) hour prior notice of the assignment. The parties hereto recognize and acknowledge the unique nature of law enforcement work and agree that for all purposes the one-half (1/2) hour notice provision set forth above is reasonable and fair.

Section 2. Overtime.

The parties acknowledge that the proper and efficient law enforcement mission of the Prosecutor's Office ordinarily and routinely requires the work of overtime hours by employees covered by this agreement. The parties further acknowledge that this overtime results in irregular hours of work during the week and varying hours of work from week to week.

Accordingly, the County, as an accommodation to the Prosecutor and the P.B.A., has agreed to guarantee the payment of the sum of Five Thousand (\$5,000.00) Dollars per annum as compensation, at the rate of 1-1/2 (one and one-half) times the regular rate, for overtime to be worked by employees covered by this agreement during the term of this Agreement. This overtime payment shall be added weekly to the employee's base pay and shall be paid ratably throughout the year with the employee's regular pay.

The parties acknowledge that this paragraph has been reviewed by the Department of Labor in 1988 and found to be in compliance with the Fair Labor Standards Act, Section 788.

ARTICLE NINE

HOLIDAYS

A. The following holidays shall be recognized:

- |                           |                                |
|---------------------------|--------------------------------|
| 1. New Year's Day         | 9. Columbus Day                |
| 2. Martin Luther King Day | 10. Veteran's Day              |
| 3. Lincoln's Birthday     | 11. General Election Day       |
| 4. Washington's Birthday  | 12. Thanksgiving Day           |
| 5. Good Friday            | 13. Day After Thanksgiving Day |
| 6. Memorial Day           | 14. Christmas Day              |
| 7. Independence Day       | 15. Three Administrative Days  |
| 8. Labor Day              |                                |

B. Employees who are scheduled to work on the recognized holidays noted in this Article shall not receive any special or overtime pay.

Employees who are scheduled to work on the recognized days noted in this Article shall be given a day off with pay at a later date in accordance with departmental rules established in ARTICLE TWENTY.

C. Whenever a holiday recognized in this Article is decreed to be a normal work day by an official of the State or County Courts, the employee so scheduled shall be granted a day off with pay at a later date within the calendar year.

D. Holidays which fall on Saturday will be celebrated on the preceding Friday. Holidays which fall on Sunday will be celebrated on the following Monday.

E. Administrative days are to be used by the employee for personal reasons and subject to the following conditions: A personal leave day shall be granted by the Prosecutor upon three (3) days prior request of the employee submitted to the Prosecutor or his designee. Said request shall be granted, at the discretion of the Prosecutor, as long as the employee's absence can be granted without interference with the proper conduct of the department. Administrative leave days shall not accumulate, but must be used in the calendar year. Administrative Leave Days are earned on a pro-rated basis. New employees shall only receive one (1) Administrative Leave Day for each four (4) full months of employment during their initial year of employment. Thereafter, at the beginning of each calendar year, in anticipation of continued employment, employees shall be credited with three (3) Administrative Leave Days. An employee who leaves County service before the end of a calendar year shall have his or her Administrative Leave Days pro-rated, based upon time earned. An employee shall reimburse the County for paid Administrative Leave Days used in excess of his or her pro-rated entitlement. Proration does not apply to Prosecutor directed layoffs, disability retirement or to employees who terminate employment with ten (10) years of service or more with the County of Cape May Prosecutor's Office.

F. To be entitled to Holiday Pay, an employee must be present the last scheduled work day prior to the holiday and the first scheduled work day after the holiday except for a bona fide authorized absence.

ARTICLE TEN

VACATIONS

A. Annual vacation leave with pay shall be earned at the rate of one (1) working day of vacation for each month of service during the remainder of the calendar year following the date of appointment; twelve (12) working days vacation thereafter for every year and up to ten (10) years of service; fifteen (15) working days vacation after the completion of ten (10) years and after fifteen (15) years and up to twenty (20) years of service, seventeen (17) days vacation; after twenty (20) years of service, twenty (20) working days vacation; and after twenty-five (25) years of service, twenty-five (25) working days vacation. Permanent part-time employees shall receive vacation credit allowance on a proportionate basis.

B. Vacation allowance must be taken during the current calendar year at such time as permitted or directed by the appointing authority, unless the appointing authority determines that it cannot be taken because of pressure of work. Any unused vacation may be carried forward into the next succeeding year only.

C. Annual Vacation Leave with pay is earned on a pro-rated basis based upon an employee's service with the County. Initial year of hire vacation days must be earned before they can be used. Each year thereafter, each employee shall become entitled to his or her vacation leave as specified in Paragraph A above on January 1st of said year. An employee who leaves County service before end of calendar year shall have his or her vacation leave pro-rated based upon time earned. An



employee shall reimburse the County for paid vacation leave days used in excess of his or her pro-rated entitlement. An employee who leaves County Government service shall be paid for unused earned vacation leave. Proration does not apply to County directed layoffs, disability retirement, or to employees who terminate employment with ten (10) years of service or more with the County of Cape May. An employee who exhausts all paid vacation leave in any one year shall not be credited with additional paid vacation until the beginning of the next calendar year. Upon death of employee, unused vacation leave shall be paid to the employee's estate. Vacation leave is not earned during the period of time while employee is on suspension or on leave of absence without pay.

#### ARTICLE ELEVEN

#### HEALTH BENEFIT PROGRAM

Employees hereunder shall continue to be provided with all health and welfare benefits granted to Cape May County employees generally subject to all terms and conditions applicable thereto, including but not limited to any deductible or co-payment requirements. The County benefits package currently includes:

1. Medical and surgical health insurance
2. Major medical coverage
3. Eye care coverage
4. Prescription insurance coverage
5. Life insurance coverage

6. Dental insurance coverage

The County shall continue the hospitalization and life insurance program for retiring employees with twenty-five (25) years of service to the County of Cape May until the death of the employee.

The County agrees to pay the full cost of premiums for the health benefit coverages provided under this Article for and during the term of this Agreement.

The County shall indemnify and hold harmless the employees covered hereunder against claims as provided in Cape May County Resolution No. 749-91.

ARTICLE TWELVE

SICK LEAVE

Section 1. Service Credit for Sick Leave.

1. All employees shall be entitled to sick leave with pay as specified hereunder.

2. Sick leave for purposes herein is defined to mean absence from work of an employee because of personal illness by reason of which such employee is unable to perform the usual duties of his position, exposure to contagious disease, a short period of emergency attendance upon a member of his immediate family critically ill and requiring the present of such employee or death in the immediate family. For the purposes of this Article, "member of immediate family" is interpreted as meaning father, mother, husband, wife, child, foster child, sister, brother or relatives of the employee residing in employee's household.

**Section 2. Amount of Sick Leave.**

1. The minimum sick leave with pay shall accrue to any full time employee on the basis of eight (8) working hours per month during the remainder of the first calendar year of employment after initial appointment; and one hundred twenty (120) working hours in every calendar year thereafter.

2. Any amount of sick allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

3. Temporary, provisional and permanent part-time employees shall be granted sick leave credit on a proportionate basis.

**Section 3. Reporting of Absence on Sick Leave.**

1. If an employee is absent for reasons that entitle him to sick leave, the Prosecutor or his designee shall be notified prior to the employee's starting time.

a. Failure to so notify the Prosecutor or his designee may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.

b. Absence without notice for five (5) consecutive days shall constitute a resignation not in good standing.

**Section 4. Certification of Sick Leave.**

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days or totaling more than ten (10) days in one calendar year, may be required to submit acceptable medical evidence

substantiating the illness. Any abuse of sick leave shall be cause for disciplinary action.

2. In case of leave of absence due to exposure to contagious disease, a certificate from the Board of Health of the employee's municipality of residence shall be required prior to the employee's return to work.

3. The County and/or the Prosecutor may require an employee who has been absent because of personal illness, as a condition of his return to work, to be examined, at the expense of the County, by a physician designated by the County. Such examination shall establish whether the employee is capable of performing his normal duties and that his return to work will not jeopardize the health or safety of other employees.

Section 5. Part-Time Sick Leave.

Part-time employees shall receive sick leave credit allowance on a proportionate basis. One (1) sick leave day will be earned for each seventeen (17) days worked. The maximum sick leave days that can be earned is fifteen (15) days per year. Any vacation sick leave, or administrative leave days that have been earned and used are included in the seventeen (17) day total referred to above.

Section 6. Sick Leave Payment at Retirement.

At retirement, the County agrees to pay each employee an amount equal to fifty (50%) percent of all accrued and unused sick leave up to a maximum payment of \$12,000.00.

ARTICLE THIRTEEN

DISABILITY LEAVE

Whenever an employee is disabled through injury or illness as a result of, or arising from, his employment, he or she shall be provided by the County with the same benefits as provided pursuant to N.J.S.A 34:15-1, et seq. (the Workmen's Compensation Act of New Jersey). The County self-insures coverages required by this Act and these coverages are provided subject to the following conditions:

1. The disability must be due to an injury or illness resulting from the employment.

(a) Injuries or illnesses which would not have occurred but for a specific work-related accident or condition of employment are compensable.

(b) Pre-existing illnesses, diseases and conditions aggravated by a work-related accident or condition of employment are not compensable when such aggravation was reasonably foreseeable.

(c) Illnesses which are generally not caused by a specific work-related accident or condition of employment, are not compensable except when the claim is supported by medical documentation that clearly establishes the injury or illness is work related.

(d) Psychological or psychiatric illness is not compensable, except when such illness can be traced to a specific work-related accident or occurrence which traumatized the employee thereby causing the illness, and the claim is supported by medical documentation.

(e) An injury or illness not compensable when the appointing authority has established that the employee has been grossly negligent, including those injuries or illnesses arising from impairment due to alcohol or drug abuse.

2. Any accident resulting in injury for which the employee seeks compensation must occur on the work premises.

(a) Work premises are the physical area of operation of the County, including buildings, grounds and parking facilities provided by the County.

(b) An injury occurring off the work premises is compensable only when the employee is engaged in authorized work activity or travel between work stations.

3. For the injury to be compensable, it must occur during normal work hours or approved overtime.

(a) Injuries which occur during normal commutation between home and the work station or home and a field assignment are not compensable, except when responding in a law enforcement capacity to a call or pursuant to Department S.O.P.

(b) Injuries which occur during lunch or break periods are not compensable, except when responding in a law enforcement capacity to a call or pursuant to a Dept. S.O.P. However, employees who are required by the County to remain at a particular job location during lunch and/or work break shall not be precluded from receiving benefits.

4. An employee is required to report to his or her supervisor any work accident or condition claimed to have caused disability upon

occurrence or discovery, and is responsible for completing a written report on the matter within five (5) days or as soon as possible thereafter. The report shall include a statement of when, where and how the injury or illness occurred, statements of witnesses and copies of all medical reports concerning the injury or illness.

(a) The County may require the employee to be examined by a physician designated and compensated by the County.

Whenever the County-designated physician shall report in writing that the employee is fit for work, such leave shall terminate and such employee shall forthwith report for work.

Any employee on injury leave resulting from injury while on County work, shall continue to accrue sick leave credits while he or she remains on the payroll.

5. The County may, in its discretion and at its sole option, require or permit an employee who is off on Worker's Compensation leave to perform "light duty" if the County determines it is available.

6. Whenever an employee is disabled through injury or illness as a result of or arising from employment with the County and is eligible for Worker's Compensation Benefits as provided for above, the employee shall be granted total benefits as follows:

(a) First twenty (20) work days during which Worker's Compensation benefits are paid - one hundred (100%) percent of employee's base wages.

(b) Next thirty (30) work days during which Worker's Compensation benefits are paid - ninety (90%) percent of employee's base wages.

(c) Next thirty (30) work days during which Worker's Compensation benefits are paid - eighty (80%) percent of employee's base wages.

(d) Thereafter, such amounts as are payable under the Worker's Compensation Law of New Jersey.

Payments provided in subsections (a), (b), and (c) are total payments and are not in addition to payments made pursuant to the Worker's Compensation Law.

#### Maternity Leave

(a) Permanent employees covered by this contract shall be entitled to pregnancy - disability leave as hereinafter set forth and consistent with New Jersey Department of Personnel Regulations.

(b) Pregnancy - disability leave with or without pay shall be granted in the same manner and under the same terms and conditions as sick leave. Request for such leave must be made by the employee in writing to the County of Cape May.

(c) The County of Cape May may request acceptable medical evidence that the employee is unable to perform her work due to disability because of pregnancy.

(d) An employee may use accrued leave time (e.g. sick, vacation, personal days) for pregnancy - disability purposes, however, the



employee shall not be required to exhaust accrued leave before taking a leave without pay for pregnancy - disability.

Family Leave

All employees shall be entitled to such leaves of absence which may be permitted under the New Jersey and Federal Family Leave Acts in accordance with their provisions.

ARTICLE FOURTEEN

FUNERAL LEAVE

A. Employees shall be granted special leave with pay in the event of death in the employee's immediate family up to a maximum of three (3) days. Funeral leave shall commence upon notification of death and shall terminate the day following interment.

B. Immediate family for the purposes of this Article shall be defined as spouse, father, mother, grandfather, grandmother, son, daughter, sister, brother, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law and grandchildren.

C. Request for funeral leave shall be subject to the approval of the Prosecutor. Such approval shall not be unreasonably denied.

ARTICLE FIFTEEN

SALARIES AND COMPENSATION

A. The wages for employees hereunder shall be as provided in "Exhibit A" entitled Salary Guide attached hereto and made a part hereof. All wages shall be authorized by an appropriate resolution to be adopted by the County.

The Salary Guide for employees covered under this Agreement shall apply also to new employees. New employees shall be hired at a Step on the Salary Guide established by the Prosecutor after consultation with the County.

B. Wages paid to employees hereunder shall be retroactive to their effective date as set forth on Exhibit "A" except that no employee shall be entitled to the increased salaries set forth on Exhibit "A" unless such increase has been approved by the Prosecutor in accordance with the Prosecutor's annual Merit/ Evaluation System, a copy of which is attached hereto as Exhibit "B".

ARTICLE SIXTEEN

LONGEVITY PAY

No longevity pay is payable to any employee covered by this Agreement.

ARTICLE SEVENTEEN

SHIFT DIFFERENTIAL

During the tenure of this agreement, there shall be no shift differential provided in any departments covered by this agreement.

ARTICLE EIGHTEEN

CLOTHING ALLOWANCE

A Clothing Allowance for each employee will be provided in the form of payment of Seven Hundred Seventy Five (\$775.00) Dollars per year and shall be made by the submission of the proper vouchers by the employee after adoption of the annual County budget. The Clothing Allowance for calendar year 1995 shall be increased to Eight Hundred (\$800.00) Dollars per year and shall be paid as provided above.

ARTICLE NINETEEN

BULLETIN BOARDS

Bulletin boards shall be made available by the County and shall be designated "P.B.A. Bulletin Boards." These bulletin boards may be utilized by the P.B.A. for the purpose of posting P.B.A. announcements and other information of a non-controversial nature. The department head or his representative may have removed from the bulletin board any material which does not conform with the intent and provisions of this Article.

ARTICLE TWENTY

WORK RULES

The Prosecutor may adopt and post or otherwise disseminate such rules and regulations as he may desire, provided the same are not contrary to this agreement and further provided that the P.B.A. shall have the right to grieve with reference to same within ten (10) working days after the same are posted or disseminated and/or copy sent to the P.B.A.

ARTICLE TWENTY-ONE

NO-STRIKE PLEDGE

A. The P.B.A. covenants and agrees that during the term of this agreement, neither the P.B.A. nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any 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 County and/or the Prosecutor's Office. The P.B.A. agrees that any such action would constitute a material breach of this agreement.

B. In the event of a strike, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by any P.B.A. member shall entitle the County and/or the Prosecutor to invoke the following:

Such activity shall be deemed grounds for termination of employment of such employee or employees, subject however, to the application of the Civil Service Law where applicable.

C. The P.B.A. will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the County or the Prosecutor's Office.

D. Nothing contained in this agreement shall be construed to limit or restrict the County or the Prosecutor in their right to seek and obtain such judicial relief as they may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the P.B.A. or its members.

#### ARTICLE TWENTY-TWO

#### NON-DISCRIMINATION

A. There shall be no discrimination by the parties hereto against an employee on account of race, color, creed, sex, age, marital status, or natural origin.

B. All references to employees in this agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

C. There shall be no discrimination, interference, restraint, or coercion by the County or the Prosecutor or any of their representatives against any of the employees covered under this agreement because of their membership or non-membership in the Union or because of any lawful activities by such employee on behalf of the Union. The Union, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employees covered under this agreement who are not members of the Union.

ARTICLE TWENTY-THREE

FAIR LABOR STANDARDS ACT

It is acknowledged that commencing on April 15, 1986, the County may be required to comply with the provisions of the Fair Labor Standards Act (FLSA) and the regulations promulgated thereunder as they relate to certain employees covered by this Agreement. The County reserves the right to take appropriate action to ensure such compliance, including, but not limited to:

1. The exercising of any election or option available to it under FLSA or the regulations;
2. The awarding of compensatory time in lieu of monetary compensation for overtime;
3. The establishing of procedures to monitor and control hours worked and overtime;
4. The crediting of any overtime payments pursuant to this Agreement against any overtime obligation incurred under FLSA; and

5. The establishing of such rules and regulations as may be necessary to ensure compliance with the provisions of FLSA and the regulations promulgated thereunder.

ARTICLE TWENTY-FOUR

SEPARABILITY AND SAVINGS

If any provisions of this agreement or any application of this agreement to any employee or group of employees is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE TWENTY-FIVE

FULLY BARGAINED PROVISIONS

This agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations. During the term of this agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

ARTICLE TWENTY-SIX

DEDUCTIONS FROM SALARY

The County agrees to deduct from the salaries of its employees subject to this agreement, dues for the P.B.A. The P.B.A. will provide the necessary "check-off authorization" form and deliver the signed forms to the County Comptroller. If during the life of this agreement there shall be any change in the rate of membership dues, the P.B.A. shall furnish to the County written notice prior to the effective date of such change. The P.B.A. shall indemnify, defend and save the County harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken in the County in reliance upon salary deduction authorization cards submitted by the P.B.A. to the County.

ARTICLE TWENTY-SEVEN

CAREER EMPLOYMENT

In order to recognize consistently outstanding service by county investigators to law enforcement in general, and to the Cape May County Prosecutor's Office in particular, and to encourage capable and dedicated county investigators to consider career employment in Cape May County Prosecutor's Office notwithstanding the lack of statutory security, there is hereby established within the Cape May County Prosecutor's Office the designation of "Senior Investigator."

County investigators shall become eligible to be designated as a senior investigator and thereby eligible for career employment status by



the Prosecutor upon completion of the following minimum service requirements:

1. An aggregate of six (6) years of continuous employment by one or more law enforcement agencies, at least two of which must be with the Cape May County Prosecutor's Office; or

2. An aggregate of three years of unbroken employment as a county investigator with the Cape May County Prosecutor's Office.

County investigators designated as senior investigators by the Prosecutor shall, by reason thereof, become entitled to the same rights of tenure and protection against removal without cause as are afforded by N.J.S.A. 11:22-11.1 to a County Detective serving in the classified service.

It is expressly understood and agreed that in any future contract negotiations between the Cape May County Prosecutor and P.B.A. Local 59, the provisions of this paragraph creating the classification of senior investigators within the Cape May County Prosecutor's Office, and providing for certain additional rights and privileges for county investigators so designated by the Prosecutor, shall not be considered a "past practice" as defined by any existing or future statute, judicial decision, administrative regulation or labor practice, and shall be renegotiable by the parties hereto as part of any future negotiation.

The total number of "Senior Investigators" designated by the Prosecutor pursuant to this paragraph, when added to the total number of county detectives employed by the Prosecutor's Office, shall at no time exceed the authorized number of county detectives who may be appointed.

ARTICLE TWENTY-EIGHT

TERM AND RENEWAL

This agreement shall be in full force and effect as of January 1, 1994 to December 31, 1995. This agreement shall continue in full force and effect from year to year thereafter, unless any party gives notice to the other parties, in writing, at least one hundred eighty (180) days prior to the expiration date of this agreement, of a desire to change, modify or terminate this agreement.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be properly signed and sealed the day and year first above written.

P.B.A., LOCAL #59  
POLICE BENEVOLENT ASSOCIATION

By: Joseph D. Brennan

Attest: Lynn E. Trane

THE COUNTY OF CAPE MAY  
BOARD OF CHOSEN FREEHOLDERS  
CAPE MAY COUNTY, NEW JERSEY

By: William E. Stumoff  
Director

Attest: Kevin E. Reddy  
Clerk of the Board

PROSECUTOR, COUNTY OF CAPE MAY

By: Stephen D. Moore, Prosecutor

**EXHIBIT "A"**  
**SALARY GUIDE**

<u>1993</u>	<u>Steps</u>	<u>1/1/94</u>	<u>7/1/94</u>	<u>1/1/95</u>	<u>10/15/95</u>
26,000	1	26,684	27,370	28,073	28,778
28,000	2	28,736	29,475	30,233	30,992
30,000	3	30,789	31,580	32,392	33,205
32,000	4	32,842	33,686	34,552	35,419
34,000	5	34,894	35,791	36,711	37,632
36,000	6	36,947	37,892	38,871	39,847

In addition to the regular salary set forth in this Exhibit "A", each employee receives the sum of \$5,000 per annum as payment for guaranteed overtime in accordance with the provisions of Article Eight, Section 2 of this Agreement.

EXHIBIT "B"

MERIT/EVALUATION SYSTEM

Details

1. A merit - evaluation system for personnel in the Office of the Prosecutor is hereby established.
2. The attached evaluation report is approved for this purpose.
3. All personnel below the rank of Lieutenant will be evaluated semi-annually; Investigators during March and September and Sergeants during April and October.
4. Investigators will be evaluated by Sergeants. Sergeants will be evaluated by the Captain of Investigations or his designee.
5. Three signatures shall appear on each evaluation; that of the rater, the ratee and the reviewer.
6. The reviewer shall be the Chief of Detectives/Investigations.
7. Each ratee shall be evaluated in nine categories; in the case of Sergeants, twelve categories.
8. Each category will receive a mark of 1, 2 or 3. 1 denotes acceptable, 2 indicates some improvement needed and 3 signifies unacceptable.
9. The narrative portion of the report will be utilized in all evaluations. If, in any of the evaluation categories a mark other than "1" appears, the rater will use this space to explain, with as much specificity as possible, the underlying reasons. The narrative portion may also be utilized to

discuss the ratee's strengths, achievements, goals, isolated errors or problems not serious enough to warrant a 2 or 3, or any other aspect of the ratee's performance not covered by the designated evaluation categories.

10. The Chief of Detectives/Investigations is empowered to alter, with the knowledge of the ratee, any of the numbered evaluation categories and make additional comment or observations in the narrative portion of the report. Should this occur, the Chief of Detectives/Investigations shall create an Administrative Report indicating the change and his reasons, and attach same to the Evaluation Report. The numbered marks and narrative on the original Evaluation Report will not be altered.
11. Evaluation reports shall be made in the original only and retained in the confidential file of the Chief of Detectives/Investigations.

**MERIT/EVALUATION SYSTEM**  
(cont'd)

**EVALUATION CATEGORIES DEFINED**

**Job Skills**

This category involves judgment of an officer's police skills and knowledge of investigative techniques as related to the state's criminal code and the Rules of Evidence. It includes the employee's ability to interview witnesses and suspects, logically structure and report a case and effectively utilize sources of information in bringing assignments to a successful conclusion.

**Equipment Care**

Refers to the proper maintenance and appearance of all county owned equipment utilized in the performance of duty. It includes, but is not limited to, vehicles, weapons, office spaces and supplies, and communications and surveillance equipment.

**Observance of Work Hours and Regulations**

Self-explanatory.

**Attitude**

One of the single most important aspects of an individual's employment. Attitude is reflected by the manner in which an officer

relates to citizens, co-workers and such other persons as he/she may liaison with in performing investigations. It bears on an individual's ability to project a professional, positive image of the Prosecutor's Office in public contacts and the use of personality skills to promote a cooperative, harmonious atmosphere among fellow employees in the attainment of office objectives.

#### Initiative

This element is closely associated with attitude. It bears directly on the individual's desire to perform well and is a measure of the officer's motivation, enthusiasm and willingness to accept responsibility. It also relates to applying extra effort in sensitive or complicated investigations and performing, without instructions, in a manner that reflects credit on the office and himself.

#### Personal Appearance

Except for undercover and manual work assignments, consistently appropriate appearance with respect to dress and grooming is required of all investigative personnel.

#### Accepts Direction

Relates to an officer's ability to accept and follow instructions. It also involves the manner in which directions are executed, with emphasis on being prompt, thorough and cooperative regarding a given assignment or instruction.

### Job Performance

Job performance is a measure of how an officer accomplishes assignments. It encompasses the use of common sense and good judgment along with the ability to plan and organize daily activities. It further relates to the quality of investigative work and reports.

### Stress Management

Measures an officer's reaction to stressful situations and job frustration. It reflects the employee's capacity to be effective, reasonably calm and productive when working under adverse circumstances and conditions.