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AGREEMENT

BETWEEN

CUMBERLAND COUNTY BOARD OF SOCIAL SERVICES

AND

**AMALGAMATED LOCAL 2327,
UNITED AUTO WORKERS OF AMERICA,
AFL-CIO**

JANUARY 1, 2009 - DECEMBER 31, 2011

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PREAMBLE

THIS AGREEMENT entered into this _____ day of _____, 2009 by and between **THE CUMBERLAND COUNTY BOARD OF SOCIAL SERVICES**, hereinafter referred to as the "EMPLOYER" or "CCBSS" and **AMALGAMATED LOCAL 2327, UNITED AUTO WORKERS OF AMERICA, AFL-CIO**, hereinafter referred to as the "UNION".

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the CCBSS in its capacity as an Employer, the Employees, the Union and the recipients of benefits provided by and through the CCBSS.

The parties recognize that the interests of the community and the employment security of the employees depend upon the Employer's success in establishing proper service to the aforesaid recipients of benefits provided by and through the CCBSS.

To those ends, the Employer and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

This Agreement has as its further purpose the harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, benefits and other terms and conditions of employment.

ARTICLE 1. RECOGNITION OF RIGHTS/LIMITATIONS

1.1. Recognition of Union

Pursuant to and in accordance with all applicable provisions of the New Jersey Employer-Employees Relations Act, Chapter 303 of the Laws of 1968 (N.J.S.A. 34:13A-1 et. seq.), as amended, the Employer does hereby recognize the Union as the sole and exclusive representative of all employees of the CCBSS, excepting that this representation shall not extend to the Director, Deputy Director, Chief of Administrative Services, Administrative Field Office Supervisor, Administrative Supervisor, Assistant Administrative Supervisor, Training Supervisor, Chief

Investigator, Chief Clerk, Assistant Chief Clerk, Attorney, Accountant, Senior Accountant, Secretary to the Director, Security Guard, Senior Security Guard, supervisory personnel, casual, temporary, and seasonal employees, or any other person who is employed in a confidential position by the Employer or otherwise excluded by law from the Bargaining Unit.

1.2. Management Rights

a. The Employer hereby reserves and retains unto itself those powers, rights, authority, duties and responsibilities conferred upon and vested in it by law including, but not limited to, the right to (1) manage and administer the affairs and operations of Employer, (2) direct its working forces and operations and (3) hire, promote, assign and discipline employees in accordance with law.

b. The powers, rights, authority, duties and responsibilities of the Employer, as described above, and the exercise of discretion pursuant thereto, shall be limited only by the requirement of conformity with the Laws of the United States of America, the Laws of the State of New Jersey, the rules, regulations and/or directives promulgated by the New Jersey Division of Family Development and the terms of this Collective Bargaining Agreement.

1.3. Prohibited Actions

a. During the term of this Agreement, the Union agrees not to engage in or support any strike, work stoppage, slow - down or other similar concerted action by employees within the Bargaining Unit nor shall any Union representative engage in any individual action or conduct which has the purpose of inducing said employees to engage in such prohibited activities.

b. During the term of this Agreement, the Employer agrees not to seek reprisals, penalize, discipline or otherwise discriminate against any individual Union representative or employee within the Bargaining Unit as a result of said individual asserting any right conferred upon said individual or the membership as a whole by the terms of this Collective Bargaining Agreement nor shall the Employer or any representative of Employer institute, engage in or support a lock-out of the employees within the Bargaining Unit.

ARTICLE 2. UNION REPRESENTATION

2.1. Designation of Stewards/Alternates.

a. There shall be six (6) duly selected representatives of the Union from the membership of the Bargaining Unit, hereafter each called "Steward" and/ or "Alternate", to be selected by the Union based upon the distribution of employees at each office location of the Employer. The designation of Stewards and/or Alternates shall be solely at the Union's discretion, but shall not exceed in total six such designations.

b. The Union has the exclusive right and discretion in the designation of Stewards and Alternates as well as the delineation of their respective responsibilities and authority to act for and on behalf of the Union.

c. An Alternate will be provided the recognition and privileges afforded a Steward as set forth in this Agreement in any instance where a Steward is unable to perform his or her duties due to absence, illness or employment responsibilities.

d. The Union will provide the Employer with the names of all duly selected Stewards and Alternates and will promptly notify the Employer of any changes in said designations during the term of this Agreement.

2.2. Access to Employees by Union Representatives.

a. Union representatives will have appropriate and reasonable access to employees within the Bargaining Unit for the purpose of administering the Collective Bargaining Agreement and/or related Union business providing that said activity is confined to non-working hours (prior to and after the scheduled work day, lunch and break periods) unless prior approval is obtained from the appropriate representative of the Employer and said activity does not interfere with the work assignment(s) of the Steward and/or employees.

b. The Union shall be permitted to conduct meetings with the employees at any office location maintained by Employer, provided that space is available and approval is obtained in advance of the date and time of said meeting from the Director of Welfare.

c. The Union shall have access to bulletin boards prominently located in the general working areas in each of the office locations maintained by Employer. The Union may post any appropriate material pertaining to Union business, providing that said material is not profane, obscene, defamatory, political or derogatory in nature. Materials shall be posted or removed only by a Steward. All postings shall contain the signature of a Steward.

d. Stewards shall have the right to distribute information pertaining to Union business to employees at their desks or work stations during non-working hours.

e. In order to properly administer the Collective Bargaining Agreement, Stewards may utilize telephone and inter office(s) mail systems with the prior approval of the Director of Welfare.

f. The Employer shall provide a thirty (30) minute orientation session between any new employee and a Union representative within one (1) month of said employee's date of hire. Union representatives may utilize said session to familiarize said employee with the terms of the Collective Bargaining Agreement as well as related benefits of his or her employment and Union membership.

2.3. Leave for Union Representatives.

a. A Steward shall be permitted during working hours without loss of pay to investigate and process a grievance on behalf of an employee in the Bargaining Unit and/or represent said employee at a grievance proceeding provided that same does not interfere with the work assignments of said Steward.

b. A Steward shall be permitted during working hours without loss of pay to attend approved conferences with appropriate representatives of Employer concerning the administration of the Collective Bargaining Agreement provided that same do not interfere with the work assignments of said Steward.

c. Two Members designated by the Union shall be permitted during working hours without loss of pay to attend the UAW International Constitutional Convention which is held once in a four year period as designated by the International Office. During the term of this Agreement the Convention is to be held in June 2006. Written notice by the Union, specifying the individual(s) affected shall be provided to the Employer no less than thirty (30) days prior to the commencement of said Convention. Confirmation of attendance at the Convention shall, upon request, be submitted by the Union. Said leave may be inclusive of the duration of the Convention with a reasonable time allowed for time to travel to and from said Convention; however, said leave shall not exceed five working days for each member designated to attend the Convention.

d. Stewards/Alternates shall be allowed nine (9) days total paid leave by the Employer per year to attend the UAW Local 2327 Joint Counsel Meeting. The nine

(9) days total specified in this sub-paragraph may be allocated at the discretion of the Union among its Stewards/Alternates. Written notice by the Union, specifying the individual(s) affected, shall be provided to the Employer at least seven (7) days prior to the Meeting date. A certificate of attendance to said Meeting shall, upon request, be submitted by the Union representative(s) in attendance.

2.4. Payroll Deduction of Membership Dues.

a. Pursuant to and in accordance with all applicable provisions of the New Jersey Employer-Employees Relations Act, Chapter 303 of the Laws of 1968 (*N.J.S.A. 34:13A-1 et seq.*), as amended, the Employer agrees to deduct from the regular pay of employees included in this Bargaining Unit the membership dues for the Union provided dues deduction cards supplied by the Union in conformity with statutory requirements and signed by the employee, is submitted to the Employer. It is further agreed that the Employer shall remit such deductions to the Union prior to the tenth (10th) day of the month following any month during which such deductions have been made by the Employer.

b. The Union shall certify to the Employer the amount of said membership dues to be so deducted and, if there shall be any change in the rate of membership dues during the term of this Agreement, the Union shall furnish to the Employer written notice of same thirty (30) days prior to the effective date of such change.

c. A request by any employee to terminate the deduction of Union dues from his or her regular pay must be in writing and tendered to the appropriate authorized representatives of the Employer and the Union. Said termination shall be effective as of January 1, next succeeding the date on which the employee has complied with the provisions of this paragraph.

d. Any employee on a leave of absence without pay or on suspension, who has previously signed an authorization for membership dues deduction and has not timely withdrawn said authorization, shall have dues deducted from his or her regular pay in the following full pay period upon return to active employment.

e. The Union hereby indemnifies, saves and holds the Employer harmless against any and all claims, demands, causes of action or other forms of liability of any kind and nature whatsoever, without limitation, arising from or relating to any action taken by the Employer under this Article 2.4. The Union shall be responsible to reimburse the Employer for all reasonable attorney(s) fees and costs incurred, as

well as damages assessed, of any kind and nature whatsoever, in any legal matter or action arising out of this Article 2.4.

2.5. Payroll Deduction of Representation Fee.

a. The purpose of this paragraph is to provide for payment of representation fees as set forth in the New Jersey Employer-Employee Relations Act, Chapter 477 of the Laws of 1979 (*N.J.S.A. 34:13A-1 et seq.*), as amended, and any provisions herein which may be inconsistent with said Law shall be deemed to be modified to conform with the then existing statutory requirements and/or the rules and regulations promulgated thereunder.

b. If an employee in the Bargaining Unit is not a member of the Union during the term of this Agreement and during the period, if any, between successive Agreements, such employee shall be required to pay a representation fee to the Union during such term or period. The purpose of the representation fee is to provide payment to the Union in lieu of dues for services rendered by the Union which benefit all employees of the Bargaining Unit and thereby offset the costs of services rendered by the Union as majority representative. In order to adequately offset the costs of services rendered by the Union, representation fees shall be eighty-five (85%) percent of the amount of regular membership dues, initiation fees and assessments charged by the Union to its own members. The foregoing percentage is set forth solely because same is the maximum presently permitted by Law. In the event that the amount of said representation fee is modified by the Legislature, the amount of the representation fee herein will automatically be modified to the maximum then allowed by the Legislature.

c. The Employer shall submit a current list of all employees in the Bargaining Unit to the Union on a monthly basis. The Union shall submit to the Employer a list of those employees in the Bargaining Unit who have not chosen to be members of the Union. The Employer shall deduct from the salary of such employees in accordance with this *Section 2.5.d*, below, the full amount of the representation fee and shall transmit same promptly to the Union. The Union shall notify the Employer in writing of any change in the list and/or the amount of the representation fee.

d. The Employer shall deduct the representation fee in equal installments, as nearly as possible, from the regular pay of each employee on the aforesaid list during the membership period fixed by the Union. The deduction will begin with the first regular pay of the employee not less than ten (10) days after the receipt of the aforesaid list by the Employer or thirty (30) days after the employee has commenced

employment. If an 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 or suspension, said deduction will commence with the first regular pay not less than ten (10) days after the resumption of the employee's employment in a Bargaining Unit position. Except as otherwise provided herein, the mechanics for the deduction of representation fees and the transmission of such fees to the Union will, as nearly as possible, be identical to those used for the deduction and transmission of regular membership dues paid to the Union by payroll deduction as set forth in *Section 2.4.* above.

e. Pursuant to the following provisions, any employee who pays a representation fee in lieu of dues shall have the right to demand and receive from the Union a return of any portion of that fee representing the employee's additional pro-rata share of expenditures by the Union that are either in aid of activities or causes of a partisan, political or ideological nature and only incidentally related to the terms and conditions of employment or applied toward the costs of any other benefits available only to members of the Union. The pro-rata share subject to refund shall not reflect the cost of support of lobbying activities designed to foster policy goals in collective bargaining negotiations and contract administration or to secure for the employees advantages in wages, hours and other conditions of employment in addition to those secured through collective negotiations with the Employer.

1. An employee who claims that he or she is entitled to a return of a part or all of the representation fee on the grounds set forth above or otherwise, shall make such a claim in writing to the Union. All such claims by an employee are waived if not presented to the Union within forty-five (45) days of receipt of the Union's Hudson Notice, including fee payer objection policy, annual audited financial statement and allocation between chargeable and non-chargeable expenses.

2. Within sixty (60) days after receipt of the written claim of an employee as set forth above, the Union shall investigate the claim and prepare and submit to the employee a written response to the claim.

3. If an employee is dissatisfied with the response of the Union, or if the Union fails to respond within the aforesaid sixty (60) days, the employee may appeal to the "Demand and Return" Committee of the Union for a hearing regarding the claim. Such appeal must be submitted to the Committee no later than thirty (30) days after receipt of the response of the Union or no later than ninety (90) days after the initial claim is made *if* there has been no response by the Union. Any appeal

which is not made in a timely fashion shall be deemed waived by the employee. The appeal shall be in writing and shall set forth to the fullest extent possible the facts underlying said appeal.

4. Within sixty (60) days after receipt of the foregoing appeal, the "Demand and Return" Committee shall afford to the employee and the Union a full and fair proceeding with regard to the claim of the employee. Such claim must be based upon the criteria set forth in *Section 2.5.e*, above. The burden of proof shall be on the Union at such proceeding. The Committee shall render its decision within twenty (20) days after the close of said proceedings.

5. If the employee is dissatisfied with the determination of said Committee, he may appeal the matter to the Appeal Board established for this purpose pursuant to the New Jersey Public Employer-Employees Relations Act, Chapter 477 of the Laws of 1979 (*N.J.S.A. 34:13A-1 et seq.*), as amended, in accordance with procedures established by the Public Employees Relations Commission.

6. The purpose of the within procedure is to provide for a "demand and return" system through full and fair proceedings placing the burden of proof on the majority representative pursuant to the applicable statutory requirements and any amendments thereto. This procedure is to be liberally construed to be consistent with the statutory requirements and any rules and regulations promulgated thereunder.

f. All notices referred to in the foregoing provisions relating to the representation fee shall be deemed given when mailed to the appropriate party at his, her or its last known mailing address.

g. The Union hereby indemnifies, saves and holds the Employer harmless against any and all claims, demands, causes of action or other forms of liability of any kind and nature whatsoever, without limitation, arising from or relating to any action taken by the Employer under this Article 2.5. The Union shall be responsible to reimburse the Employer for all reasonable attorney(s) fees and costs incurred, as well as damages assessed, of any kind and nature whatsoever, in any legal matter or acting arising out of this Article 2.5.

2.6. UAW V-CAP Deduction.

During the life of this Agreement, the Employer agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that each such employee executed or has executed the following "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form; provided further however, that the Employer will continue to deduct the voluntary contributions to UAW V-CAP from the pay of each employee for whom it has on file an unrevoked "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form, together with the provisions of this section of the Agreement.

A properly executed copy of the "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form for each employee for whom voluntary contributions to UAW V-CAP are to be deducted hereunder, shall be delivered to the Employer before any such deductions are made, except as to employees whose authorizations have heretofore been delivered. Deductions shall be made thereafter, only under the applicable "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" forms which have been properly executed and are in effect.

Deductions shall be made, pursuant to the forms received by the Employer, from the employees first union dues period in the first month following receipt of the checkoff authorization card and shall continue until the checkoff authorization is revoked in writing. The Employer agrees to remit said deductions promptly to UAW V-CAP, in the care of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

The Employer further agrees to furnish UAW V-CAP with the name, address, social security number and date of last authorization of those employees for whom deductions have been made. The Employer further agrees to furnish UAW V-CAP with a monthly and year to date report of each such employee's deduction.

ARTICLE 3. PROHIBITION OF DISCRIMINATION

The Employer and the Union agree that there shall not be any discrimination against any employee within the Bargaining Unit because of race, color, national

origin, sex, marital, parental or birth status, age, disability, religion, political affiliation or union membership.

ARTICLE 4. GRIEVANCE PROCEDURE

4.1. Definitions.

a. A grievance is a claim by an employee within the Bargaining Unit or the Union on behalf of the employee(s) based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions and practices affecting such employee or a group of employees within the Bargaining Unit.

b. An aggrieved person is the person or persons or the Union on behalf of the employee(s) making the claim.

c. A "party in interest" is the person or persons making the claim, any individual including the Union on behalf of the employee(s) or the Employer who might be required to take action or against whom action might be taken in order to resolve the claim.

d. If a grievance or dispute arises over a matter which is controlled by the New Jersey Department of Personnel, the employee shall proceed through the New Jersey Department of Personnel for resolution of the matter.

4.2. Purpose of Procedure.

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

4.3. Procedure.

a. Level One - Submission of Grievance to Supervisor

An aggrieved person shall first submit the grievance in writing to his or her supervisor within ten (10) working days of its occurrence or within ten (10) days of the aggrieved person having knowledge or being reasonably expected to have knowledge of its occurrence. Calculation of the ten (10) day time period set forth

shall include the day of occurrence. Failure to so act shall constitute an abandonment of said grievance.

b. Level Two - Submission of Grievance to Director of Cumberland County Board of Social Services

If the aggrieved person is not satisfied with the disposition of his or her grievance at Level One, or if no decision has been rendered within ten (10) working days of submission of the grievance, he or she may submit the grievance in writing to the Director of Welfare within ten (10) working days of the decision at Level One or ten (10) working days from the last day on which the decision should have been rendered at Level One, whichever is sooner.

c. Level Three - Submission of Grievance to Cumberland County Board of Social Services

If the aggrieved person is not satisfied with the disposition of his or her grievance at Level Two, or if no decision has been rendered within ten (10) working days of submission of the grievance at said level, he or she may submit the grievance in writing to the Board of Social Services within ten (10) working days of the decision at Level Two or ten (10) working days from the last day on which the decision should have been rendered at Level Two, whichever is sooner. If the grievance is submitted at least ten (10) days prior to the next regularly scheduled Board meeting, said grievance shall be placed upon the Agenda for said meeting. If the grievance is not submitted at least ten (10) days prior to the next regularly scheduled meeting, the Board of Social Services, in its sole discretion, may choose to place said grievance upon the Agenda for the regularly scheduled meeting subsequent thereto. The aggrieved person and/or a representative of the Union may request an appearance before the Board of Social Services.

d. Level Four - Submission of Grievance to Arbitration

1. If the aggrieved person is not satisfied with the disposition of his or her grievance at Level Three, or if a decision has not been rendered by the Board during the time period provided in *Section 4.3(c)*, above, the aggrieved person may request in writing that the Union submit the grievance to arbitration. Said request must be submitted to the Union with notice to the Director of Welfare within ten (10) working days of the decision at Level Three or ten (10) working days from the last

day on which the decision should have been rendered at Level Three, whichever is sooner.

2. If the Union determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) working days of receipt of a request by the aggrieved person.

3. Within fifteen (15) working days of such written notice of submission to arbitration, the Employer and the Union shall request a list of arbitrators from either the American Arbitration Association or the Public Employees Relations Commission, if applicable. The parties shall then be accordingly bound by the rules and procedures of the American Arbitration Association or the Public Employees Relations Commission whichever has been selected by the parties.

4. The arbitrator's decision shall be in writing and submitted to the Employer and the Union. Said decision shall be final and binding on the parties.

5. In the event the arbitrability of a grievance is at issue between the parties, jurisdiction to resolve the issue shall rest solely with the arbitrator.

6. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, if applicable, shall be borne equally by the Employer and the Union. The Employer shall provide the hearing room. Any other expenses incurred including the cost of a transcript, if applicable, shall be paid by the party incurring same.

7. If the arbitrator in his/her sole discretion determines that either party has acted in bad faith, the costs of the arbitration, as described in *Section 4.4(d)(vi)*, above, may be assessed by the arbitrator against said party.

e. Calculation of any time period herein shall include the day upon which an event takes place, i.e. grievance or response.

4.4. Right of Representation.

a. Any aggrieved person may represent himself or herself at all stages of the grievance procedure or, at his or her option, by duly authorized Union representative(s), including counsel retained by the Union, or retained counsel of the aggrieved person's own choice.

b. If an aggrieved person chooses to retain legal counsel of his or her own choice, as described immediately above, the Union shall not be responsible for the payment of fees or expenses of said counsel.

4.5. Rights of Union.

a. When an employee is not represented by the Union, the Union shall receive notice of the decision from the Employer rendered at each level of the grievance procedure.

b. The Union may continue a grievance through all applicable levels of this procedure even though the aggrieved person does not wish to do so if said grievance affects or has application to a group or class of employees within the Bargaining Unit.

4.6. Miscellaneous.

a. If, in the sole discretion of the Union, a grievance affects a group or class of employees within the Bargaining Unit, the Union may submit such grievance directly to the Director of the Cumberland County Board of Social Services and the processing of such grievance shall commence at Level Two.

b. Decisions rendered at Levels One, Two and Three of the grievance procedure shall be in writing, setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Union. Decisions rendered at Level Four shall be in accordance with the procedures set forth in *Section 4.3.d*, above.

c. The time limitations indicated at each level should be considered as maximum limitations and binding upon the parties and every effort should be made to expedite the process. Said time limitations may, however, be extended by mutual agreement in writing.

d. Reprisals of any nature, kind or degree shall not be taken by the Employer or by its representatives, agents, or employees against any party in interest, any representative, any member of the Union or any other participant in the grievance procedure by reason of such participation.

e. Forms for filing grievances, serving notices, taking appeals and other necessary documents shall be prepared jointly by the Director and the Union and given appropriate distribution so as to facilitate operation of the grievance procedure.

f. Any provisions contained within this Article or elsewhere in the Collective Bargaining Agreement shall not be construed as requiring the Union to submit a grievance to arbitration or to represent an employee in any proceedings instituted with the New Jersey Department of Personnel (formerly the New Jersey Civil Service Commission). The Union's decision to process any grievance at any step or to terminate the grievance proceedings at any step shall be final as to the interests of the grievant and the Union.

g. Any provision contained within this Article shall not be construed to discourage or prohibit an aggrieved person and/or the Union from pursuing informal efforts with the Employer to effectuate a prompt and amicable resolution of the matter in controversy.

ARTICLE 5. SALARY AND RELATED COMPENSATION.

5.1. SALARY.

a. The parties acknowledge the existence and continuation during the term of the Collective Bargaining Agreement of a salary program based upon the establishment of a salary range for each employment position classification with specific minimum and maximum rates of pay and intermediate incremental steps for each such classification.

b. The parties agree to the following salary increases:

1. Effective January 1, 2009, all employees shall have their current salary adjusted in range and step pursuant to the applicable Compensation Schedule set forth in *Appendix II* attached hereto and made a part hereof, said adjustment being a 2.50% increase to the compensation schedule in effect immediately prior to January 1, 2008;

2. Effective January 1, 2010, all employees shall have their current salary adjusted in range and step pursuant to the applicable Compensation Schedule set forth in *Appendix II* attached hereto and made a part hereof, said adjustment being a 2.50% increase to the compensation schedule in effect immediately prior to January 1, 2009;

3. Effective January 1, 2011, all employees shall have their current salary adjusted in range and step pursuant to the applicable Compensation Schedule set forth in *Appendix II* attached hereto and made a part hereof, said adjustment being a 2.50% increase to the compensation schedule in effect immediately prior to January 1, 2010;

4. All employees in an employment position classification designated as being on Range 10 or any lesser range shall receive a salary bonus equal to the sum of Three Hundred (\$300.00) Dollars during each year of this Agreement in addition to the foregoing percentage increases.

c. Each employee who has not reached the maximum step of the applicable salary range for his or her employment position classification shall receive a merit increase pursuant to the existing increment system in accordance with the applicable Compensation Schedule set forth in the afore-described *Appendix II*.

d. New employees hired will be assigned a quarterly anniversary date as follows:

Date of Hire	Anniversary Date
January 2 nd -April 1 st	April 1 st of the following year
April 2 nd -July 1 st	July 1 st of the following year
July 2 nd -October 1 st	October 1 st of the following year
October 2 nd -January 1 st	January 1 st of the second following year

e. The parties acknowledges the existence of a performance review system applicable to all employees within the Bargaining Unit, including provision for the denial or withholding of the incremental increase described in *Section 5.1.c* herein based upon an unsatisfactory review as well as appropriate appeal/recourse by an affected employee.

f. Anniversary dates for employees on leave without pay, excluding military leave, leave due to a work-related illness or injury, or leave subject to the Family Leave Act, shall change as follows:

1. There will be no change in the anniversary date for employees who are out of work on leave of absence without pay for less than thirty (30) calendar days.

2. If the leave of absence without pay exceeds thirty (30) days, anniversary dates will change as follows:

a. If the leave of absence exceeds 30 calendar days but is less than or equal to 120 calendar days, the anniversary date will change to one (1) quarter later.

b. If the leave exceeds 120 calendar days but is less than or equal to 210 calendar days, the anniversary date will change to two (2) quarters later.

c. If the leave exceeds 210 calendar days but is less than or equal to 300 calendar days, the anniversary date will change to three (3) quarters later.

d. If the leave exceeds 300 calendar days but is less than or equal to 365 calendar days, the anniversary date will change to four (4) quarters later.

g. The time absent from work in excess of six (6) months shall be deducted from total service for employees who have taken a leave of absence without pay to determine both eligibility for promotion and/or seniority. If this procedure results in any conflict with New Jersey Department of Personnel regulations, then the Department of Personnel regulations shall prevail.

5.2. Longevity Pay.

a. Eligible employees within the Bargaining Unit shall receive Longevity Compensation as follows:

Years of Service	2009	2010	2011
Five (5) through Nine (9) years	\$ 900.00	\$ 900.00	\$ 900.00
Ten (10) through Fourteen (14) years	\$1350.00	\$1350.00	\$1350.00
Fifteen (15) through Nineteen (19) years	\$1500.00	\$1500.00	\$1500.00
Twenty (20) through Twenty-four (24)			

years	\$1650.00	\$1650.00	\$1650.00
Twenty-five (25) or more	\$1800.00	\$1800.00	\$1800.00

b. The foregoing Longevity Pay shall be paid to each eligible employee within the Bargaining Unit in a lump sum on the anniversary date of his or her employment based upon continuous employment with the Employer.

c. The Longevity Pay effective January 1, 2003, as set forth in *Section 5.2.a*, above, shall apply retroactively to all eligible employees appearing on payroll as of the stated effective date of said provision.

5.3. Overtime Pay.

a. All authorized overtime work beyond forty (40) hours in any week by an employee in a fixed work week classification shall be compensated by cash payment at one and one-half (1½) times the employee's hourly rate of pay.

b. All authorized overtime worked between thirty-five (35) hours and forty (40) hours in any week by an employee in an affixed work week classification shall be compensated either by the granting of compensatory time at straight time for hours so worked or by cash payment at the discretion of the Director of the Board of Social Services. Payment shall be at one (1) times the employee's hourly rate of pay.

5.4 Annual Salary.

Salary shall be calculated and paid on an annual basis. Payment shall be by way of bi-weekly payroll, as set forth in Article 6.14. The annual salary shall be allocated on a bi-weekly basis as follows: Annual salary divided by number of bi-weekly pay periods.

ARTICLE 6. BENEFITS.

6.1. Health Insurance Coverage

a. Eligible employees within the Bargaining Unit and their enrolled dependents shall receive the benefit of participation in the State Health Benefits Plan subject to the provisions of N.J.S.A. Title 52, Chapter 34 and N.J.A.C. Title 17, Chapter 9. The Employer may change insurance carriers provided that said change does not result in any material modification of the current health benefits or coverage. The Union shall have prior notice of any proposed change in insurance

carriers to assure that same does not result in any material modification of the current health benefits or coverage. Any other modification of the Health Insurance Plan shall not result in a reduction of coverage or other aspects of said benefits and is subject to the requirement of collective bargaining with the Union and approval by the Division of Family Development.

b. In any instance where an eligible permanent or provisional employee within the Bargaining Unit is granted an approved FMLA/FLA leave without pay, the Employer shall extend and pay the cost of health insurance coverage for said employee and any enrolled dependents pursuant to the FMLA/FLA. In any instance where said approved FMLA/FLA leave, as described above, exceeds the limits specified in the FMLA/FLA Act, or at the beginning of an approved personal leave without pay, the eligible employee may pre-pay the insurance premiums at group rates necessary to continue such coverage for an additional period as specified under COBRA.

c. The Employer shall grant employees who suffer from a catastrophic health condition or injury and who have exhausted FMLA and/or personal leave an additional three (3) months paid medical benefits at no cost to the eligible employee subject to medical documentation and Board approval. Such benefit is conditioned upon an absence of discipline for chronic or excessive absenteeism, lateness or abuse of leave for a three year period. This benefit shall not be granted more than once during a three year time period.

6.2. Prescription Drug Program.

a. Eligible employees within the Bargaining Unit and their enrolled dependents shall receive prescription drug benefits as provided through the State Health Benefits Plan subject to the deductibles as provided by the State Health Benefits Plan.

b. Each eligible employee shall be provided with an authorization and identification card, a list of participating pharmacies in the program and a brochure describing the details of the program.

c. The Employer may change insurance carriers provided that said change does not result in a material modification of the current prescription benefits or coverage. The Union shall have prior notice of any proposed change in insurance carriers to assure that same does not result in any material modification of the current prescription benefits or coverage. Any other modification of the Prescription

Drug Benefit Program now in effect shall not result in a reduction of coverage or other aspects of said benefits and is subject to the requirement of collective bargaining with the Union and approval by the Division of Family Development.

6.3. Dental Plan.

a. Eligible employees within the Bargaining Unit and their enrolled dependents shall receive the benefit of participation in the Blue Cross Dental Plan more particularly set forth in *Appendix III*, attached and made a part hereof.

b. Minor dependents shall be defined as per *Section 6.1.b*, above.

c. The Employer may change dental insurance carriers provided that said change does not result in any material modification of the dental benefits or coverage described in *Section 6.3.a*, above. The Union shall have prior notice of any proposed change in dental insurance carriers to assure that same does not result in any material modification of the dental benefits or coverage described in *Section 6.3.a*, above. Any other modification of the Dental Plan described in *Section 6.3.a*, above, shall not result in a reduction of coverage or other aspects of said benefits and is subject to the requirement of collective bargaining with the Union and approval by the Division of Family Development.

6.4. Eye Care Program

Eligible employees within the Bargaining Unit and their dependents shall receive the benefit of participation in the eye care program as provided by the State Health Benefits Plan.

6.5. Temporary Disability Insurance.

Eligible employees within the Bargaining Unit shall continue to receive the benefit of participation in the New Jersey Temporary Disability Insurance Plan for public employees subject to the provisions of the afore-described plan and any rules and regulations promulgated thereunder.

6.6. Life Insurance.

Eligible employees within the Bargaining Unit shall continue to receive the Group Life Insurance Benefits by virtue of the Employer's participation in the Public Employees Retirement System, said benefits being in accordance with the

provisions of said Plan and the rules and regulations promulgated thereunder as administered exclusively by the New Jersey Division of Pensions.

6.7. Retirement Benefits.

a. Eligible employees within the Bargaining Unit shall continue to receive the retirement benefits by virtue of the Employer's participation in the Public Employees Retirement System, said benefits being in accordance with the provisions of said Plan and the rules and regulations promulgated thereunder as administered exclusively by the New Jersey Division of Pensions.

b. The CCBSS shall provide health benefit coverage through the State Health Benefits Plan for employees and their dependents upon retirement from CCBSS employment, subject to 20% premium co-pay. To be eligible, the retiring employee must:

1. Retire from active employment with the CCBSS under the N.J. State Pension Program; and
2. Be enrolled in the CCBSS Health Insurance Plan; and
3. Have at least 25 years of continuous and consecutive employment service with the CCBSS, or at least 20 years of employment service with the CCBSS if a veteran; and
4. In addition to the requirements of Article 6.7.b 1 to 3, the retiring employee must be eligible for retirement benefits, including health coverage, pursuant to New Jersey Statute or Regulations, and must have twenty-five years or more of continuous and consecutive service with the Employer.
5. The following retired employees shall be excluded from eligibility even though they would otherwise qualify; and
 - a. Employees who although they meet the age eligibility requirement of the Federal Medicare Program are not covered by the Federal Program; and

b. Employees who are eligible under a like or similar coverage under another group program covering the employee or his/her spouse; and

c. Those employees who are otherwise excluded pursuant to the State Health Benefits Plan.

6. All coverage under this plan shall terminate upon the death of the retired employee.

c. Subject to the provisions of the New Jersey Civil Service Act, Chapter 112 of Laws of 1986 (*N.J.S.A. 11A:6-16, et seq.*), as amended, and any rules and regulations promulgated thereunder, a permanent eligible employee within the Bargaining Unit who enters retirement pursuant to the provisions of the Public Employee Retirement System shall be entitled to receive payment for accumulated unused sick leave earned during said employee's continuous unbroken service since the most recent date of hire.

1. The afore-described payment shall be computed at the rate of one-half ($\frac{1}{2}$) of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of said employee's employment prior to the effective date of retirement, provided that no such payment shall have exceeded the sum of Fifteen Thousand (\$15,000.00) Dollars in the year 2006, Sixteen Thousand (\$16,000.00) Dollars in the year 2007 and Seventeen Thousand (\$17,000.00) Dollars in the year 2008.

2. The afore-described payment shall be paid to the employee in a lump sum within thirty (30) days of the effective date of retirement. An employee who elects a deferred retirement benefit shall not be eligible for this lump sum payment.

6.8. Tuition Reimbursement Benefit

a. Eligible participants shall be defined herein as any permanent full-time employee in the continuous employ of the Employer for a period of at least one (1) year who submits an application for tuition reimbursement twenty-one (21) days prior to the commencement of a course of study. It is expressly understood that any application for tuition reimbursement received after the commencement of the course in question will not be eligible for this program.

b. The Employer will not be obligated to reimburse an applicant for other than the actual tuition cost relating to the course in question and, under any circumstances, the Employer shall not be obligated to reimburse tuition cost in excess of fifteen (15) credits per calendar year for undergraduate work and not in excess of six (6) credit hours for Graduate work and Social Worker recertification per calendar year. Any reimbursement under this sub-paragraph shall not exceed the tuition rate at Rowan University.

c. The tuition reimbursement benefit is applicable only to work-related courses or curriculum requirements and reimbursement shall be paid only upon proof by an eligible employee that he or she received a "B" or numerically equivalent grade or, in the event that the eligible employee received prior approval for a course utilizing only a "pass/fail" grade, proof that the eligible employee received a "pass" grade. Accredited courses that meet the above criteria and are offered on-line are eligible for reimbursement.

d. The Employer shall be obligated to pay no more than \$25,000.00 in tuition reimbursement per calendar year. Reimbursement shall be allocated on a first submit to the Employer's fiscal department, first paid basis to employees.

e. In order to qualify for actual tuition reimbursement payment, an eligible participating employee shall set forth on his/her application for tuition reimbursement the end of semester date and/or end date for completion of course work. Prior approval by the Board shall be required. The employee must, no later than forty-five (45) days after the end of semester date or end date for completion of course work pre-approved by the Board, submit his/her voucher for payment, with attached grade documentation. If, as of the due date required for submission, the employee has not for any reason received a letter grade of "B" or above or a pass grade, the employee shall not then be eligible for tuition reimbursement. An Incomplete grade or course withdrawal shall not qualify for reimbursement.

6.9. Mileage Reimbursement/Certificate of Insurance.

a. Any employee within the Bargaining Unit authorized and required by the Employer to utilize his or her privately owned vehicle for official business shall be reimbursed at the rate of fifty cents (\$.50) per mile upon submission of an itemized voucher for same. The Employer shall deny reimbursement if the Employee's itemized voucher is submitted more than sixty (60) days from the date the mileage was incurred.

b. The Employer shall provide to an employee, upon request, a copy of its existing certificate of liability insurance covering any affected employees' privately owned vehicle when said vehicle is used on a regular basis for the business of Employer.

6.10. Unemployment Compensation.

Eligible employees within the Bargaining Unit shall continue to receive unemployment compensation benefits by virtue of the Employer's participation in the New Jersey Unemployment Compensation Plan, said benefits being in accordance with the provisions of said Plan and subject to the rules and regulations promulgated thereunder.

6.11. Employee-Initiated Group Insurance Benefits.

Eligible employees within the Bargaining Unit shall have the opportunity to voluntarily purchase various insurance policies, including AFLAC, on a group participation basis subject to any conditions imposed by the insurance carrier. The cost of said group insurance is to be borne entirely by the employees selecting insurance coverage provided in this program. The Employer will provide a payroll deduction procedure whereby authorized monies may be withheld from the earned salary of affected employees and remitted to said insurance carrier. It is expressly understood that the Employer shall have not responsibility regarding the payment of premiums or administration of said insurance plan other than the aforesaid payroll deduction procedure.

6.12. Public Employee Retirement System Benefit Publication.

Eligible employees within the Bargaining Unit shall receive from the Employer the publication published by the State of New Jersey setting for those benefits provided employees enrolled in the Public Employee Retirement System. The aforesaid obligation of the Employer is limited by the availability of the aforesaid materials from the State of New Jersey.

6.13. Payroll Deduction Savings Account.

The Employer shall institute and make available to all employees a payroll-deducted, interest-bearing savings account.

6.14. Bi-weekly Pay, Direct Deposit.

The Union agrees that the Employer shall effectuate a bi-weekly payroll (with payroll distributed every other Thursday). The employees may opt upon such reasonable notice as shall be required by the Employer for direct deposit to any recognized financial institution, which direct deposit the Employer shall effectuate.

6.15. Employee Assistance Program.

The CCBSS shall provide an Employee Assistance Program through Preferential Care Network, Inc., with program components and cost as set forth in Appendix IV.

ARTICLE 7. LEAVE WITH PAY

7.1. Personal Leave.

a. Eligible employees within the Bargaining Unit shall be entitled to twenty-one (21) hours of personal leave of absence with pay in each calendar year, said leave credit not to accumulate beyond the calendar year during which said leave was earned by an individual employee.

1. Newly hired employees shall be entitled to four (4) hours of personal leave after each full calendar month of employment to a maximum of twenty-one (21) hours during the remainder of said initial calendar year of employment;

2. Any remaining Personal Leave in an amount less than one (1) hour shall be taken in that remaining increment. Except for one-half (1/2) day leaves, any personal leave that results in a unit of time other than one (1) hour will be rounded and charged to the next higher hour. One-half (1/2) day leave includes leave for the full morning before or the afternoon subsequent to an assigned alternate lunch period.

b. Personal leave may be scheduled in units of one (1) hour or more and may be taken in conjunction with other types of leave as described in this Article.

c. Personal leave may be requested by an employee for any personal business and such request be approved and scheduled by the day prior to the leave by the Employer, provided same can be granted without substantial interference with

the responsibilities and functions of the Employer. Advance notice shall be waived in case of emergency.

1. Priority in granting request for personal leave shall be given first for emergent reasons and, thereafter, to observation of religious or other days of celebration not defined as a holiday in Section 7.2, below.

2. Otherwise, priority will be determined on the basis of seniority.

7.2. Holiday Leave.

a. Eligible employees within the Bargaining Unit shall receive the following Holiday Leave:

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

b. In addition to the foregoing holidays, employees will not be required to work on the Friday immediately subsequent to Thanksgiving.

c. The Board will grant a holiday when the Governor, as Chief Executive of the State of New Jersey, declares a holiday for the State employees, providing adequate prior notice of such intent is received by the Board to allow for an orderly arrangement of Board affairs or business, or when the Cumberland County Board of Chosen Freeholders declares a holiday for all County employees.

d. When a holiday occurs on a Sunday, it shall be observed on Monday and when it occurs on a Saturday, it shall be observed on Friday.

7.3. Vacation Leave.

a. Eligible employees within the Bargaining Unit shall be granted the following annual vacation leave with pay for and in each calendar year of employment:

Vacation	Eligibility
One (1) working day for each month of employment during the first calendar year of said employment	
Twelve (12) working days	After one (1) year and through five (5) years of employment
Fifteen (15) working days	After five (5) years and through twelve (12) years of employment
Twenty (20) working days	After twelve (12) years and through twenty (20) years of employment
Twenty-five (25) working days	After twenty (20) years of employment.

b. Vacation leave not used in a calendar year because of business necessity shall be used during the next succeeding year only and shall be scheduled to avoid loss of leave.

c. Eligible employees within the Bargaining Unit who have been in continuous employment for at least one (1) year may, on written request, made at least twenty (20) working days in advance of said proposed vacation, shall receive such leave in increments of a week of five (5) days (Monday-Friday) in said calendar year upon the approval by the Supervisor and Administrator with consideration of the orderly flow of work within the work unit. Employees who provide at least twenty (20) days notice, as provided above, shall be entitled to receive vacation pay in advance if the vacation period corresponds to a two week pay period and a pay date falls in the week prior to the first vacation week. Employees not seeking advance vacation pay shall be required to request in writing, at least ten (10) working days in advance of proposed vacation leave, such leave, which leave request shall be considered under the same criteria as provided above in this subparagraph. Any overdrawn leave shall be recouped through lump sum payment or ten (10) percent of the weekly gross pay, which shall be effectuated prior to the end of the relevant calendar year by way of lump sum payment or implementation of ten (10) percent withholding. Recoupment shall be mandatory, but the methods of recoupment as set forth herein shall be at the option of the employee. Any overdrawn leave shall be reimbursed to the CCBSS within one (1) year. The CCBSS reserves the right to take appropriate action to recover monies uncollected.

7.4. Sick Leave.

a. Eligible employees within the Bargaining Unit shall be entitled to the use of sick leave with pay as provided herein.

1. In each calendar year of continuous employment, an employee shall be entitled to one-hundred five (105) hours of sick leave. The leave is credited in advance at the beginning of the year in anticipation of continued employment for the full year and may be used on the basis and in accordance with established policies promulgated by the Department of Personnel. Such leave not utilized shall be accumulated from year-to-year.

2. Newly hired employees shall accumulate sick leave earned on the basis of seven (7) hours per month of service during said initial year of employment.

3. Any overdrawn leave shall be recovered through lump sum payment or ten (10%) percent of the weekly gross pay, which shall be effectuated prior to the end of the relevant calendar year by way of lump sum payment or implementation of ten (10%) percent withholding. Recoupment shall be mandatory but the methods of recoupment as set forth herein shall be at the option of the employee. Any overdrawn leave shall be reimbursed to the CCBSS within one (1) year. The CCBSS reserves the right to take appropriate action to recover monies uncollected.

b. Sick leave may be utilized by an employee when he or she is unable to perform his or her work by reason of personal illness, accident or exposure to contagious disease.

1. Sick leave may also be used due to a death in an employee's immediate family or for the attendance of the employee upon a member of his or her immediate family who is seriously ill.

2. Such sick leave shall not be utilized for any extended period during which an employee serves as a nurse or housekeeper during the period of illness as described above, except as provided under the FMLA/FLA Act.

c. In all cases of illness, whether of short or long term, an employee is required to notify his or her Supervisor promptly of the reason for absence as of the employee's usual starting time, but in no event later than 9:00 A.M. or one-half (1/2) hour after the employee's starting time on the day of absence.

1. If the duration of the absence exceeds two (2) days, it will be necessary to report said absence to an employee's appropriate supervisor on every third day.

2. When it is known that a leave of absence herein will be required for more than ten (10) days, such leave must be requested by an employee in writing to the appropriate supervisor. This request must be accompanied by a signed statement by a physician prescribing the sick leave and giving the reasons for said leave and the anticipated duration of same.

3. The Employer may require proof of illness of an employee on sick leave.

4. An employee who has been absent on sick leave for a period totaling fifteen (15) days in one (1) calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional leave in said year unless such illness is of chronic or recurring nature requiring recurring absences of one (1) day or less in which case an application for intermittent leave under FMLA shall be initiated. Additional medical documentation or a referral to a medical expert as specified by the Employer may be requested at any time during the period(s) stated above. Failure to follow the above procedures may result in unpaid absences or disciplinary action.

5. An employee who has been absent on sick leave for a period of five (5) or more consecutive days is required to submit acceptable medical evidence upon return to employment.

d. All eligible employees within the Bargaining Unit may request sick leave to be scheduled in units of one (1) hour or multiples thereof for any appropriate and approved reason such as becoming ill while working during the work day or in order to keep a medical appointment which could not be arranged during non-working hours. Only one-half ($\frac{1}{2}$) days shall result in a one-half ($\frac{1}{2}$) hour increment being approved and used. When a one-half ($\frac{1}{2}$) hour unit of sick leave remains as credit, it shall be used with the final remaining increment of sick leave for the calendar year or carried over as credit to the next calendar year. Except for one-half ($\frac{1}{2}$) day leave which includes leave for the full morning before or the afternoon subsequent to an assigned alternate lunch period, any sick leave used that results in a unit other than a full hour being used shall be rounded and charged for the next highest hour.

e. An employee must charge such sick leave against his or her accumulated sick leave balance, or, if such employee has no sick leave, he or she may utilize such time against other accrued paid leave time if available, or, alternatively, leave without pay.

7.5. Leave for Work-Related Disability.

a. Subject to the approval of the Board, an employee of the Board who is disabled through injury or illness arising out of, or in the course of their employment (as defined and determined by *N.J.S.A. 34:15-1 et seq.*, New Jersey Compensation Act), and is unable to work, may elect to utilize accumulated sick leave. In lieu of using accumulated sick leave, an employee may elect to request a leave of absence as provided by this article which, if granted, shall not reduce accumulated sick leave. Any employee paid salary or wages due to utilization of sick leave shall assign to the Employer any workers' compensation award made for temporary disability because of the same injury or illness requiring such leave.

b. For a period of ninety (90) calendar days following the date of injury or illness requiring Workers' Compensation leave, if the employee elects not to use sick leave, or sick leave is insufficient to cover this ninety (90) day period, an employee who is disabled as defined above shall be eligible for Workers' Compensation Leave. Workers' Compensation Leave is leave without pay but allows the employee full use of all Workers' Compensation benefits as provided by law. These benefits shall emanate from the Workers' Compensation insurance carrier and will be payable directly to the employee by the carrier.

c. After the ninety (90) calendar day period has expired, an approved employee who remains disabled, as defined above, shall begin to receive the full salary to which he/she would otherwise be entitled with no reduction in accumulated sick leave. Full wage benefits paid by the Employer under this paragraph shall terminate after one year from the date of injury or illness. Any such employee who receives such full salary shall assign all temporary Workers' Compensation payments to the Employer.

d. For all leaves under this section, the Employer may require that the employee be examined by a physician designated by the Employer to determine the nature, cause and extent of the injury or illness. The cost of such examination shall be paid by the Employer. Failure of the employee to submit to such examination shall disqualify said employee from further benefits under this section and subsequent absences shall be unexcused.

e. Any employee who has been granted said leave shall continue to accrue all time and leave benefits and health benefits during the duration of approved leave.

f. If an application for leave as described herein is rejected by the Employer, an employee may appeal such rejection in accordance with the rules and regulations promulgated by the Department of Personnel.

7.6. Bereavement Leave.

a. All employees covered by this Agreement shall be entitled to four (4) days paid leave per occurrence for bereavement due to the death of the employee's mother, father, son, daughter, husband, wife, brother, sister or domestic partner.

b. All employees covered by this Agreement shall be entitled to two (2) days paid leave per occurrence for bereavement due to the death of the employee's mother-in-law, father-in-law, son-in-law, daughter-in-law, step-mother, step-father, step-son, step-daughter, step-brother, step-sister or any relative residing in the same household with said employee. All employees covered by this Agreement shall be entitled to three (3) days paid leave per occurrence for bereavement due to the death of the employee's grandparents or grandchild.

c. Said leave shall be requested by the individual employee for a time period to commence within one (1) week from the date of death of family member.

d. Said leave shall not be accumulated beyond the calendar year in which an individual employee earned said leave.

e. Bereavement leave shall be payable only to employees who are in active pay status.

f. Documentation of relationship shall be submitted to the Employer upon return from bereavement leave by the employee.

7.7. Jury Duty/Witness Attendance Leave.

a. Eligible employees within the Bargaining Unit shall be granted leave with pay when they are summoned and perform jury duty as required by law.

1. An employee will not be excused from work for other than the number of days of such jury duty actually performed by an employee.

2. Any salary or wages paid or payable to an employee for such leave shall not be reduced by the amount of compensation received by the employee pursuant to the applicable state statute.

b. Eligible employees within the Bargaining Unit shall be granted leave with pay when they are subpoenaed to appear as a witness in a judicial, legislative or administrative proceeding. Leave with pay shall not be granted when such appearance is as a named party to the litigation unless it is related to their capacity as an employee in the agency. Such leave with pay must be approved in advance by the Director or his or her designate.

1. An employee will not be excused from work for other than the number of days of actual attendance by an employee.

2. Any salary or wages paid or payable to an employee for such leave shall not be reduced by the payment of compensation received by the employee pursuant to the applicable state statute.

c. An affected employee shall notify the Employer immediately of his or her requirement for the leave described above and subsequently furnish proof that he or she performed the duty for which the leave was requested herein.

7.8. Military Training.

a. Eligible employees within the Bargaining Unit who are members of the National Guard, naval militia or a reserve component of any of the Armed Forces of the United States required to undergo annual field training or annual active duty for training shall be granted leave with pay for such periods as provided by the applicable statute or regulation and shall not exceed two (2) weeks in length for any given year.

b. Said leave shall be in addition to other earned leaves of absences described elsewhere in this Agreement.

7.9. Continuation of Benefits.

Benefits described within this Agreement shall continue to accrue during any approved Leave as defined above, unless there is such coverage or benefit provided the employee from other or alternative sources and then the benefits described herein shall be suspended during said alternative coverage.

ARTICLE 8. LEAVE WITHOUT PAY.

8.1. Personal Leave Without Pay.

a. Eligible employees within the Bargaining Unit, who otherwise do not qualify for leave under the FMLA/FLA Act, may, for reasons satisfactory to the Employer and the Department of Personnel, be granted a personal leave of absence without pay and without service credit for time absent for a period not to exceed six (6) months, provided such leave does not create a hardship for the Employer. An additional period, not to exceed a six (6) month leave, may be granted under the same circumstances by the Employer at its discretion upon re-application by the employee. A provisional employee may, for reasons satisfactory to the Employer and the Department of Personnel, be granted a personal leave of absence without pay and without service credit for time absent for a period of sixty (60) calendar days provided such leave does not create a hardship for the Employer. Any period of FMLA/FLA leave that has been used immediately prior to and in connection with said leave shall be deducted from the six (6) month personal leave period. No personal leave of absence without pay shall become effective without prior approval of the Board and/or the Director.

b. A personal leave of absence or an excused absence will not be granted to an employee for the purpose of seeking or accepting employment with any other employer, except as may be provided by law.

c. Personal leaves of absence are granted with the understanding that the employee intends to return to his/her Board duties. If an employee fails to return within five (5) consecutive working days after the expiration of the leave or excused absence without notification and approval by the Employer, the employee may be considered to have resigned not in good standing.

d. Employees on leave without pay for more than two weeks in any month will not accrue sick and vacation time.

e. An employee on an approved leave without pay for a period of more than thirty (30) days shall have the option of continuing health benefits at his or her own expense under the group rate as specified under COBRA.

f. Denial of any request for leave of absence by an employee shall not be the subject of a grievance.

8.2. Pregnancy/Disability Leave.

Employee may be entitled to family/medical leave under the federal Family and Medical Leave Act (FMLA) and/or the state Family Leave Act (FLA - *N.J.S.A. 34:11B-1, et seq.*) and administrative regulations promulgated thereunder, Family/Medical Leave granted to an employee shall be without pay. Nothing contained in this Article shall prevent an eligible employee from utilizing earned leave with pay in conjunction with leave under the FMLA or FLA.

8.3. Child Care Leave.

Child care leave may be granted by the Employer under the same terms and conditions as all other leaves without pay as stipulated in the federal Family and Medical Leave Act (FMLA) and/or the state Family Leave Act (FLA - *N.J.S.A. 34:11B-1, et seq.*) and administrative regulations promulgated thereunder.

8.4. Active Military Service Leave.

a. An eligible employee who enters upon active duty with the military or naval service in time of war or emergency shall be granted a leave of absence for the period of such service and three (3) months thereafter.

1. In case of service-connected illness or wound which prevents said employee from returning to his employment, such leave shall be extended until three (3) months after recovery, but not beyond the expiration of two (2) years after the date of discharge.

2. An employee who voluntarily continues in the military service beyond the time when he or she may be released or who voluntarily re-enters the Armed Forces or who accepts a regular commission shall be considered as having abandoned employment and resigned.

b. A permanent employee who enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training pursuant to the Reserve Forces Act of 1955 (Reserve Enlistment Program) shall be granted leave of absence for such period of training. Such leave is not considered military leave.

c. An employee with provisional or temporary status who enters upon active duty with the Armed Forces or who, pursuant to the Reserve Forces Act of 1955 (Reserve Enlistment Program) either enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training, shall be recorded as having resigned.

8.5. Continuation of Benefits.

Benefits described within this Agreement shall continue to accrue during any approved Leave as defined above, unless there is such coverage or benefit provided the employee from other or alternative sources and then the benefits described herein shall be suspended during said alternative coverage.

ARTICLE 9. HOURS OF WORK/CLOSINGS.

9.1. Hours of Work.

a. The work week for employees within the Bargaining Unit shall consist of thirty-five (35) hours, consisting of five (5) seven (7) hour work days, Monday through Friday.

b. Employees shall receive two (2) rest periods during each work day, a fifteen (15) minute period during the morning and a fifteen (15) minute period during the afternoon pursuant to past practice.

c. Employees shall receive an unpaid one (1) hour lunch period during each work day.

d. Whenever a skeleton crew is necessary to staff the office during an emergency or other partial closing, volunteers will be sought. Compensation for serving as an approved skeleton crew member shall consist of compensatory time off on an hour-for-hour basis.

9.2. Overtime.

a. Employees shall receive compensation for hours worked during any work week in excess of thirty-five (35) hours pursuant to *Section 5.3* above.

b. Overtime shall be distributed by seniority on a rotational basis by employment classifications within each functional work unit without discrimination provided the eligible employee is capable of performing the required work and said rotational distribution does not impair the Employer's operations.

c. Overtime must be approved in advance by the Employer except, in the event of an emergency, said approval may be given retroactively.

9.3. Closing Due to Inclement Weather or Emergency.

a. The closing of any office location maintained by the Employer due to inclement weather or an emergency as determined in the sole discretion of the Director of Board of Social Services and the Chairman of the Board of Social Services shall not result in the loss of pay for any eligible employee within the Bargaining Unit.

b. The Employer shall cause an announcement of said closing to be broadcast by QBC, the television station designated herein for said announcements, as well as on the Employer's auto-attendance message system.

ARTICLE 10. PERSONNEL.

10.1. Seniority.

a. For the purpose of accruing benefits payable hereunder, including but not limited to vacations, sick leave and longevity, seniority shall be defined as length of continuous employment with the Agency from date of hire.

b. For the purpose of promotions or demotions, seniority shall be defined as length of service from the date of employee's certification by the New Jersey Department of Personnel in his or her current title.

c. For purposes of layoff, seniority shall be defined as the amount of an employee's length of continuous permanent service, in the jurisdiction, regardless of title.

10.2. Promotion, Transfer, and Work Assignments.

a. Promotions.

1. Promotional qualifications and procedures utilized by the Employer will be in accordance with the rules and regulations promulgated by the Department of Personnel.

2. Eligible employees within the Bargaining Unit who are on an approved leave of absence and any employee certified as legally blind shall be notified of all promotional opportunities.

b. Transfers.

Qualifications and procedures for the transfer of an employee from one employment classification to another by the Employer will be in accordance with the rules and regulations promulgated by the Department of Personnel.

c. Work Assignments.

1. Any eligible employee within the Bargaining Unit transferred or assigned to duties outside his or her employment classification for a period in excess of ten (10) consecutive work days shall receive appropriate compensation on the same basis as if said employee has been provisionally promoted to a classification encompassing said duties.

2. An employee may request a desk audit conducted by the Department of Personnel for any reason other than that stated in sub-paragraph (a), immediately above.

10.3. Discipline.

a. Any disciplinary action including a written reprimand, suspension, fine, demotion or discharge, shall be for just cause, except that demotions or discharges resulting from layoffs/bumping procedures required or permitted by the Department of Personnel.

b. It is expressly understood that all employees are obligated to comply conscientiously with rules and regulations promulgated by the Employer in

conformity with the terms of this Agreement and the rules and regulations promulgated by the Department of Personnel.

c. An employee may be discharged from his or her employment on the basis of moral turpitude, drunkenness, theft, drug abuse, insubordination, fighting or any other reason authorized by the foregoing rules and regulations of the Employer and/or the Department of Personnel.

d. An employee is entitled to have a Union representative present at any conference or hearing held by the Department of Personnel, any departmental hearing held by the Employer and any conference between an employee and any representative(s) of the Employer which has, as its purpose, the implementation or review of disciplinary action to be taken against an employee. It is understood that said representation will not be required or permitted at any conference which has, as its purpose, counseling, information or instruction.

10.4. Personnel File.

a. Upon reasonable request, employees shall have the opportunity to examine and review all documentation contained within his or her personnel file. The Employer shall have the right to require said review to take place in the presence of a representative of the Employer at a time specified by the Director of the Board of Social Services. It is expressly understood that said review shall take place only at the relevant office location maintained by the Employer and an employee is not permitted to remove the subject file from said location.

b. An employee shall be provided with a copy of any material, either adverse or derogatory in nature, which is placed in his or her personnel file. Any materials of anonymous origin shall not be placed in any employee's personnel file.

c. An employee shall have the right to file a written response to any material in his or her personnel file, either adverse or derogatory in nature, and such response will be attached to the materials in question and remain in said personnel file.

d. The within provisions shall apply to any file maintained by the Employer with respect to the employment of an individual employee and his or her personnel history regardless of how such file is characterized by the Employer. Any material subject to the provisions herein which is withheld from an employee shall not be the basis for any subsequent disciplinary action.

ARTICLE 11. CIVIL SERVICE.

This Agreement is intended to comply with the Constitution of the United States and the State of New Jersey, respectively, the New Jersey Employer-Employees Relations Act, Chapter 303 of the Laws of 1968 (*N.J.S.A. 34:13A-1 et seq.*), as amended, the New Jersey Civil Service Act, Chapter 112 of Laws of 1986 (*N.J.S.A. 11A:6-16 et seq.*), as amended, all other statutes as enacted by the Legislature of the State of New Jersey applicable to public employees regardless of whether said statutes are specifically referred to in this Agreement, the rules and regulations of the New Jersey Public Employment Relations Commission and the rules and regulations of the New Jersey Department of Personnel (formerly The New Jersey Civil Service Commission). In the event there is a conflict between any term or provision of this Agreement and the foregoing statutory or regulatory provisions, it is the expressed intent of the parties that the foregoing statutory and/or regulatory provisions be deemed controlling and binding upon the parties herein.

ARTICLE 12. MISCELLANEOUS PROVISIONS.

12.1. Savings Clause.

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees within the Bargaining Unit as established by statute, rule, regulation, resolution, administrative policy, procedure or practice, in force on said date, shall continue to be so applicable during the term of this Agreement.

12.2. Severability.

It is understood and agreed that, if any provision of this Agreement is determined to be contrary to law, such provision shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions shall continue in full force and effect, the remaining provisions of this Agreement not being affected thereby.

12.3. Breach of Agreement.

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the further enforcement of the terms and conditions herein.

12.4. Embodiment of Agreement.

This document constitutes the sole and complete agreement between the parties of those terms and conditions governing the employment of employees within the Bargaining Unit as represented by the Union. The parties acknowledge each has had the respective opportunity to present and discuss proposals on any subject which is, or may be, subject to collective bargaining provided, however, that upon mutual agreement of the parties, which shall be in writing, the parties may further amplify or interpret the terms and conditions embodied in this Agreement. Any prior commitment or agreement between the Employer and the Union or any individual employee within the Bargaining Unit is superseded upon execution of the within Agreement.

12.5. Printing/Dissemination of Agreement.

The Employer shall be responsible for the printing and dissemination of this Collective Bargaining Agreement to each employee in the Bargaining Unit during the term herein.

12.6. Health and Safety Committee.

The Board shall endeavor to provide conditions of work which are both safe and healthy in conformity with all federal, state and local laws. To that end, a Health and Safety Committee composed of three representatives each from Management and the Union shall be created which shall meet quarterly for reviewing health and safety conditions and making recommendations for their improvement. Such Committee shall be responsible for creation of subcommittees to deal with particular problems.

12.7. Employee Training.

The Board shall endeavor to provide employee cross training regarding job duties and responsibilities. The Training Advisory Committee shall meet to develop and recommend a plan to address the Agency's needs in regard to cross training.

ARTICLE 13. TERM OF AGREEMENT.

13.1. Term. This Agreement shall be in effect from January 1, 2009 until December 31, 2011, and thereafter, unless modified by a subsequent Agreement.

13.2. Negotiation of Successor Agreement.

Within ninety (90) days of the expiration date of this Agreement, the parties shall commence negotiations regarding the terms and conditions of a new Agreement. If the Public Employment Relations Commission should modify the afore-described time period in which the parties are obligated to commence negotiations, the time period so modified shall apply herein.

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

ATTEST:

CUMBERLAND COUNTY BOARD OF
SOCIAL SERVICES

BY: _____

RICHARD POLHAMUS, Chairman,
Cumberland County Board of Social
Services

UNITED AUTO WORKERS, LOCAL 2327

BY: _____

FRAN SMITH, President

WITNESS

APPENDIX I

EMPLOYMENT CLASSIFICATION	Range	EMPLOYMENT CLASSIFICATION	Range
Clerk	6	Human Services Specialist I	14
Building Maintenance Worker	7	Human Services Specialist I (Bilingual)	14
Receptionist			
Social Service Aide	6		
Clerk Typist	6		
Account Clerk	6	Human Services Specialist II	18
Data Entry Machine Operator	6	Human Services Specialist II (Bilingual)	18
Telephone Operator	7	Child Support Worker	18
Clerk Stenographer	7	Child Support Worker (Bilingual)	18
Clerk Typist/Interpreter (Bilingual)	7	Data Processing Coordinator	19
Messenger	7	Investigator	19
Senior Clerk	8	Training Technician	19
Senior Clerk (Bilingual)	8	Child Support Specialist	19
Senior Building Maintenance Worker	9	Child Support Specialist (Bilingual)	19
Senior Account Clerk	9		
Senior Clerk Typist	9	Social Worker	19
Telephone Operator/Receptionist	9	Social Worker (Bilingual/Spanish & English)	19
Senior Messenger	9		
Senior Data Entry Machine Operator	10	Human Services Specialist III	19
Senior Receptionist/Telephone Operator	11		
Principal Clerk	12		
Principal Data Entry Machine Operator	12		
Principal Account Clerk	13		
Principal Clerk Typist	13		

Notes: Clerk(s) shall be promoted to Senior Clerk(s) after five years of service with the Employer. One Principal Clerk shall be designated in each of the Omega and Child Support Units only. Telephone Operator(s)/Receptionist(s) shall be promoted to Senior Receptionist(s)/Telephone Operator(s) after five years of service with the Employer. The Employment Classification of Social Worker Specialist shall be created at Range 20. All Employment Classification and these Notes are subject to New Jersey Department of Personnel rules and regulations.

APPENDIX 11

Cumberland County Board of Social Services
 Compensation Schedule
 Effective January 1, 2009
 Annual Salaries

This schedule represents a 2.50% increase over the
 compensation schedule in effect JANUARY 1, 2008

RANGE	INCRE- MENT	MIN. 1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9th	MAX
03	1,047	20,940	21,988	23,037	24,085	25,133	26,182	27,230	28,279	29,326	30,375
04	1,099	21,986	23,090	24,193	25,296	26,400	27,503	28,606	29,710	30,813	31,916
05	1,154	23,084	24,240	25,396	26,553	27,709	28,865	30,021	31,177	32,334	33,490
06	1,212	24,234	25,451	26,668	27,885	29,103	30,321	31,537	32,755	33,972	35,189
07	1,272	25,449	26,727	28,006	29,284	30,562	31,841	33,119	34,397	35,676	36,954
08	1,336	26,723	28,067	29,410	30,754	32,097	33,441	34,784	36,128	37,471	38,815
09	1,403	28,062	29,471	30,880	32,289	33,697	35,106	36,515	37,923	39,331	40,741
10	1,473	29,468	30,943	32,419	33,895	35,371	36,847	38,322	39,798	41,274	42,752
11	1,547	30,939	32,488	34,037	35,586	37,136	38,685	40,233	41,782	43,332	44,881
12	1,624	32,482	34,106	35,730	37,355	38,980	40,604	42,228	43,853	45,477	47,102
13	1,705	34,104	35,815	37,524	39,234	40,944	42,653	44,364	46,074	47,783	49,493
14	1,790	35,808	37,601	39,395	41,189	42,981	44,775	46,568	48,362	50,155	51,948
15	1,880	37,597	39,480	41,363	43,246	45,129	47,012	48,895	50,777	52,660	54,543
16	1,974	39,474	41,455	43,435	45,416	47,397	49,377	51,358	53,339	55,319	57,300
17	2,072	41,449	43,527	45,605	47,684	49,762	51,840	53,919	55,997	58,075	60,154
18	2,176	43,520	45,703	47,885	50,067	52,249	54,432	56,614	58,796	60,978	63,161
19	2,285	45,697	47,987	50,277	52,567	54,857	57,147	59,438	61,728	64,017	66,307
20	2,399	47,981	50,387	52,793	55,199	57,605	60,012	62,417	64,823	67,230	69,635
21	2,519	50,381	52,905	55,429	57,954	60,477	63,002	65,525	68,050	70,574	73,098
22	2,645	52,903	55,553	58,204	60,854	63,504	66,155	68,805	71,456	74,105	76,756
23	2,777	55,547	58,330	61,113	63,895	66,678	69,460	72,243	75,026	77,809	80,591
24	2,916	58,328	61,245	64,162	67,079	69,996	72,912	75,830	78,747	81,664	84,581
25	3,062	61,243	64,309	67,374	70,440	73,505	76,571	79,636	82,702	85,768	88,834
26	3,215	64,300	67,521	70,740	73,961	77,181	80,402	83,623	86,842	90,063	93,283
27	3,376	67,519	70,899	74,281	77,662	81,043	84,424	87,806	91,186	94,568	97,949
28	3,545	70,897	74,446	77,993	81,542	85,089	88,638	92,185	95,734	99,282	102,830
29	3,722	74,446	78,175	81,904	85,634	89,363	93,092	96,820	100,550	104,279	108,008
30	3,908	78,167	82,079	85,991	89,904	93,816	97,729	101,641	105,553	109,466	113,378
31	4,104	82,077	86,187	90,296	94,407	98,517	102,626	106,736	110,847	114,956	119,066

32	4,309	86,181	90,496	94,811	99,127	103,443	107,758	112,074	116,389	120,704	125,020
33	4,524	90,488	95,018	99,547	104,075	108,605	113,134	117,663	122,192	126,722	131,251
34	4,751	95,015	99,772	104,530	109,287	114,044	118,802	123,559	128,316	133,073	137,830
35	4,988	99,764	104,756	109,747	114,739	119,729	124,721	129,712	134,703	139,694	144,686
36	5,238	104,754	109,989	115,224	120,460	125,696	130,931	136,167	141,403	146,638	151,873
37	5,499	109,989	115,493	120,997	126,501	132,006	137,510	143,014	148,518	154,023	159,527
38	5,774	115,487	121,263	127,037	132,812	138,587	144,362	150,137	155,912	161,687	167,462

INCREMENT IS 5% OF MINIMUM STEP

Cumberland County Board of Social Services
 Compensation Schedule
 Effective January 1, 2010
 Annual Salaries

This schedule represents a 2.50% increase over the
 compensation schedule in effect JANUARY 1, 2009

RANGE	INCRE- MENT	MIN. 1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9th	MAX
03	1,073	21,463	22,538	23,613	24,688	25,761	26,836	27,911	28,986	30,059	31,134
04	1,127	22,536	23,667	24,798	25,928	27,060	28,190	29,321	30,452	31,583	32,714
05	1,183	23,661	24,846	26,031	27,216	28,402	29,587	30,772	31,957	33,142	34,327
06	1,242	24,840	26,087	27,335	28,582	29,830	31,079	32,326	33,574	34,821	36,069
07	1,304	26,085	27,395	28,706	30,016	31,326	32,637	33,947	35,257	36,568	37,878
08	1,370	27,391	28,768	30,146	31,523	32,899	34,277	35,654	37,031	38,408	39,785
09	1,438	28,764	30,208	31,652	33,096	34,539	35,984	37,427	38,871	40,315	41,759
10	1,510	30,204	31,716	33,229	34,742	36,255	37,768	39,280	40,793	42,306	43,821
11	1,586	31,712	33,301	34,888	36,476	38,064	39,652	41,239	42,827	44,415	46,003
12	1,665	33,294	34,958	36,624	38,289	39,954	41,619	43,284	44,949	46,614	48,279
13	1,748	34,956	36,710	38,462	40,215	41,967	43,720	45,473	47,226	48,978	50,730
14	1,835	36,704	38,541	40,380	42,218	44,056	45,894	47,732	49,571	51,409	53,247
15	1,927	38,537	40,467	42,397	44,327	46,257	48,187	50,117	52,047	53,977	55,907
16	2,023	40,461	42,491	44,521	46,551	48,582	50,612	52,642	54,672	56,702	58,732
17	2,124	42,485	44,615	46,745	48,876	51,006	53,136	55,267	57,397	59,527	61,658
18	2,230	44,608	46,845	49,082	51,319	53,556	55,792	58,029	60,266	62,503	64,740
19	2,342	46,839	49,187	51,534	53,881	56,228	58,575	60,924	63,271	65,618	67,965
20	2,459	49,181	51,647	54,112	56,579	59,045	61,512	63,978	66,444	68,910	71,376
21	2,582	51,640	54,228	56,815	59,402	61,989	64,577	67,163	69,751	72,339	74,925
22	2,711	54,226	56,942	59,659	62,376	65,091	67,808	70,525	73,242	75,958	78,675
23	2,847	56,935	59,788	62,640	65,493	68,345	71,197	74,049	76,902	79,754	82,605
24	2,989	59,786	62,776	65,766	68,756	71,746	74,735	77,725	80,715	83,705	86,695
25	3,139	62,774	65,916	69,059	72,201	75,342	78,485	81,627	84,770	87,912	91,055
26	3,295	65,908	69,209	72,509	75,810	79,111	82,412	85,713	89,013	92,314	95,615
27	3,460	69,207	72,672	76,138	79,604	83,069	86,535	90,001	93,466	96,932	100,398
28	3,633	72,670	76,307	79,943	83,580	87,217	90,854	94,490	98,127	101,764	105,401
29	3,815	76,307	80,129	83,951	87,774	91,597	95,419	99,241	103,064	106,886	110,709
30	4,006	80,121	84,131	88,141	92,151	96,162	100,172	104,182	108,192	112,203	116,213
31	4,206	84,129	88,342	92,554	96,767	100,980	105,192	109,405	113,618	117,830	122,043

32	4,417	88,335	92,759	97,182	101,605	106,029	110,452	114,875	119,298	123,722	128,146
33	4,638	92,750	97,393	102,036	106,677	111,320	115,963	120,604	125,247	129,890	134,533
34	4,870	97,391	102,267	107,143	112,019	116,895	121,772	126,648	131,524	136,399	141,275
35	5,113	102,258	107,375	112,490	117,607	122,722	127,839	132,954	138,071	143,187	148,303
36	5,369	107,373	112,738	118,105	123,472	128,838	134,205	139,571	144,938	150,303	155,670
37	5,637	112,738	118,380	124,022	129,664	135,306	140,948	146,590	152,231	157,873	163,515
38	5,919	118,374	124,294	130,213	136,133	142,052	147,971	153,890	159,810	165,729	171,649

INCREMENT IS 5% OF MINIMUM STEP

Cumberland County Board of Social Services
 Compensation Schedule
 Effective January 1, 2011
 Annual Salaries

This schedule represents a 2.50% increase over the
 compensation schedule in effect JANUARY 1, 2010

RANGE	INCRE- MENT	MIN. 1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9th	MAX
03	1,100	22,000	23,101	24,203	25,305	26,405	27,507	28,609	29,710	30,811	31,913
04	1,155	23,099	24,259	25,418	26,577	27,736	28,895	30,054	31,214	32,372	33,532
05	1,213	24,253	25,467	26,682	27,897	29,112	30,326	31,541	32,756	33,971	35,185
06	1,273	25,461	26,739	28,019	29,297	30,576	31,856	33,134	34,413	35,691	36,971
07	1,337	26,737	28,080	29,424	30,767	32,110	33,453	34,795	36,138	37,482	38,825
08	1,404	28,076	29,487	30,899	32,311	33,722	35,134	36,545	37,957	39,368	40,780
09	1,474	29,483	30,963	32,443	33,923	35,403	36,884	38,363	39,843	41,322	42,803
10	1,548	30,960	32,509	34,060	35,611	37,161	38,712	40,262	41,812	43,363	44,916
11	1,625	32,505	34,133	35,760	37,387	39,016	40,643	42,270	43,897	45,526	47,153
12	1,706	34,127	35,832	37,539	39,246	40,953	42,660	44,366	46,073	47,779	49,486
13	1,792	35,830	37,628	39,424	41,220	43,016	44,813	46,610	48,406	50,202	51,999
14	1,881	37,621	39,505	41,389	43,274	45,157	47,042	48,925	50,810	52,694	54,578
15	1,975	39,500	41,479	43,457	45,435	47,413	49,392	51,370	53,348	55,326	57,305
16	2,074	41,472	43,554	45,634	47,715	49,796	51,877	53,958	56,039	58,120	60,200
17	2,177	43,547	45,730	47,914	50,098	52,281	54,465	56,649	58,832	61,016	63,199
18	2,286	45,724	48,016	50,309	52,602	54,894	57,187	59,480	61,773	64,065	66,358
19	2,400	48,010	50,417	52,823	55,228	57,634	60,040	62,447	64,853	67,258	69,664
20	2,521	50,410	52,938	55,465	57,994	60,521	63,050	65,577	68,105	70,633	73,161
21	2,647	52,931	55,584	58,235	60,887	63,539	66,191	68,842	71,495	74,147	76,798
22	2,779	55,582	58,365	61,150	63,935	66,719	69,504	72,288	75,073	77,857	80,642
23	2,918	58,359	61,283	64,206	67,130	70,054	72,977	75,900	78,824	81,748	84,671
24	3,064	61,280	64,345	67,410	70,475	73,540	76,604	79,668	82,733	85,798	88,863
25	3,217	64,343	67,564	70,785	74,006	77,226	80,447	83,668	86,889	90,110	93,331
26	3,378	67,556	70,939	74,322	77,705	81,089	84,472	87,856	91,238	94,622	98,006
27	3,547	70,937	74,489	78,041	81,594	85,145	88,698	92,251	95,802	99,355	102,908
28	3,724	74,486	78,215	81,942	85,670	89,397	93,125	96,852	100,581	104,308	108,036
29	3,911	78,215	82,132	86,050	89,969	93,887	97,804	101,722	105,641	109,559	113,476
30	4,106	82,124	86,234	90,345	94,455	98,566	102,676	106,787	110,897	115,008	119,118
31	4,312	86,232	90,550	94,868	99,186	103,504	107,822	112,140	116,458	120,775	125,094

32	4,527	90,544	95,078	99,611	104,145	108,680	113,214	117,747	122,281	126,815	131,349
33	4,753	95,069	99,828	104,587	109,344	114,103	118,862	123,620	128,378	133,137	137,896
34	4,991	99,826	104,823	109,821	114,819	119,817	124,816	129,814	134,812	139,809	144,807
35	5,241	104,815	110,059	115,303	120,547	125,791	131,035	136,278	141,523	146,766	152,011
36	5,503	110,057	115,557	121,058	126,558	132,059	137,560	143,061	148,561	154,061	159,562
37	5,778	115,557	121,340	127,123	132,906	138,688	144,471	150,254	156,037	161,820	167,603
38	6,067	121,333	127,402	133,469	139,536	145,603	151,670	157,738	163,805	169,872	175,940

INCREMENT IS 5% OF MINIMUM STEP

APPENDIX III

Dental Insurance Proposal

Blue Cross/Blue Shield of New Jersey

Dental Benefits

<u>Services</u>	<u>Payment</u>
Preventive and Diagnostic	50%
Treatment and Therapy	50%
Prosthodontics	50%
Orthodontics	50%*
Inlays and Crowns	50%
Oral Surgery	50%

Deductible \$25 - Does not apply to Preventive and Diagnostic or Ortho benefits.

Family Limit 3X

Annual Maximum	\$3000.
*Ortho Maximum	\$2000.
Children to age 19	
Students to age 23	

Benefits to non-participant dentists are paid at 51% percentile.

Orthodontia treatment shall be extended to adults, as well as dependent children.

Program Components

The cost of the EAP program is \$3.50 per member per month

This cost includes the following:

- Up to three (3) face to face sessions per employee per year
- Coverage for all eligible dependents
- Membership cards and brochures for all employees and their eligible dependents
- One employee orientation per year per site
- Three on-site workshops per year
- Unlimited access to PCN's web-site and on-line services
 - E-mail service
 - Library
 - Self-help resources

- Critical Stress Debriefings / three (3) per year