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4-14-86

COLLECTIVE NEGOTIATING AGREEMENT

BY AND BETWEEN

POLICEMENS' BENEVOLENT ASSOCIATION,

PBA LOCAL NO. 248, INC., FOR THE

(BURLINGTON COUNTY SHERIFF'S OFFICERS)

(EMPLOYER)

AND

Burlington County Board of Chosen Freeholders

THE SHERIFF OF BURLINGTON COUNTY, AND

and the

Sheriff of Burlington

THE BOARD OF CHOSEN FREEHOLDERS

County

FOR THE COUNTY OF BURLINGTON

1986 Through 1988

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240*

x January 1, 1986 - December 31, 1988

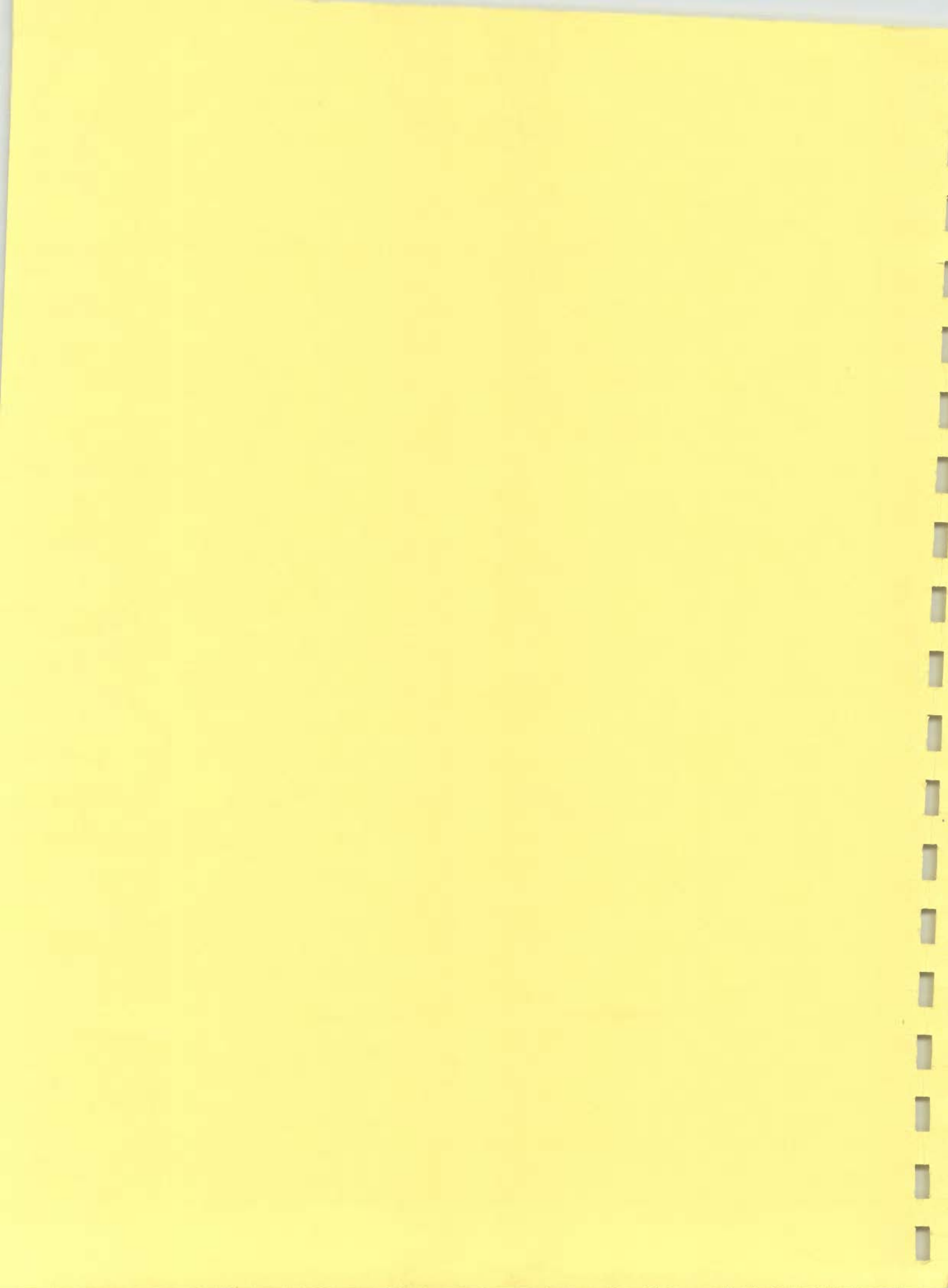


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PREAMBLE

This Agreement entered into between the Sheriff of Burlington County, hereinafter referred to as the "Employer" as set forth in the applicable statutory provisions, and the Board of Chosen Freeholders of the County of Burlington, hereinafter referred to as "the County", and New Jersey Policemen's Benevolent Association, Local Number 248, Inc., hereinafter referred to as the "Association", has as its purpose the promotion of harmonious relations between the Employer and the Association, the establishment of equitable and peaceful procedures for the work and other conditions of employment of the members of the Association and all members of the collective negotiating unit for whom the Association negotiates.

ARTICLE I: RECOGNITION

The Employer and the County recognize the Association as the exclusive bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for all of its employees in the classifications as the parties may later agree to include. This recognition, however, shall not be interpreted as having the effect of or in any way abrogating the rights of employees as established under Chap. 303, P. L. 1968, as amended.

ARTICLE II: COLLECTIVE NEGOTIATION

A. Collective negotiation with respect to rates of pay, hours of work, or other conditions of employment shall be conducted by the duly authorized bargaining agent of each of the parties. Those parties shall be the President of the Association or its designee and the Sheriff of Burlington County or his designee, in accordance with N.J.S.A. 40A:9-117.

B. Collective negotiating meetings shall be held at times and places mutually convenient at the request of any party.

C. Employees of the Employer who may be designated by the Association to participate in collective negotiating sessions called for the purpose of the negotiation of a Collective Negotiating Agreement will be excused from their work assignments.

D. The Employer shall permit members of the Association's Negotiating Committee to attend Collective Negotiating meetings during the duty hours of the members. However, only three (3) members of such Committee shall be permitted to attend such meetings without loss of pay or time.

ARTICLE III: DISCRIMINATION AND COERCION

There shall be no discrimination, interference or coercion by the Employer or any of it's agents against the employees represented by the Association because of membership or activity in the Association. The Association shall not intimidate or coerce employees into membership. Neither the Employer nor the Association shall discriminate against any employee because of race, creed, color, sex, national origin or political affiliation.

ARTICLE IV: ADMINISTRATIVE RULES AND REGULATIONS

The Employer and the Association agree that all rules promulgated by the New Jersey Department of Civil Service, Public Employment Relations Commission or The New Jersey Police Training Commission concerning hiring, firing and training practices or any other matters, whether or not specifically covered in the Agreement, shall be binding upon all parties. The Employer and the Association agree to abide by these Civil Service, Public Employment Relations Commission and Police Training Commission Regulations.

ARTICLE V: SALARIES

A. Minimum Salaries

1. Effective January 1, 1986 the new minimum salary for Sheriff's Officers while attending the Police Academy, awaiting graduation therefrom or confirmation of appointment, shall be \$14,500.00 per annum.

B. Salary Adjustments On January 1, 1986

1. All permanent full-time employees shall receive a seven (7 %) per cent increase in their base salary or their base salary shall be adjusted to the new minimum, whichever is greater.

2. Employees whose seniority date is between January 1, 1983 and December 25, 1984 shall have a base salary of \$15,080.00 per annum.

C. Salary Adjustments On September 1, 1986

1. All permanent full-time employees with five years of continuous service from the date of permanent appointment shall receive the following percentage increases computed on the basis of their 1986 base salary as adjusted above. Such adjustment shall be added to and establish the new base salary.

Years of Full-Time
Continuous Service

Percentage Increase
To Base Salary

5 years	2.5 %
10 years	3.5 %
15 years	4.5 %
20 years	5.5 %
25 years & more	6.5 %

2. All permanent full-time employees with continuous service from the date of permanent appointment shall receive the following percentage increase in their base salary, computed on 1986 base salary as adjusted, to a maximum of \$20,000.00.

Years of Full-Time
Continuous Service

Percentage Increase
To Base Salary

4 years (1981)	2.0 %
3 years (1982)	1.5 %

3. All employees who are on the payroll effective June 1, 1985 and who shall have maintained continuous full-time employment through January 1, 1986 shall then be placed upon the next highest step closest to their base salary as adjusted by the provisions of this Article hereinabove, on the standard Burlington County Compensation Plan. All other employees shall remain on their present range and step. The adjusted salary of the highest salaried Sheriff's Officer, Sergeant and Lieutenant shall create the 1986 maximum for that range, it being agreed and understood, however, that no employee on the payroll on the effective date of this Agreement shall have their base salary restricted by any "maximum" during the life of this Agreement.

See Salary Schedule "A".

D. Salary Adjustments For 1987

1. On January 1, 1987 each employee shall receive a six (6 %) percent increase to their base salary if such employee shall have been on the payroll effective September 30, 1986 and shall have maintained continuous full-time employment from that date through January 1, 1987.

E. Salary Adjustments For 1988

1. On January 1, 1988 each employee shall receive a six (6 %) percent increase to base salary if such employee shall have been on the payroll on September 30, 1987 and shall have maintained continuous full-time employment from that date.

F. During the life of this Agreement, each Officer who successfully qualifies for the first time for the carrying of a foirearm by annual firing range examination, shall receive an additional step on such Officer's salary range. Although each Officer shall receive only one step on their range for such qualification, this qualification must be renewed semi-annually to maintain the step. If any Officer fails to qualify, such Officer shall move back to the next lower step.

ARTICLE VI: OVERTIME

A. Except as specified in Paragraph "E" hereinbelow, all overtime shall be distributed equally and alphabetically, whenever practicable, from a list maintained by the Sheriff's Department for the Officers covered by this Agreement who have been certified by the Police Training Commission and those Officers employed prior to the enactment of the Poice Training Act of 1968 provided that such Officers qualify annually in the handling of their weapons.

B. Except as provided in Paragraph "E" hereinbelow, all extradition duty shall be distributed equally and alphabetically from the list described in Paragraph "A" hereinabove.

C. Whenever overtime is refused by an Officer, such overtime shall be offered to the next Officer whose name appears on the alphabetical list described in Paragraph "A" hereinabove and the Officer refusing shall not be considered for overtime until every other Officer on said list shall have thereafter been offered the opportunity for overtime. When an Officer works any overtime detail on the weekend (12:00 a.m. Saturday to 12:00 a.m. Monday) and is asked to work another overtime detail on the same weekend, said Officer shall not be charged with an overtime refusal if said Officer elects not to work the second detail.

*Dagwie,
we need both
sides.*

D. Whenever overtime is required on a given assignment, said overtime shall be offered first to the Officer already working on that job assignment at the time, and the remaining Officer or Officers shall be placed in their respective positions on the list and thereafter personnel shall be selected alphabetically as set forth in Paragraphs "A" through "C", inclusive, hereinabove.

E. Whenever an Officer is required to appear in Court as a result of a job-related incident occurring while on duty, other than during such Officer's regular duty hours, such Officer shall be compensated at the overtime rate.

F. When, upon completion of a full shift, an Officer is required to work a full second shift, such Officer shall be entitled to a second paid one hour meal break on the second shift. Overlapping shifts shall be considered as full shifts.

G. Overtime shall commence at 5:00 p.m. or at the conclusion of the regular shift, whichever comes first. All sections of the Department shall be compensated at the overtime rate for all time accumulated following the completion of their regular shifts.

H. Whenever an Officer is required to work through such Officer's normal lunch hour, said Officer shall be paid at the overtime rate for the hour or receive a later lunch break.

I. Whenever any Officer is called to work on such Officer's off-duty time, after signing off for the day, such assignment shall be paid at the overtime rate for a minimum of two (2) hours or for actual time worked, whichever is greater.

J. The overtime rate shall be one and one-half (1-1/2) times the regular hourly rate for the particular Officer involved for all overtime worked other than as set forth in Paragraph "K" hereinbelow.

K. The overtime rate for any time worked on a Holiday as defined in Article VIII of this Agreement shall be one and one-half (1-1/2) times the regular hourly rate for the particular Officer involved, provided, however, that no such Officer shall suffer loss of any holiday pay or credit for any such time worked.

L. Any Officer who works "overtime" as defined in this Article shall be compensated in the form of compensatory time off, computed at the rate set forth in Paragraph "K" hereinabove, which time off shall, at such Officer's request, be given within thirty (30) days of the date the overtime was worked. In the event the Employer is unable to schedule the time off for such Officer within that period of time, such Officer shall be paid for all such time at the rate set forth in Paragraph "K" of this Article. An Officer may accumulate a maximum of 480 hours of compensatory time if he/she so chooses.

However, all overtime worked once this limit is reached must be paid in cash.

ARTICLE VII: LONGEVITY PAY (BUY-OUT)

It is expressly understood and agreed that the increases in salary to take effect on September 1, 1986 and as otherwise set forth in Article V of this Agreement hereinabove are, in whole or in part, in consideration of the agreement of the Association to relinquish the right to "longevity pay" as heretofore paid by the County to members of the Association and that there shall be no further payments of, or credits for, such "longevity pay" during the life of this Agreement, other than as set forth in Article V hereinabove.

ARTICLE VIII: HOLIDAYS

A. The following paid Holidays will be observed:

January 1, known as New Year's Day;

Third Monday in January, known as Martin Luther King's Birthday;

February 12th, known as Lincoln's Birthday;

Third Monday in February, known as Washington's Birthday;

Good Friday;

The last Monday in May, known as Memorial Day;

July 4th, known as Independence Day;

The first Monday in September, known as Labor Day;

The second Monday in October, known as Columbus Day;

General Election Day;

November 11th, known as Veteran's Day;

Fourth Thursday in November, known as Thanksgiving Day;

The Friday after Thanksgiving Day;

December 25th, known as Christmas Day; and

December 26th, 1986.

B. All of the foregoing holidays which fall on Saturday during the term of this Agreement shall be observed on the previous Friday and those which fall on Sunday shall be observed the following Monday.

C. Any additional holidays granted to any employees of the County of Burlington shall also be recognized as paid holidays for employees covered under this Agreement.

D. An employee must be in a pay status the working day before and the working day after a holiday in order to be paid for said holiday.

ARTICLE IX: ANNUAL VACATION

Permanent employees covered by this Agreement shall be entitled to the following annual vacations with pay.

A. New employees shall receive one (1) working day for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month. Employees who begin work on the 9th through the 23rd day of the month shall receive one-half (1/2) working day for the month. Employees who begin work after the 23rd day of the month shall not receive any paid vacation for that month. All such time shall be credited on the first day of the following month.

B. After the initial month of employment and up to the end of the first calendar year, all employees shall receive one (1) working day, credited on the first day of the following month, for each month of service. Thereafter, all employees shall receive paid vacation as follows:

1 year and up to 5 years	12 days
after 5 years and up to 12 years	15 days
after 12 years and up to 20 years	20 days
after 20 years and over	25 days

Vacation days based upon years of permanent service are credited on January 1 in the calendar year of the employee's anniversary.

C. When in any calendar year the vacation, or any part thereof, is not granted by reason of necessity of work, that part of the vacation period not granted shall accumulate to the next succeeding calendar year only.

D. All vacation time is to be taken only as credited. Although each employee is credited with his/her vacation time at the beginning of the calendar year, vacation time is earned on a pro-rated basis. The amount of time earned shall be pro-rated to calculate time owed to the County should an employee leave County service for any reason. Deductions will be made from an employee's final pay if more vacation has been taken than has been earned.

E. Any employee who is laid off, discharged, retired or separated from the service of the County, for any reason, prior to taking their vacation, shall be compensated in money for their accumulated earned but unused vacation time.

F. Provisional, full-time employees shall be entitled to one (1) working day's vacation for each month served during such provisional, full-time employment, calculated on the same basis as new permanent employees as set forth above in this Article.

G. In order not to hamper proper and efficient Sheriff's operations, both parties agree that the scheduling of vacations must be left to the Employer but the following conditions shall

be observed in such scheduling:

1. Selection of vacation shall be based on seniority.
2. No employee shall be permitted to take more than three (3) consecutive weeks vacation at one time, unless mutually agreed upon by the parties.
3. With respect to any conflict in vacation scheduling, seniority shall prevail.
4. A minimum of four (4) weeks notice will be given to the Department Head of an employee's intention of using five (5) or more days vacation credit.
5. A minimum of one (1) weeks notice shall be given to the Department Head of intent to take two (2) to four (4) days, inclusive, of vacation.
6. A minimum of 48 hours notice will be given to the Department Head of an Employee's intent to use one (1) day of vacation credit.

ARTICLE X: ILLNESS AND DEATH LEAVE

A. Permanent employees covered by this Agreement shall be entitled to the following sick leave with pay:

1. New employees shall receive one (1) working day's sick leave credit for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month. Employees who begin work on the 9th through the 23rd day of the month shall receive one-half (1/2) working day's credit for that month. Employees who begin work after the 23rd day of the month shall not receive any paid sick leave for that month. All such time shall be credited on the first day of the following month.

2. After the initial month of employment and up to the end of the first calendar year, employees shall receive one (1) working day credited the first day of the next month for each month of service. After completion of one year of service, each employee shall be credited with fifteen (15) sick days for each year of service, credited on January 1 of each year.

3. Sick leave may be taken as credited. However, while each employee with more than one year of service is credited with sick leave on each January 1, sick time is earned at the rate of one and

one-quarter (1-1/4) days per month for the purposes of computing time owing to the County in the event that an employee should leave the County service prior to the end of that calendar year and having used all credited sick time.

4. Any employee who exhausts all accumulated paid sick days in any one (1) year shall not be credited with additional paid sick leave days until the beginning of the next calendar year.

5. Paid sick days shall not accrue during a leave of absence without pay.

6. Employees who have exhausted their sick leave benefits and who wish to substitute vacation, personal leave or any other compensable time shall make such request to the Department Head who may approve such request based on merit, which approval shall, however, not be unreasonably withheld.

7. If any such employee requires none or a portion only of such allowable sick leave for any calendar year, the amount of such leave not taken shall accumulate to such employee's credit from year to year, and such employee shall be entitled to such accumulated sick leave with pay if and when needed.

B. Provisional, full-time employees shall be entitled to one (1) working day's sick leave with pay for each month served during such provisional, full-time employment, to be computed on the same basis as new employees as set forth in Paragraph "A" hereinabove.

C. Definition of Sick Leave: Sick leave, for purposes herein, is defined to mean and include any of the following:

1. Absence from duty of the employee because of personal illness by reason of which such employee is unable to perform the usual duties as assigned, exposure to contagious disease or quarantine.

2. Up to ten (10) working days of emergency attendance upon a member of employee's family critically ill and requiring the presence of said employee. "Family" is defined to mean spouse, parents, children, grandparents or anyone residing in the same household. For good cause shown, this definition may be expanded upon request to and approval of the Department Head or his designee.

3. Up to five (5) working days may be requested for a death in the "immediate family", defined as spouse, parents, parents-in-law, children, grandparents or siblings. Upon request to and

approval of the Department Head, this definition may be expanded.

D. If an employee is absent for five (5) consecutive working days for any of the reasons set forth hereinabove, the Employer shall require acceptable medical evidence on the form prescribed.

E. If it is reasonably suspected that an employee is abusing sick leave privileges, the Department Head may require the employee seeking leave to submit proof of illness. If the sick leave is not approved, the employee shall suffer loss of pay for such time.

F. An employee who does not expect to report to work because of personal illness or for any of the reasons included in the definition of sick leave hereinabove set forth shall notify his immediate supervisor, by telephone or personal message, prior to the commencement of the normal work day. If any employee does not report as stated above without just cause, such employee will suffer loss of pay.

G. Sick leave claimed by reason of quarantine or exposure to contagious diseases shall be approved upon presentation of the certificate of the local department of health, and in cases of death in the family, upon such reasonable proof as the appointing authority shall require.

ARTICLE XI: INJURY LEAVE

A. Any Officer injured while on duty shall notify the Department Head as soon as possible so that a report may be prepared. Any such Officer shall be placed on a leave of absence without pay unless he/she desires to use sick or vacation leave during this period of disability. If his/her claim is approved, such Officer may receive Workers Compensation Temporary Disability benefits. However, the Employer shall not be chargeable or responsible for the difference between such benefits and the Officer's regular salary.

B. Notwithstanding the provisions of Paragraph "A" of this Article, however, whenever an employee is injured while on duty as a result of the direct action, effort, interference or activity of an inmate, prisoner, litigant or other civilian, the Employer agrees to pay such employee full regular salary for a period of up to twenty (20) working days. Deductions will be made from such employee's sick or vacation leave until such time as any such employee found eligible to receive Workers' Compensation Temporary Disability benefits for this period shall have turned such payments over to the County, at which time the deducted sick and/or vacation days shall be restored to the employee's records.

ARTICLE XII: DISABILITY INSURANCE

A. Effective January 1, 1986, all members of the bargaining unit are covered by the New Jersey State Temporary Disability Insurance Plan. Each employee is to be provided a copy of the plan.

B. It is understood and agreed that the cost of the plan, or any substitute coverage, shall not exceed one (1%) per cent of the employee's base salary during the life of this Agreement. This cost shall be borne equally by the Employer and the employee and shall not exceed \$4.46 per month for any employee during calendar year 1986.

C. It is understood that the benefit shall be two-thirds (66-2/3 %) of earnings to a maximum of \$200.00 per week for a maximum benefit period of fifty-two (52) weeks.

D. The benefits available under the above Plan shall include, but shall not be limited to, the following benefits which are paid on the following basis:

1. Maternity disability benefits are payable on the same basis as any other disability;
2. Sickness disability benefits begin on the 8th day of disability;
3. Accident disability benefits begin on the

8th day of disability;

4. However, if any disability extends beyond three weeks, benefits revert to first day of disability.

E. In the event the coverages or benefits available to other employees under the above Plan are increased or expanded, or the County adopts a broader or more favorable plan of disability insurance for any of its employees, such increase or improvement in benefits shall also apply to all employees covered by this Agreement.

ARTICLE XIII: PREGNANCY DISABILITY LEAVE

A. An employee who requests leave with or without pay for reason of disability due to pregnancy shall be granted leave under the same terms and conditions as sick leave or leave without pay. The Department Head may request acceptable medical evidence that the employee is unable to perform her work because of disability due to pregnancy.

B. An employee may use accrued leave time (for example, sick, vacation, personal, compensatory or other administrative leave time) for pregnancy-disability purposes but shall not be required to exhaust accrued leave before taking a leave without pay. However, the employee must exhaust all accrued sick leave to be eligible for New Jersey State Temporary Disability Insurance benefits.

ARTICLE XIV: PERSONAL LEAVE

A. Each employee shall be eligible for three (3) personal leave days with pay for personal business with no accumulation of such leave from year to year. New employees in the County service shall be accorded one (1) personal leave day for each four (4) months of service in the first calendar year of employment.

B. An employee shall give no less than twenty-four (24) hours advance notice of intent to take a personal leave day.

C. In the event of retirement or termination, deduction will be made from the final pay of the employee for used but unearned personal leave time.

ARTICLE XV: LEAVE OF ABSENCE

A permanent employee holding a position in the classified service who is temporarily either mentally or physically incapacitated from performing such employee's duties or who desires to engage in a course of study such as will increase such employee's usefulness on return to the service, or who for any reason considered good by the appointing authority and the Board desires to secure leave from regular duties may, with the approval of the appointing authority and the Board, be granted

special leave of absence without pay for a period not exceeding six (6) months. With the approval of the appointing authority and the Board, such leave may be extended for an additional period not exceeding six (6) months. Any employee requesting special leave without pay shall submit a request in writing stating the reason why, in such employee's opinion, the request should be granted, the desired date for the leave to begin, and the probable date of return to duty.

ARTICLE XVI: COFFEE BREAK

All employees shall receive two (2) fifteen (15) minute coffee breaks, one in the morning and one in the afternoon.

ARTICLE XVII: MILITARY DUTY LEAVE

A. A permanent employee who is a member of the National Guard or Naval Militia or of a reserve component of any of the armed forces of the United States and who is required to undergo annual field training or annual active duty for training shall be granted a leave of absence with pay for such period as provided by regulation. Such leave shall be in addition to regular vacation leave, provided the employee presents the official notice from his Commanding Officer prior to the effective date of such leave. The total amount of such leave shall not exceed ten (10) working days per year.

B. However, notwithstanding the provisions of Paragraph "A" of this Article, in the event that such employee wishes to undertake additional optional training through the National Guard, Naval Militia or Reserve component, the Employer shall consider the request for such leave, in accordance with applicable regulations. Upon reasonable notice from the New Jersey or United States Department of Defense that said employee has made application for such training, and also providing said leave of absence will not unduly interfere with the operation of the Sheriff's Department, it may be granted.

ARTICLE XVIII: EMERGENCY AND SPECIAL LEAVE

An employee shall be given time off without loss of pay whenever:

- (1). Commanded to appear as a witness and not a party before any court, legislative committee or judicial or quasi-judicial body.
- (2). Performing emergency civilian duty in relation to National Defense or other emergency when so directed by the Governor of the State of New Jersey or the President of the United States.

ARTICLE XIX: JURY DUTY

If an employee is called to serve on a Jury, such employee shall continue to receive his regular pay and the service time will not be deducted from his vacation if his jury check is turned over to the County Treasurer's Office for the number of days absent from his employment. This time must be reported on the daily report form.

ARTICLE XX: EDUCATION BENEFITS

A. All employees shall be eligible for reimbursement for courses which are job related provided prior approval is received from the Board of Freeholders after written request to and recommendation of the Department Head to the Board. If such approval is granted, the employee must submit evidence of successful completion with a grade of "C" or higher. In addition, such employee must agree to remain in the County service for a period of six (6) months following completion of each three (3) credits reimbursed. Such period of County service is to be cumulative. If such employee does not remain in the County service for the appropriate length of time, the total amount of tuition reimbursed for any such course shall be returned to the County or deducted from the employee's final pay. Said tuition reimbursement shall be limited to the equivalent cost of three (3) credit hours at Rutgers, The State University of New Jersey, per semester.

ARTICLE XXI: UNIFORM ALLOWANCE

A. Each uniformed Sheriff's Officer will, after completing the first full year of service and for each full year thereafter, receive a Uniform Allowance annually of \$250.00, purchase to made through vendor approved by the County and Department Head as conforming to Department uniform specifications. Purchase of new or replacement items shall be by purchase order voucher submitted in advance. No employee shall be required to purchase such items for later reimbursement. In addition, all employees may use any part or all of their annual uniform allowance for the purpose of cleaning or otherwise maintaining their uniforms, including laundry, dry-cleaning or repairs, to be verified by submission of receipts for quarterly reimbursement. The annual allowance must be used within the calendar year and does not accumulate from year to year.

B. The parties expressly recognize that it is the Employer's exclusive and unilateral right to determine whether any or all of its employees shall be required to wear uniforms or adhere to other dress requirements. In the event that an employee is required to wear his/her own civilian clothing while on duty, said employee shall continue to receive compensation on the same basis at the above annual uniform allowance rate and shall be permitted to apply all or part of such employee's

annual uniform allowance for the purpose of laundry, dry-cleaning or repair of such civilian clothing as the employee may be required to wear while on duty.

C. New employees, who have successfully graduated from the Police Academy, shall be provided with a full complement of clothing and appropriate equipment at County expense and conforming to Department uniform specifications in all respects. All employees shall be permitted to accumulate and maintain the standard issue of uniforms and equipment through use of their annual uniform allowance or otherwise. All employees shall be issued a light-weight summer jacket prior to the commencement of the summer uniform season for 1986, unless already so issued at that time, at no expense to the employee and without deduction from the above uniform allowances.

D. The standard uniform issue shall include the following:

- 3 pairs of trousers
- 5 shirts, long sleeve
- 5 shirts, short sleeve
- 1 hat, felt (winter, with rain cover)
- 1 summer hat, straw
- 1 winter coat
- 1 light-weight summer coat
- 1 all-season raincoat, reversible

1 pair service boots, winter
1 pair service shoes, low quarter, summer
1 belt, black basket
2 ties
1 name tag, silver
1 whistle and chain, silver, with holder
2 silver insignias, star for breast
1 insignia, star for hat
1 holster, black basket
1 ammunition pouch, double drop, black basket
1 handcuff case, black basket
1 pair unit insignias, silver
1 mace holder, black basket
1 baton holder, black basket
1 baton
1 weapon, as assigned

E. An inventory of available uniforms and equipment shall be maintained by the Sheriff or his designee and shall be checked prior to submitting a purchase order for new employees. All Sheriff's Officers shall maintain and wear the proper uniform for Sheriff's Officers as prescribed herein. The Department Head shall submit a purchase order for new clothing if needed.

F. Personal items destroyed or damaged by violent and

intentional acts during the course of employment shall be replaced or repaired by the County and reimbursement shall be made to the employee based on voucher submission and proof of loss. Personal items include eyeglasses, contact lenses, dentures, sunglasses, wedding bands, engagement rings and watches not issued but worn or carried by an Officer in the performance of duties.

G. All other jewelry not essential to the performance of the Officer's duties and not covered in Paragraph "F", shall be excluded from reimbursement.

H. All uniforms and other equipment that has been issued shall be turned in when the employee leaves the employ of the County. Last paycheck will be withheld until this is accomplished.

I. Uniform specifications pertaining to weight, color, etc., will be determined by the Sheriff.

J. If the Sheriff should decide at any time to change the style and/or the color of the uniform, each Officer shall receive an initial issue of the newly designated uniform as prescribed in the uniform issue of this Article and such issue shall be made at County expense and shall not be charged against the Officer's annual uniform allowance as set forth hereinabove.

ARTICLE XXII: FRINGE BENEFITS

A. Family Hospital, Surgical and Major Medical or Health Maintenance Organization (HMO) Benefits shall be available to both permanent and temporary full-time employees, after the first day of the month following the completion of ninety (90) days of service, for the benefit of their entire families. The County will pay the same amount toward HMO coverage as is contributed toward alternative coverage. Any additional cost of HMO coverage shall be the sole responsibility of the employee. It is understood that, because of restricted open enrollment periods, some new employees may not be eligible to participate in HMO until the next open enrollment period. New employees shall be so advised at the time of hire.

B. The County may extend to a maximum of thirty (30) days the health insurance coverage of eligible employees and their covered dependents upon exhaustion of such employee's accumulated sick leave and who are granted approved sick leave without pay, with the County paying the cost in accordance with Paragraph "A" above.

C. At the beginning of each enrollment period, permanent employees shall have the option to enroll in a contributory life insurance plan under which the Employer shall provide a \$5,000.00 life policy on each employee, premiums for the first \$1,000.00 of which shall be paid by the Employer. Premiums for

the remaining \$4,000.00 coverage shall be paid by the employee through the payroll deduction plan.

C. During the term of this Agreement, there shall be no change in the Group Hospital, Medical or any other type of insurance presently maintained and paid for by the Employer on behalf of the employees as indicated above. However, this shall not prevent the Employer from substituting new and equivalent or more beneficial plans for those now in effect.

E. The Employer shall pay the entire premium cost for a Family Program of Dental Care.

F. Prescription/ Vision Care:

1. Effective January 1, 1988, full-time employees who are on the payroll effective September 30, 1987, shall be eligible for such prescription/ vision care reimbursement not to exceed \$100.00 per year.

2. The County shall reimburse each eligible employee up to \$100.00 for prescription/ vision care for such employee and/or such employee's family members. Such payment for expenses incurred in the year 1988 shall be for items or services not covered by any other employee benefit program and shall not be duplicative.

3. Reimbursement shall be made to the employee once documentation has been verified by receipt on approved forms. Such documentation shall be submitted no later than November 15, 1988 to the Burlington County Treasurer's Office.

4. Payment shall be made to the employee within a reasonable period prior to December 31, 1988.

ARTICLE XXIII: PERSONAL VEHICLE EXPENSES

Any Employee required to use a personal vehicle in the pursuit of proper and necessary County business shall be reimbursed at the rate of twenty-one (21 ¢) cents per mile. All personal car mileage shall be submitted on the proper forms provided and such mileage shall be computed on a portal-to-portal basis and excluding any travel solely for commuting from the employee's home to the Sheriff's Department. No supervisor shall order an employee to transport anyone in his privately owned vehicle.

ARTICLE XXIV: RETIREMENT

A. Revised Statute 43:15A-47b states that each member of the Public Employees' Retirement System shall be retired on the first day of the calendar month following attainment of age 70, or within one month thereafter. If it is the desire of the Department Head to recommend that the employment be continued, a recommendation to waive shall be presented to the Board of Chosen Freeholders annually prior to the employee's birthday.

B. Each employee in the classified service who has been granted sick leave shall be entitled upon retirement to receive a lump sum payment as supplemental compensation for each full day earned and unused accumulated sick leave which is credited to her/him on the effective date of retirement.

The amount of the supplemental compensation payment shall be computed at the rate of one-half (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 employment prior to the effective date of retirement, provided, however, that no such lump sum supplemental compensation payment shall exceed the sum of \$12,000.00.

C. Employees who have retired or who shall retire with twenty-five (25) years or more of credited service to Burlington

County shall be eligible to have his/her Hospital, Surgical and Major Medical or Health Maintenance Organization (HMO) benefits premium paid by the County. The Employer shall pay up to the same amount toward HMO coverage that it contributes toward basic coverages for each such retiree. Any additional cost for HMO coverage or coverage for eligible dependents shall be the sole responsibility of the retiree. Prior to being eligible for this benefit, however, all retirees who are sixty-five (65) years of age or older must be carriers of Medicare "A" and "B". The County shall continue its current practice of payment of full coverage for the first ninety (90) days following the date of retirement regardless of the number of years of service.

D. For those employees who retire or the Estate of any employee who dies prior to September 1, 1986, such Estate or employee shall receive the employee's longevity as per the previous Agreement between these parties, pro-rated on a monthly basis.

ARTICLE XXV: ASSOCIATION RIGHTS AND PRIVILEGES

A. Whenever any representative of the Association or any employee is mutually scheduled by the parties hereto to participate, during working hours, in negotiations, grievance proceedings, conferences or meetings, such employee shall suffer no loss of pay for such time.

B. Representatives of the Association shall be permitted to transact official Association business on the premises at all reasonable times, with approval of the Employer, and provided that this shall not interfere with or interrupt normal operations of the service. Representatives of the Association should notify at least one (1) person in authority that they are conducting Association business and advise them of their whereabouts.

C. The Association has the use of County buildings at all reasonable hours when appropriately scheduled through the proper authority. The Association has the use of designated facilities and equipment when not otherwise in use and authorized by proper authority.

D. The Association has the use of the bulletin boards and inter-office mail delivery.

E. The County shall provide and install bulletin boards and provide space for the posting of notices relating to matters and the official business of the Association.

F. Bulletin boards shall be installed at locations clearly visible to all employees. Locations shall be selected by agreement of the Employer and the Association, any disputes as to such to be resolved by arbitration.

G. The employer agrees to allow Association

representatives or their alternates time off with pay in the following instances:

(1). Convention delegates, time off with pay to attend N.J.P.B.A. Conventions, not to exceed two (2) representatives;

(2). State Delegate to N.J.P.B.A.: the day off with pay to attend the monthly State Delegates' meeting;

(3). State Delegate; the day off with pay to attend any State P.B.A. committee meeting of committees of which he/she is a member, not to exceed five (5) days in any given year.

(4). The employer agrees to allow two (2) Association designated representatives the day off with pay and the use of a departmental vehicle in order to attend the funeral of any officer who dies in the line of duty in New Jersey, in order that both the Association and the Sheriff's Department may be properly represented. The Association representatives shall be given the use of a departmental vehicle if one is available. If such is not available, they may use their own personal vehicles and be reimbursed for the gasoline mileage at the prescribed rate under this Agreement.

H. Reasonable written notice of intent to attend any of the functions listed in Paragraph "G" shall be given to the Employer.

ARTICLE XXVI: SAFETY AND HEALTH

A. The Employer shall at all times maintain a safe and healthful work environment. He will provide the employees with any apparel, firearms, tools or devices reasonably necessary to insure their safety and health.

B. The Employer agrees to supply each Officer qualified to carry a weapon with thirty-six (36) rounds of fresh factory loaded .38 caliber ammunition yearly for carrying on duty after qualification. Each Officer is required by State law to qualify twice per year with factory load ammunition and must attain a score of 75 or above out of 100 in order to qualify. Each Officer will be given sixty (60) rounds of wad cutters to practice for qualification at time of requalification. If any Officer fails to qualify, such Officer will be given remedial training and another additional 180 rounds of ammunition, 60 of which will be factory load, to use for qualification. The Employer also agrees to supply one hundred (100) rounds of .38 caliber practice ammunition monthly to each Officer for the purpose of remaining familiar with their individual weapons, exclusive of ammunition issued at the time of requalification. Practice ammunition will be issued on the academy range and must be used on the premises. After initial issue of ammunition and prior to re-issue of new ammunition, all expended casings must be returned to the Employer or his appointed representative.

C. The Employer and the Association shall each designate a safety committee member. It shall be their joint responsibility to investigate and correct unsafe and unhealthful conditions. They shall meet periodically, as necessary, to review conditions in general and to make recommendations to either or both parties as appropriate. The safety committee member representing the Association shall be permitted a reasonable opportunity to visit work locations throughout the Employer's facilities where employees covered by this Agreement are performing their duties for the purpose of investigating safety and health conditions, during working hours and with no loss of pay for periods not to exceed one (1) hour per day, unless additional time is authorized by the Employer.

D. The Employer agrees to insure the safety and adequacy of all working areas and equipment provided for employment use. The Association reserves the right to call upon the Employer, or any appropriate State or Federal agency, to investigate any matter involving work areas, conditions or equipment. Such requests will only be made where the Association feels that the Employee is subjected to possible impairment of health or safety.

ARTICLE XXVII: EQUIPMENT AND VEHICLE SAFETY

A. The County shall furnish vehicles equipped with wire and/or plexiglass screens between the front and rear seats, two (2) outside mirrors and a police radio. When necessary, Officers shall be supplied with portable police radios.

B. The County agrees to conform to all manufacturer and dealer warranty and maintenance requirements on all equipment except in an emergency situation. The County also agrees that it will immediately attempt to effectuate all necessary repairs to such items as radios, outside domelights, sirens, etc.

ARTICLE XXVIII: VISITATION OF PREMISES

Authorized representatives of the Association shall, with the approval of the Department Head, have the right to enter upon the premises of the Employer during working hours for the purpose of conducting normal activities relative to the enforcement and policing of this Agreement so long as such visits do not interfere with proper service to the public.

ARTICLE XXIX: GRIEVANCE AND ARBITRATION PROCEDURES

A. A Grievance is hereby defined as any complaint, controversy, misunderstanding or dispute arising between the Employer and any employee represented by the Association or the Association with respect to the meaning, application or operation of any provision of this Agreement. Should any Grievance as defined arise between an employee represented by the Association and/or the Association and the Employer, and in order to provide for an orderly method of handling and disposing of disputes and grievances among the parties, the procedures hereinbelow set forth shall be followed:

Step 1: The President of the Association or his duly authorized and designated representative shall be present and discuss the Grievances or Grievances orally with the Employer or his duly designated representative within fifteen (15) working days of the occurrence giving rise to the Grievance. Otherwise, said Grievance shall be deemed settled. The Employer shall answer the Grievance within five (5) working days from the date of its presentation.

Step 2: The aggrieved employee and the Association shall have all legal rights and remedies afforded by the provisions of the Civil Service Act, Public Employment Relations Act or other applicable laws or

statutes, should the Grievance not be settled in Step 1 hereinabove.

Step 3: If any Grievance shall arise between the Employer and the Association and not be settled, such Grievance shall, at the request of either party, be referred to the New Jersey Public Employment Relations Commission for the selection of an Arbitrator according to its applicable rules and regulations. All submissions to arbitration must be made within a reasonable time. The Arbitrator appointed under this procedure shall interpret the provisions of this Agreement. He shall have no power to enlarge upon or reduce the obligations of the parties under this Agreement. After hearing the dispute, the Arbitrator shall render his decision within thirty (30) calendar days, which decision shall be final and binding upon the parties. The expense of all such arbitration shall be borne equally by the Employer and the Association.

B. The following rules and procedures shall be followed in connection with the presentation, handling and disposition of all Grievances as defined hereinabove.

1. Representation: At all steps in the grievance procedure, the Grievant shall be represented by the Association.

to be represented by counsel and a representative of the Association.

2. Extensions: Extension of time limits may be obtained only by the written consent of the Grievant or representative and the person designated to hear and determine the Grievance.

3. Presentation: All Grievances and answers thereto shall be submitted in writing, signed by the party serving the same, or its designee, and within the time limits set forth in Step 1 of Paragraph "A" hereinabove.

ARTICLE XXX: DISCIPLINARY PROCEEDINGS

A. Employees covered by this Agreement who are summoned to appear before the Sheriff or his designee for a disciplinary hearing shall be notified in writing at least five (5) working days in advance of the day on which the hearing is to be held, excluding Saturdays, Sundays and holidays.

B. The notice of the hearing shall include the specific charges against the Employee.

C. Employee summoned to a disciplinary hearing shall be entitled to be accompanied by a representative of the Association in addition to an attorney of his choice.

D. Whenever an Employee covered by this Agreement is summoned for a disciplinary hearing, the Association shall also be notified in the same manner as the Employee in order that the Employee may be properly represented if he/she so chooses.

E. The Employee and the Association shall be notified in writing of the results of any such disciplinary hearing within ten (10) working days of the conclusion thereof and a copy of same shall also be served upon any attorney appearing of record.

ARTICLE XXXI: SUSPENSIONS

A. No Employee shall be suspended without pay for any departmental charges or for the commission of any disorderly persons offense without a departmental hearing in accordance with Civil Service regulations and procedures.

B. In the event of any indictable charges, other than as set forth in Paragraph "A" of this Article, the Employer or his designee shall have the right to immediately suspend any such Employee without pay.

C. The Association shall be notified of all departmental charges prior to the hearing as set forth in Article XXX of this Agreement and of the results thereof. The Association shall also be notified of any changes in the hearing date in writing a reasonable time prior to the new hearing date.

D. The Association shall be entitled to have a representative present, at the request of any charged Employee, at any such hearing, in addition to an attorney. The proceedings shall be stenographically recorded at the request of any party and at the requesting party's expense.

ARTICLE XXXII: SENIORITY

A. Seniority shall be defined as an Employee's total length of service with the Employer, beginning with his/her date of permanent employment, also referred to as date of Civil Service Certification.

B. The Employer shall maintain an accurate and up-to-date seniority roster showing each Employee's date of permanent employment, classification and pay rate. Such records shall be available to the Association or its representative upon request.

C. Except where New Jersey Civil Service statutes require otherwise, in all lay-off and recall situations, employees with the greatest seniority shall be given preference.

D. In the event of any career advancement opportunities, e.g. police academy, specialized schools, etc., permanent Sheriff's Officers shall be given preference according to seniority and job assignment. Seniority shall be placed on a rotating basis.

ARTICLE XXXIII: LAY-OFF AND RECALL

A. When it is necessary to lay off employees, the Association shall be notified at once, and the conditions outlined below and the protections established by the Department of Civil Service shall be observed. These regulations are set forth in the New Jersey Administrative Code at N.J.A.C. 4:1-16.1 et seq.

B. Permanent employees within an organizational unit shall not be laid off before any emergency appointments, temporary appointments to temporary extra positions, provisional appointments to permanent positions or probationary employees serving in working test periods within the classification affected. The non-permanent employees will be given a minimum notice of at least two weeks of any reduction in force.

C. The County will provide a minimum of forty-five (45) calendar days written notice, personally or by certified mail, to any permanent employee of any lay-off or demotion, stating the effective date of the lay-off or demotion and the reasons for the action, a copy of which notice must be sent by the Employer to the Civil Service Department at the same time. Any employee laid off or demoted in lieu of lay-off has the right of appeal to the Civil Service Commission, provided such appeal is in writing and received by the Commission within twenty (20) days after the date of receipt of notice. See also N.J.A.C.

4:2-16.1. After receipt of the notice, the chief examiner and secretary of the Civil Service shall determine the demotional and reemployment rights of the employee to be laid off or demoted and notify the appointing authority and the employee of such rights within a reasonable time, not to exceed forty-five (45) days.

D. Whenever there are two or more permanent employees in the class from which lay-off, or demotion in lieu of lay-off, is to be made, employees in that class with an unsatisfactory performance rating for the twelve (12) month period immediately preceding the lay-off or demotion shall be the first to be laid off or demoted. All other employees on the class shall be laid off or demoted as follows:

1. Layoff or demotion of permanent employees shall be in the order of seniority in the class, the person or persons last appointed will be the first laid off or demoted.
2. In all cases where there are employees who are veterans, a disabled veteran or a veteran shall be retained, in that order, in preference to a non-veteran having having equal seniority in the class.

E. Whenever possible, the County will try to avoid lay-off by transferring, re-assigning or offering to demote an employee to available vacancies.

F. Permanent employees affected by lay-off requirements may exercise bumping rights within their job classification or to equal or lower rated job classifications as provided.

G. The name of any employee who is laid off or demoted in lieu of layoff shall be placed on a special re-employment list for the position from which laid off or demoted. Persons on such a list will be given preferential consideration over any other type of applicant for appointment to the job classification or equated job classification and no new employee shall be hired until all employees on lay-off status desiring to return to work shall have been recalled, provided such employees on lay-off status are capable of returning to work. The employee must provide the Employer with any change of address while waiting for recall.

H. Permanent employees will be recalled to work in the reverse order in which they were laid off by the appointing authority, subject to the limitation that those permanent employees who were laid off first shall be placed on a special re-employment list in accordance with their seniority credits. Notice of recall will be made in writing by mail to the employee's home address of record.

I. An employee who is recalled must respond within five (5) calendar days of the date of the receipt of the notice of certification for recall or within ten (10) days of the date of

mailing, whichever is later, or be considered to have abandoned his recall rights.

J. An employee recalled to his former or equated job classification must report for re-instatement or be considered to have abandoned his recall rights.

K. An employee recalled to a job classification with a lower salary rate than his previous job classification may refuse such position and remain eligible for recall.

L. An employee on lay-off accrues no additional sick leave or vacation credits. When an employee is recalled from lay-off and re-instated, he is considered to have continuous service credit for computation of future earned vacations.

ARTICLE XXXIV: VACANCIES

A. In the event of any vacancy on the table of organization due to retirement, death, discharge, promotion or voluntary severance from the Department, such vacancy shall be filled in accordance with Civil Service regulations.

B. If the existing waiting list is exhausted at the time of the vacancy, the employer shall request or call for an appropriate test in accordance with Civil Service rules and regulations.

ARTICLE XXXV: PROMOTIONS

A. Promotional positions shall be filled in accordance with Civil Service rules, and eligible employees shall be advised at the earliest possible time that a promotional vacancy is to be filled.

B. It is understood and agreed by the parties that promotions in the classified services shall be viewed and understood as recognition of an employee's efforts and as a career advancement for all employees.

C. Any employee promoted from one class or title to a class or title with a higher salary range after September 1, 1986 shall have his/her salary increased to the minimum rate for the new class or title or to the next step on the higher salary range, but not less than one step on the lower range. Before September 1, 1986, any employee promoted shall have \$500.00 added to his base pay.

D. Any employee who performs work in a higher paid title than his or her own for more than two (2) weeks shall be entitled to the adjustment in pay provided above. However, in no event shall the procedure of upgrading an employee's title be used in lieu of promotion of duly qualified employees when available.

ARTICLE XXXVI: STRIKES

The Association assures and pledges to the Employer that its goals and purposes are such as to condone no strikes by public employees, nor work stoppages, slowdowns or any other such method which would interfere with service to the public or violate the Constitution and laws of the State of New Jersey, and the Association will not initiate such activities nor advocate or encourage members of the unit to initiate same, and the Association will not support anyone acting contrary to this provision.

ARTICLE XXXVII: OUTSIDE EMPLOYMENT

Every employee planning to engage in employment outside of his or her official duties shall submit in writing the name or names of his or her prospective employer to the Sheriff. No discrimination will be shown in the approval or disapproval of requests to undertake such employment. Written approval to be given by the Sheriff, which approval shall not unreasonably be withheld.

ARTICLE XXXVIII: PERSONNEL FILES

Employees shall have the right to inspect and review their own individual official personnel file upon request to the Employer. The Employer recognizes and agrees to permit this review and examination at any reasonable time upon reasonable notice to the Employer or its duly authorized designee. Employees shall have the right to define, explain or object in writing to anything found in his/her personnel file. The Employer may respond in writing to any written objection by an employee which is made a permanent part of his/her personnel file and said response shall also be made a permanent part of the file.

ARTICLE XXXIX: CHECK OFF

Upon receiving the written and voluntary authorization and assignment of an employee covered by this Agreement (in the form as agreed upon between the Employer and the Association consistent with applicable law), the Employer agrees to deduct membership dues (and initiation fees where applicable) in such amounts as shall be fixed pursuant to the By-Laws and Constitution of the Association directly from the pay of such covered employee during the full term of this Agreement and any extension or renewal hereof. The Employer shall promptly remit monthly any and all amounts so deducted with a list of such deductions to the Secretary-Treasurer of the Association.

ARTICLE XL: SAVINGS CLAUSE

A. It is understood and agreed that if any provision of this Agreement or the application of this Agreement to any person or circumstance shall be held void or invalid as violative of law, statute or the public policy of this State or the United States, or for any other reason, the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be affected thereby.

B. If any provisions are so invalid, the Employer and the Association shall meet for the purpose of negotiating changes made necessary by the applicable law.

ARTICLE XLI: COMPLETENESS OF AGREEMENT

This Agreement constitutes the entire collective negotiating agreement by and between the parties and expresses all of the benefits to which employees covered by this Agreement are entitled.

ARTICLE XLII: COMMENCEMENT OF COLLECTIVE NEGOTIATIONS

It is agreed and accepted by both parties to this Agreement that, upon request of either party, negotiations for a successor to this Agreement shall commence not later than ninety (90) days prior to the expiration date of the present Agreement.

ARTICLE XLIII: COPIES OF AGREEMENT

The Sheriff of Burlington County shall, upon the finalization of the Agreement, present fifty (50) copies of same to the President of the Association for distribution to the employees covered under this Agreement.

ARTICLE XLIV: TERM AND RENEWAL

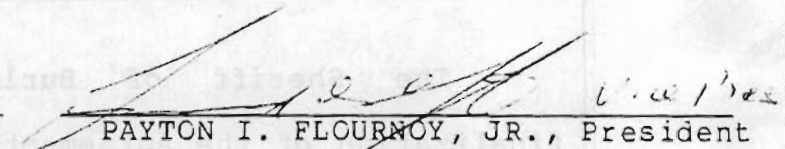
This Agreement shall be in full force and effect as of January 1, 1986 and shall remain in full force and effect until the later of either December 31, 1988, or the date on which a substitute or successor Agreement shall be entered by and between the parties in accordance with the then applicable statutes and rules and regulations of the Public Employment Relations Commission.

ATTESTATION

IN WITNESS WHEREOF, the Parties have hereunto set their hands and seals this _____ day of April, 1986.

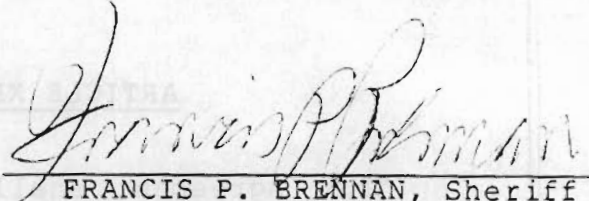
BURLINGTON COUNTY SHERIFF'S OFFICERS
POLICEMENS' BENEVOLENT ASSOCIATION,
LOCAL NUMBER 248, INCORPORATED.

ATTEST: _____


PAYTON I. FLOURNOY, JR., President

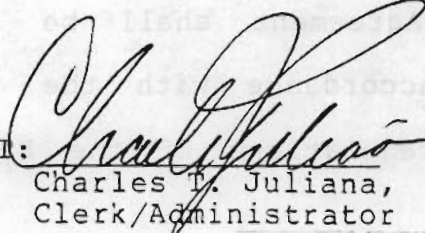
HONORABLE FRANCIS P. BRENNAN
SHERIFF OF BURLINGTON COUNTY

ATTEST: _____


FRANCIS P. BRENNAN, Sheriff

BRADFORD S. SMITH, DIRECTOR OF THE
BOARD OF CHOSEN FREEHOLDERS FOR THE
COUNTY OF BURLINGTON

ATTEST: _____


Charles T. Juliana,
Clerk/Administrator

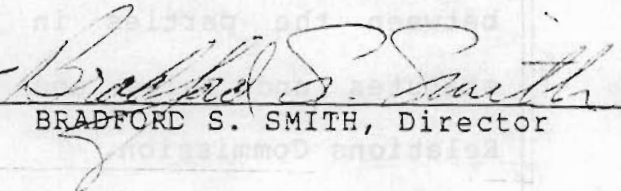

BRADFORD S. SMITH, Director

EXHIBIT A: RANGE AND STEP GUIDE: 1986

SALARY RANGE:	SHERIFF'S OFFICER	SERGEANT	LIEUTENANT
<u>Step No.</u>			
1	\$ 14,500.00	18,000.00	20,000.00
2	15,080.00	18,720.00	20,800.00
3	15,660.00	19,440.00	21,600.00
4	16,240.00	20,160.00	22,400.00
5	16,820.00	20,880.00	23,200.00
6	17,400.00	21,600.00	24,000.00
7	17,980.00	22,320.00	24,800.00
8	18,560.00	23,040.00	25,600.00
9	19,140.00	23,760.00	26,400.00
10	19,720.00	24,480.00	27,200.00
11	20,300.00	25,200.00	28,000.00
12	20,880.00	25,920.00	28,800.00
13	21,460.00	26,640.00	29,600.00
14	22,040.00	27,360.00	30,400.00
15	22,620.00	28,080.00	31,200.00
16	23,200.00	28,800.00	32,000.00
17	23,780.00	29,520.00	32,800.00
18	24,360.00	30,240.00	33,600.00
19	24,940.00	30,960.00	34,400.00
20	25,520.00	31,680.00	35,200.00

REPORT AT TOWN AND STATE OFFICE, 1988

EMPLOYEE	SHERIFF'S OFFICE	SHERIFF'S OFFICE	SHERIFF'S OFFICE
1	14,200.00	18,000.00	20,000.00
2	15,000.00	18,750.00	20,400.00
3	15,800.00	19,440.00	21,800.00
4	16,240.00	20,160.00	22,400.00
5	16,800.00	20,880.00	23,200.00
6	17,440.00	21,600.00	24,000.00
7	17,880.00	22,320.00	24,800.00
8	18,280.00	23,040.00	25,600.00
9	18,720.00	23,760.00	26,400.00
10	19,320.00	24,480.00	27,200.00
11	20,300.00	25,200.00	28,000.00
12	20,880.00	25,920.00	28,800.00
13	21,480.00	26,640.00	29,600.00
14	22,040.00	27,360.00	30,400.00
15	22,620.00	28,080.00	31,200.00
16	23,200.00	28,800.00	32,000.00
17	23,760.00	29,520.00	32,800.00
18	24,320.00	30,240.00	33,600.00
19	24,880.00	30,960.00	34,400.00
20	25,420.00	31,680.00	35,200.00