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AGREEMENT

Between

SOMERSET COUNTY BOARD OF CHOSEN FREEHOLDERS

and

THE FRATERNAL ORDER OF POLICE, LODGE #39

(SUPERIOR OFFICERS)

(Shelby Dept.)

January 1, 1988 through December 31, 1989

LIBRARY
INSTITUTE OF MANAGEMENT
TECHNICAL SERVICES
632
TEXAS UNIVERSITY

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THIS AGREEMENT made for the period of January 1, 1988 thru December 31, 1989.

BETWEEN SOMERSET COUNTY BOARD OF CHOSEN FREEHOLDERS, hereinafter sometimes called the "County"

AND THE FRATERNAL ORDER OF POLICE, LODGE # 39, Superior Officers hereinafter referred to as F.O.P. Superior Officers.

ARTICLE I

RECOGNITION

The County recognizes the F.O.P. as the sole and exclusive representative for purposes of collective bargaining; of a unit composed of all Superior Officers in the Sheriff's Department. This unit does not include Sheriff's Officers, Correction Officers, members of the Identification Bureau, nor does it include the Sheriff or any deputy Sheriff.

ARTICLE II

SALARIES

2.1. Effective January 1, 1988 the annual base salary for the bargaining unit as of December 31, 1987 will be increased so as to establish a 10% spread between the base rate of each rank in the bargaining unit as well as the highest paid Sheriff's Officer. Individual salaries will be as set forth on Schedule A.

2.2. Effective July 1, 1988 the annual base salary for the bargaining unit as of June 30, 1988 will be increased by 4.3%. Individual salaries will be as set forth on Schedule A.

2.3. Effective January 1, 1989 the annual base salary for the bargaining unit as of December 31, 1988 will be increased by 4.3%. Individual salaries will be as set forth on Schedule B.

2.4. Effective July 1, 1989 the annual base salary for the bargaining unit as of June 30, 1989 will be increased by 4.3%. Individual salaries will be as set forth on Schedule B.

ARTICLE III

LONGEVITY

3.1. Effective January 1, 1988 those individuals employed in the unit who have five (5) or more full years of completed service shall be eligible for longevity pay, in accordance with the schedules set forth herein, which payment shall be based upon the rate of the individual in effect on January 1 of the year in which such individual becomes eligible for the longevity pay. Such payment shall be made on and after the effective date of eligibility for such payment, and shall be paid together with and in the same manner as the regular salary payments. Nothing shall be construed to permit the pyramiding of such payment, nor shall such payment be based upon any other factor than the wage rate, exclusive of payments on account of fringes or other extra compensation.

The longevity schedule is as follows:

ment. An employee who shall be scheduled for, and shall actually work during such period of time, shall receive time and one-half pay for the applicable period covered by the declaration of the County.

ARTICLE VIII

VACATION

8.1. For the purposes hereof, the vacation accrual period will be considered the calendar year.

8.2. Vacation days are accrued on a graduated basis, depending on the length of service. During the first year of employment, an employee is allowed one (1) day per month, up to 10 days; however those employed after July 1 do not receive vacation for the first year. Thereafter, the vacation accrual is as follows:

1-5 years	10 days
6-10 years	12 days
11-15 years	15 days
16-20 years	18 days
21-25 years	20 days
26+ years	25 days

8.3. Up to ten (10) vacation days may be carried over to a subsequent year, with permission of the Sheriff.

ARTICLE IX

SICK LEAVE

9.1. New employees shall earn one sick leave day for each full month of service during the remainder of the calendar year employed.

9.2. At the beginning of each subsequent calendar year, employees shall be credited with 15 sick leave days.

9.3. Employees may accumulate sick leave days to a maximum of 180 days. Any sick leave days in excess of 180 days will be converted to vacation days at the end of each calendar year on the basis of one (1) vacation day for each three (3) sick days.

9.4. Should an employee die, resign in good standing or be terminated through no fault of his/her own after 10 years of service or more, the employee shall receive payment for one-third (1/3) of his/her accumulated, unused sick leave days. Payment shall also be received for one-twelfth of the sick leave days credited at the beginning of the terminating year for each full month worked during that time, provided the time had not already been used.

An employee resigning not in good standing or terminated as a result of disciplinary action shall not receive payment for accumulated sick leave days.

9.5. Upon retirement, an employee shall receive payment for one-half of any accumulated and unused sick leave days carried over from the previous calendar year, regardless of length of service. Further, employee shall receive payment for one-twelfth of the sick leave days credited at the beginning of the retiring year for each full month, provided said days have not been used.

ARTICLE X

EXTENDED SICK LEAVE

10.1. In the event of an employee's illness, disability or incapacitation caused by pregnancy, childbirth or confinement continues and employee exhausts accumulated sick leave days, extended sick leave benefits may be available for a maximum period of 26 weeks at a rate of 50% of his/her of base salary. The 26 week period may extend into the next calendar year, however, no more than 26 weeks in any one calendar year may be awarded

10.2. Eligibility for extended sick leave benefits shall be as set forth in the County Personnel Policy.

ARTICLE XI

OTHER LEAVES

11.1. Bereavement. Employees may be granted up to five days of bereavement leave, with pay, for the death and funeral of an immediate family member. Immediate family member means a mother, father, mother-in-law, father-in-law, husband, wife, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister or step or half relative of a similar nature. In the event of the death of another relative or in-law, an employee may request a vacation or personal day(s).

11.2. Leave of Absence Without Pay. In the event of extraordinary personal reasons a leave of absence without pay may be granted to an employee for a period of up to 90 calendar days. Approval or disapproval shall be based on (a) whether the

employee can be spared at that time, (b) the reason for the leave, (c) employee work record and (d) length of service. No more than one leave without pay shall be approved in any 24 month period.

11.3. Military Leave. An employee who is a member of an organized reserve of the Armed Forces of the United States is entitled to a military leave of absence, with pay, for field training.

11.4. Jury Duty. Employees summoned for jury duty shall be given time off and receive full pay in addition to remuneration received from the Courts.

ARTICLE XII

HEALTH/LIFE BENEFITS

12.1. Health. The County shall make available a health benefits program to all employees and eligible dependents. The effective date shall be the first of the month after the completion of two months service. Coverage remains in effect during approved leave of absences, vacation and sick leave. The health benefit plans are as follows:

- (A) The traditional Somerset County health benefits program administered through the Rasmussen Agency

In this plan, basic hospital benefits, basic medical-surgical benefits, and extended hospital and medical-surgical benefits are provided by the County and administered through the Rasmussen Agency. And to supplement the basic plan protection, there are Major Medical benefits which pay

80% of eligible expenses after a \$100 deductible has been met by the employee or a \$100 deductible by one of the employee's eligible dependents if the claim is for any of the employee's eligible dependents.

(B) Basic Health Maintenance Organizations (HMO) and Supplemental Benefits Program

RCHP

In this plan, hospital, surgical, and medical care is provided only by physicians and other staff of the Rutgers Community Health Plan (RCHP) Health Center and affiliated hospitals, physicians' offices, and extended care facilities to employees residing in the RCHP service area, as outlined in the "RCHP Benefits Program" booklet. The average charge is \$1 per visit. This program also provides a Supplemental Benefits program, similar to Major Medical, which gives added financial assistance for medical expenses not covered under the basic HMO program.

(C) CoMed

Under this plan the employee chooses a CoMed participating private physician. There is no Health Care Facility. There is a nominal fee for each visit.

12.2. Dental. The County also provides a Dental Plan provided by Blue Shield of New Jersey to employees only. The effective date is the first of the month after completion of the

probationary period. Coverage remains in effect during periods of approved leave of absence, sick leave and extended sick leave. The Plan includes the following coverage: preventative/diagnostic dental services are provided at 100% of the usual, customary or reasonable (UCR) fee charged by dentists. Basic therapeutic/treatment, additional basic services and periodontic are provided at 80% of UCR. Prosthodontics, including missing teeth, is allowable at 50% of UCR.

12.3. Retirement Benefit. Enrollment is automatic in the Police and Fire Retirement System (P&F) following 3 months of full time employment, unless the employee is 35 years of age. New employees hired at 35 years of age will automatically be enrolled in the Public Employee's Retirement System (PERS) following 3 months of full-time employment. Contributions are based on a percentage of salary, determined by age and are shared by the employee and the County.

12.4. Life Insurance. Most employees who are enrolled in PERS or in the Police and Firemens Retirement System are insured for the non-contributory life insurance plan paid for by the County. Participation is mandatory in the contributory plan during the first full year of membership in PERS. Thereafter, the contributory plan becomes optional.

12.5. Deferred Compensation Program. Employees may participate in the County Deferred Compensation Plan in the manner set forth in the County Personnel Policy.

ARTICLE XIII

EDUCATIONAL REIMBURSEMENT

13.1. The purpose of the County Educational Reimbursement Plan is to permit full time employees to enroll in courses offered by recognized institutions of learning for job-related training or courses which are not available within the County structure.

13.2. Prior approval by the Sheriff is required in order to be eligible for reimbursement.

13.3. An employee who has received prior approval and who receives a satisfactory passing grade will be reimbursed for 100% of the eligible expenses to a maximum of \$1200 per calendar year. Reimbursement is made as follows: 50% upon successful completion of the course and 50% six months later.

ARTICLE XIV

CLOTHING ALLOWANCE

14.1. The parties hereto agree that the County will provide each employee with the necessary set of uniforms and replace such uniforms as needed. The employee shall be responsible for the maintenance of said uniform, and shall receive the sum of eight hundred dollars (\$800.00) for the year or the prorated portion thereof for this purpose. These allowances shall be paid in accordance with County procedures.

14.2. Effective January 1, 1988 each uniformed employee shall receive a shoe allowance of Fifty Dollars (\$50.00) per year

for the purchase of uniform shoes.

ARTICLE XV

PERSONAL DAYS

15.1. Full-time employees shall be granted three (3) personal days per year. These days may be taken in no less than half day increments.

15.2. Personal days shall be granted to employees without the requirement that the Sheriff, or any other superior, be given the reason or reasons for requesting such a personal day by the employee.

ARTICLE XVI

GRIEVANCE PROCEDURE

16.1. A grievance is hereby defined to be any controversy, complaint, misunderstanding or dispute between the employees and the employer.

16.2. Employees shall have the right to have an F.O.P. representative present during discussion of any grievance with representatives of the employer.

16.3. Any grievance arising between the employer and an employee shall be settled in the following manner:

STEP 1. The aggrieved employee must present his grievance to his direct supervisor within ten (10) days after knowledge of the grievance, or the reason for the grievance has occurred. If a satisfactory settlement is not reached with the

direct superior within ten (10) days, the grievance may be appealed to STEP 2. Such appeal must be made within five (5) working days.

STEP 2. Within ten (10) working days the employee and his F.O.P. representative shall take the matter up with the Sheriff. A decision by the Sheriff shall be made within ten (10) working days. If a satisfactory settlement is not reached, an appeal to STEP 3 may be taken. Such appeal must be made within five (5) working days.

STEP 3. If no satisfactory settlement can be agreed upon, the matter may be referred to the New Jersey Public Employment Relations Commission for arbitration. No Employee grievance may be referred to the New Jersey Public Employment Relations Commission without the written approval of F.O.P. Lodge #39.

16.4. The Arbitrator shall be limited to violations of the Agreement, and shall not have the authority to amend or modify this Agreement, or establish new terms or conditions under this Agreement. The Arbitrator shall determine any question of arbitrability.

16.5. A mutual settlement of the grievance, pursuant to the procedures set forth herein, and/or a decision of the Arbitrator will be final and binding on all parties and the employees involved.

16.6. The expense of the Arbitrator selected or appointed shall be borne equally by the employer and the F.O.P.

ARTICLE XVII

DISCIPLINE

17.1. No employee shall be disciplined without just cause. Discipline cases, except discharge, shall be arbitrable. Discharge shall be in accordance with the New Jersey statutes.

ARTICLE XVIII

F.O.P. MEMBERSHIP

18.1. The County agrees to deduct from the salaries of its employees, subject to this agreement, dues for the F.O.P.. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. 52:14-15.9(e), as amended. Said monies, together with records of any corrections, shall be transmitted to the F.O.P. treasurer within thirty (30) working days from the payroll period ending date of each payroll period.

18.2. If during the life of this agreement, there shall be any change in the rate of membership dues, the F.O.P. shall furnish to the County written notice thirty (30) days prior to the effective date of such change, and shall furnish new authorizations from its members, showing the authorized deduction for each employee.

18.3. The F.O.P. will provide the necessary "checkoff authorization" form, and deliver the signed forms to the appropriate County Officer. The F.O.P. shall indemnify, defend and save the County harmless against any and all claims, demands,

suits or other forms of liability that shall arise out of, or by reason of, action taken by the Employer, in reliance upon salary deduction authorization cards submitted by the F.O.P. to the County.

ARTICLE XIX

VACANCIES IN POSITIONS

19.1. Whenever there is a vacancy in one of the positions covered by this agreement, a notice of the vacancy will be posted by the County and the position will be filled according to principles of seniority, provided the employee is qualified and willing to perform the work.

ARTICLE XX

NOTICE OF SHIFT CHANGE

20.1. Whenever the County, through its authorized agents, seeks to change the shift of any employee covered by this agreement, then, in those cases where the employment on the new shift will be for one week or more, the County will give two weeks' notice of the change of shift to the employee.

ARTICLE XXI

SNOW DAYS

21.1. The parties agree that the Sheriff shall have the right to declare a snow day when appropriate, on weekends and holidays when the County offices are normally closed.

ARTICLE XXII

REOPENER FOR SHIFTS

22.1. In the event that Sheriff's Superior Officers covered by this agreement are required to work shifts over and above the amount of shift work presently required to perform, either party may reopen this agreement to negotiate additional compensation, if any, for said additional shift work.

ARTICLE XXIII

DURATION OF AGREEMENT

23.1. This agreement shall be effective as of January 1, 1988, and shall continue for a period of two (2) years, until December 31, 1989. In the event changes are desired by either party, notice in writing, together with proposed changes, shall be given to the other party at least 120 days prior to any expiration date, and the parties shall thereafter meet for the purpose of negotiating any changes requested.

ARTICLE XXIV

F.O.P. RIGHTS

24.1. The County agrees to grant necessary time off, without loss of pay or other benefits, to the members of the F.O.P. selected as delegates to attend any State or National Convention of the Fraternal Order of Police as provided under

A:6-10.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands by authority of their respective bodies, the day and year first above written.

ATTEST:

Margaret A. Daccine

SOMERSET COUNTY BOARD
OF CHOSEN FREEHOLDERS

By: William Wahl
William Wahl, Director

AND

By: Robert H. Lund
Robert H. Lund, Sheriff

FRATERNAL ORDER OF POLICE
LODGE #39 SUPERIOR OFFICER'S

Robert Petrone

By: Robert Petrone

SCHEDULE A

SUPERIOR SHERIFF'S OFFICERS

<u>NAME</u>	<u>D.O.B.</u>	<u>1/01/88</u> <u>SALARY</u>	<u>LONG.</u>	<u>TOTAL</u> <u>SALARY</u>	<u>7/01/88</u> <u>SALARY</u>	<u>LONG.</u>	<u>TOTAL</u> <u>SALARY</u>
<u>Captain</u> E. Perone	4/16/71	37730	1038 7/01 Chief	38768	43288	1038	44326
<u>Lieutenant</u> N. Gagnon	2/16/69	34300	943 7/01 Capt.	35243	39352	943	40295
P. Donovan	11/17/65	34300	943	35243			
<u>Sergeants</u> E. Reese	1/22/68	31182	858	32040	32523	858	33381
A. Coliskey	9/14/70	31182	858 7/01 Lt.	32040	35775	858	36633
R. Petrone	4/01/73	31182	546 4/01 Lt. 7/01	31728	34000 35775	546 546	34546 36321
L. Vestal	4/16/79	31182	468	31650	32523	468	32991
E. Harabin	7/09/65	31182	850	32040	32523	850	33373
A. Diana	3/16/73		7/01		32523	496	33019

SCHEDULE B

SUPERIOR SHERIFF'S OFFICERS

<u>NAME</u>	<u>D.O.E.</u>	<u>1/01/89</u> <u>SALARY</u>	<u>LONG.</u>	<u>TOTAL</u> <u>SALARY</u>	<u>7/01/89</u> <u>SALARY</u>	<u>LONG.</u>	<u>TOTAL</u> <u>SALARY</u>
<u>Chief</u>							
E. Perone	4/16/71	45149	1242	46391	47090	1242	48332
<u>Captain</u>							
N. Gagnon	2/16/69	41044	1129	42173	42809	1129	43938
<u>Lieutenant</u>							
A. Colliskey	9/14/70	37313	1026	38339	38916	1026	39942
R. Petrone	4/01/73	37313	653	37966	38916	653	39569
<u>Sergeants</u>							
E. Reese	1/22/68	33921	933	34854	35379	933	36312
L. Vestal	4/16/79	33921	509	34430	35379	509	35888
E. Harabin	7/09/65	33921	1018	34940	35379	1018	36397
A. Diana	3/16/73	33921	594	34515	35379	594	35973