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**GLOUCESTER COUNTY / FRATERNAL ORDER
OF POLICE, LODGE # 97
MEMORANDUM OF UNDERSTANDING – August 9, 2013**

This Memorandum of Understanding is entered into as of this 9th day of August, 2013, by and between **FRATERNAL ORDER OF POLICE LODGE 97** (“FOP”) and the **COUNTY OF GLOUCESTER** (“County”). The FOP and the County are referred to collectively herein as “the Parties.”

WHEREAS, the Parties have been engaged in negotiations for the resolution;

NOW, THEREFORE, the Parties agree to the following consideration and terms of agreement:

1. Any overtime worked 24 hours before or 24 hours after an officer uses any sick leave, will not be counted towards overtime worked. The officer will be compensated at the straight rate of pay for all sick hours used during this time;
2. Vacation:

A.) All full-time employees hired prior to January 1, 2012 shall receive the following vacation leave per calendar year (January 01 - December 31):

		<u>12 Hour Employee</u>	<u>8 Hour Employee</u>
Beginning the first calendar year, 1 day per month worked (max. 12 days)		12 Hours	8.4 Hours
Beginning the 2nd – 4th year	12 workdays per year	144 Hours	100.8 Hours
Beginning the 5th - 11th year	15 workdays per year	180 Hours	126 Hours
Beginning the 12th - 19th year	20 workdays per year	240 Hours	168 Hours
Beginning the 20th - 25th year	25 workdays per year	300 Hours	210 Hours
Beginning the 26th - 30th year	30 workdays per year	360 Hours	252 Hours
Beginning the 31st year of service	1 day per each year served	+12 Hours	+8.4 Hours

B). Effective January 1, 2012, all new hires shall receive the following leave per calendar year (January 01 - December 31)

Initial hire - 1st year, 1 workday per month of employment up to 10 days			
Beginning the 2nd - 5th year	10 workdays per year	120 Hours	84 Hours
Beginning the 6th - 15th year	15 workdays per year	180 Hours	126 Hours
Beginning the 16th year and over	20 workdays per year	240 Hours	168 Hours

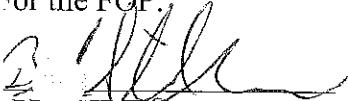
3. Schedules will be 0600-1800/1800-0600 for HED and A,B,C,D shift, 0700-1900 for Classification, 0500-1330 and 1130-2000 for Transportation;
4. Staffing minimums for 12 HOUR TRANSPORTATION, HED and Classification will be ONE (1) allowing one off Vacation/Administrative Leave (ONE (1) C/O or ONE (1) Sgt). Staffing minimums for Transportation will be FOUR (4) teams of TWO (2) (pending daily workload) allowing TWO (2) off Vacation/Administrative

Leave (TWO (2) C/Os or TWO (2) Sgts or ONE (1) C/O and ONE (1) Sgt). Vacations will be approved by County DOC time (most senior) in HED, Classification and Transportation. It is understood that in order to maintain sufficient staffing levels, the Employer reserves the right to deny a request for Vacation/Administrative Leave if services would be interrupted, hindered or obstructed;

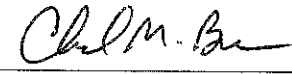
5. The overtime lists will be, HED (only the 8 in HED BY COUNTY DOC TIME), Transportation (4 Classification, 7 on loan, 10 Transports, , 4 on A, B, C, D Shift BY COUNTY DOC TIME), and hospital duty (all GCDOC employees BY COUNTY DOC TIME);
6. Upgrades, if needed, when no supervisors are available, will be done as we have been in the past, it will be the most senior C/O;
7. Officers that attended NJDOC Orientation that remained with the County Department of Corrections will be granted reimbursement / credit back of personal or vacation leave time taken; and
8. (1) One Personal Day will be added to all Officers hired prior to October 1, 2003.

DATE: 8/9/13

For the FOP:


PRESIDENT, FOP 97

For the COUNTY:


COUNTY ADMINISTRATOR