

AGREEMENT

between

**THE COUNTY PROSECUTOR
of
WARREN COUNTY**

and

**THE DETECTIVES
of
POLICEMEN'S BENEVOLENT
ASSOCIATION
LOCAL #331**

January 1, 2000 through December 31, 2003

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PREAMBLE

This agreement, entered into this 15th day of February, 2001, by and between the COUNTY PROSECUTOR OF THE COUNTY OF WARREN, herein called the "Prosecutor" and the Detectives Policemen's Benevolent Association Local #331, hereinafter called the "P.B.A.", represents the complete and final understanding on all issues subject to bargaining between the parties.

ARTICLE I

PURPOSE

Section 1: This Agreement is entered into pursuant to the provisions of Chapter 303, Laws of 1986, N.J.S.A. 34:13A-1 et seq., of the State of New Jersey to promote harmonious relations, cooperation, and understanding between the parties; to prescribe the respective rights and duties of the parties; and to provide for the resolution of grievances, all in order that the public service and law enforcement shall be expedited and effectuated in the best interests of the people of the County of Warren.

ARTICLE 2

RECOGNITION AND SCOPE

Section 1: The Prosecutor and the County hereby recognize the investigator's Policemen's Benevolent Association, as the sole and exclusive collective bargaining representative for all employees holding the title of Detective and employed by the Warren County Prosecutor's Office for the purposes of collective bargaining and all other activities relative thereto pursuant to the Public Employees Relations Act of the State of New Jersey and all other applicable law.

Section 2A: Detective defined: Detective means a Detective, Detective I, Detective Sergeant, Detective Lieutenant, and Detective Captain employed by the Warren County Prosecutor.

Section 2B: Superior Officer defined: Superior Officer means Detective Sergeant, Detective Lieutenant, and Detective Captain employed by the Warren County Prosecutor.

Section 3: Detective does not include supervisory personnel above the rank of Detective Captain.

Section 4: Unless otherwise indicated, the term "employee" and "employees" when used in this Agreement refer to all persons represented by the Policemen's Benevolent Association P.B.A. Local #331 in the above-defined negotiating unit.

Section 5: This section shall not preclude the addition of new titles at the Detective level defined above which shall be negotiated only as to bargaining unit placement and salary at the time the new titles are established. The content of job descriptions shall not be negotiated and shall be the Prosecutor's prerogative solely and exclusively to determine without negotiations with the P.B.A. Failure of the Prosecutor and P.B.A. to agree on the bargaining unit placement and salary for a position title shall not delay the filling of the position and the payment of the employee(s) serving therein by the Prosecutor.

Section 6: Any time period may be extended by mutual agreement by both the Prosecutor and the P.B.A.

ARTICLE 3

DEFINITIONS

Section 1:

The Prosecutor	-	Warren County Prosecutor
The Employer	-	The Prosecutor
Employee(s)	-	Detective(s)
P.B.A.	-	County Investigators Association Local # 331
Union	-	P.B.A.
Parties	-	The Employer & Employee(s)
The County	-	County of Warren
PSSLQ	-	Person Sharing Same Living Quarters

A. All references to employees in the Agreement designate both sexes, and whenever the male gender is used, it shall be construed to include male and female employees.

B. The term "holiday" means any day so designated under the article concerning holidays herein or a day especially designated by the Employer herein.

C. An unfair practice is any action of either party as defined in the Amendments of Chapter 303, Public Laws of New Jersey or the Laws of 1968.

D. All references to permanent detective or permanent employee shall mean regular employee. This shall not be construed as creating any status as in civil service, but rather that employees in the Prosecutor's Office serve at the discretion of the Prosecutor. All Detectives are employed pursuant to N.J.S.A. 2A:57-1 et. seq.

E. The term "call out" means any period of time for which an off duty detective is authorized by a superior to respond to a scene of an investigation or other assignment.

ARTICLE 4

NON-DISCRIMINATION

Section 1: The Prosecutor and the Union duly understand and agree that there shall be no discrimination against any employee because of age, sex, marital status, race, color, religion, national origin, political affiliation, union, or union membership.

ARTICLE 5

PRIOR TERMS AND CONDITIONS

Section 1: Any and all existing terms and conditions, including those benefits which are set forth as policies, practices and general working conditions which are substantially uniform in their application to employees (Detectives) which are in effect upon the signing of this Agreement shall remain in effect except to the extent that they are modified by this Agreement herein. The foregoing reference to existing terms and conditions refers only to those benefits dealing with mandatory subjects of negotiations and rising to the level of a binding past practice as the latter phrase has been generally interpreted.

ARTICLE 6

UNION PRIVILEGES SPECIAL TIME OFF

Section 1: The employee who is the P.B.A. Delegate or duly authorized representative of the union shall be granted leaves of absence with pay (Note: normal scheduled work day, no overtime) for an aggregate cumulative period not to exceed twenty (20) days during any calendar year commencing on January 1, through December 31, for the purpose of traveling to and from and attending any State or National convention of the Union (and to attend the monthly State P.B.A. meeting).

Section 2: All requests for leave will be made in writing at least five (5) working days before the leave is to commence to attend any State or National Convention (and to attend the monthly State P.B.A. meeting).

BULLETIN BOARD

Section 3: The Prosecutor will permit the Union to use a bulletin board in a central location approved by the Prosecutor. The bulletin board may be used only for official union business and then only for meeting notices, posting of lists of officers and delegates, announcements of social and recreational events and activities. No anonymous, malicious or inflammatory material may be posted. The Prosecutor reserves the right to unilaterally remove any posted material not meeting the conditions and requirements of this section, which removal shall not be grievable under this agreement.

USE OF FACILITIES AND EQUIPMENT

Section 4: The Employer agrees to permit the Union to use a County facility with prior approval of the Employer, once each month upon written notice given 5 days in advance upon the conditions that the Union agrees to indemnify and hold the Prosecutor and the County harmless for the use of the premises and to reimburse the Prosecutor and the County for any and all damages to the County property caused by the Union's activities.

INTER-OFFICE MAIL

Section 5: When the P.B.A. has mail to be delivered to its Detectives or material to be posted on the bulletin board, the inter-office mail system shall be made available provided that priority is retained for the business of the Office of the Prosecutor.

UNION REPRESENTATIVES

Section 6: The P.B.A. has the sole right and discretion to elect an executive body and specify their respective responsibilities and authority to act for the P.B.A.

Section 7: The P.B.A. agrees to furnish the Prosecutor and/or his designee with a complete written list of the executive body.

Section 8: The P.B.A. further agrees to inform the Prosecutor and/or his designee of any changes and to keep such lists current and correct at all times.

ARTICLE 7

MANAGEMENT RIGHTS

The parties acknowledge that in order to effectively conduct the business of the Prosecutor's Office of the County of Warren, the Prosecutor has all the rights, powers, authority, duties and responsibilities conferred upon it and invested in the Prosecutor by law prior to the signing of this Agreement. Without limitation of the foregoing, management's prerogative include the following exclusively vested rights.

1. To determine the standards of service to be provided by the Warren County Prosecutor's Office.
2. To manage and administer the affairs and operations of the Warren County Prosecutor's Office.
3. To maintain efficiency and effectiveness of the Warren County Prosecutor's Office.
4. To direct its working forces and operations.
5. To determine the standards and qualifications for employment of all employees.
6. To hire, promote, transfer, and assign employees.
7. To discipline employees according to law including suspension, demotion, termination or other appropriate disciplinary action.
8. To take necessary action in emergencies.
9. To evaluate employee performance.
10. To direct the activities of all employees including content of work assignment.
11. To determine what technology and equipment is to be utilized in performing the work of the office.
12. To determine the methods, means, and personnel by which the Prosecutor's operations are to be conducted.

13. To promulgate rules, regulations and policies from time to time which may effect the orderly and efficient administration of the Prosecutor's Office.
14. Every effort will be made to confer with the P.B.A. prior to the implementation of any new rule, regulation, or policy being initiated.
15. To generally exercise complete control over the organization of the Warren County Prosecutor's Office.

In summary, the Prosecutor has the sole right to manage the business of the Warren County Prosecutor's Office in accordance with law, to determine the services to be provided, the method, process, and means of providing the same, as well as the schedules of work. The Prosecutor, likewise, has the sole right to change existing methods and facilities in matters commonly regarded as within the province of management.

The Prosecutor's use and enjoyment of the Prosecutor's powers, rights, authority, duties, and responsibilities, the adoption of policies and practices or the promulgation of rules and regulations in furtherance thereof, and the exercise of discretion pursuant thereto shall be limited only by the terms of this agreement and then to the extent same conform to laws of New Jersey and the United States.

ARTICLE 8

EFFECT OF LAW

A. Legislative Action

Section 1: If any provisions of this Agreement require legislative action or the appropriation of funds for their implementation, it is hereby understood and agreed that such provisions shall become effective only after the necessary legislative action or rule modification is enacted, and that the parties should jointly seek the enactment of such legislative action or rule modification.

Section 2: In the event that legislation becomes effective during the term of this Agreement, which has the effect of improving the fringe benefits otherwise available to eligible employees covered under this Agreement, this Agreement shall not be construed as a limitation upon eligibility for such improvements.

B. Savings Clause

Section 1: If any provision of this Agreement shall conflict with any federal or state law or have the effect of eliminating or making the Prosecutor ineligible for federal funding, that specific provision of this Agreement shall be deemed amended or nullified to conform to such law. The other provisions of this Agreement shall not be affected thereby and shall continue in full force and effect.

ARTICLE 9

RULES OF THE PROSECUTOR

Section 1: The parties agree that the Prosecutor and/or his designee has the right to make reasonable and just rules and regulations. From this date forward any new rules or regulations shall be in writing and placed in a file of rules and regulations maintained by the Prosecutor. All such rules and regulations promulgated by the Prosecutor for the proper and efficient operation of the Prosecutor's Office shall be in written form and be duly disseminated to each Detective. Said file shall be made available for review to each Detective at any time.

Section 2: The aforesaid rules and regulations shall not be contrary to this Agreement.

ARTICLE 10

PERSONNEL FILES

Section 1: A personnel file shall be established and maintained for each Detective covered by this Agreement. Such records are confidential, except that they are subject to the right to know law, citizen access right as dictated by law or other governmental executive directives, which take precedent over contract language. Such records shall be maintained in the Office of the Prosecutor and may be used for evaluation purposes by the Prosecutor or the Chief of Detectives and/or designee.

Section 2: Upon advance notice and at reasonable times, any Detective may review his/her personnel file. Such review shall be made in the presence of the Chief of Detectives. The appointment for review must be made through the Chief of Detectives. These reviews shall be done at a mutually agreed time during normal business hours.

Section 3: The personnel file subject to examination shall include but not be limited to: the employee's employment application, performance appraisal forms, letters of commendation, record of promotions, special training or other related achievements, reports of criticism or fitness, reprimands, suspensions, fines, demotions and other disciplinary action and pre-employment investigation reports.

Section 4: The Chief of Detectives, if requested, shall review with each Detective the personnel file of said Detective on an annual basis at the time of employee evaluation.

Section 5: Whenever a written complaint concerning a Detective or his/her actions is to be placed in his/her personnel file, a copy shall be given to him/her within the (10) working days from receipt and he/she shall be given the opportunity to rebut it if he/she so desires, and he/she shall be permitted to place said rebuttal in his/her file within ten (10) working days after receipt.

Section 6: Whenever a non-written complaint concerning a Detective on his/her action is to be noted by placement in his/her personnel file, a copy of the notation shall be given to him/her within the (10) working days from receipt and he/she shall be given the opportunity to rebut it if he/she so desires, and he/she shall be permitted to place said rebuttal in his/her file within ten (10) working days from receipt.

Section 7: In the event a Detective places a rebuttal in his/her file it shall be attached to the written complaint or notation of a non-written complaint. No one shall remove the rebuttal from the file unless the complaint is also expunged therefrom.

Section 8: There shall be no secondary personnel file maintained unless it contains exactly the same information as the file which the Detective has access to for review and rebuttal.

ARTICLE 11

INTERNAL INVESTIGATION PROCEDURE

A. ESTABLISHMENT

Section 1: This establishes the internal investigation procedures to be followed when a Detective is questioned by a supervisory officer in connection with an investigation.

B: PURPOSE

Section 1: Detectives of the Warren County Prosecutor's Office hold a unique status as public officers in that the nature of their office and employment involves the exercise of a portion of the police power of the State.

Section 2: The security of the County depends to a great extent on the manner in which Detectives perform their duty. Their employment is thus in the nature of the public trust.

Section 3: The management, administration, disposition and discipline of the Warren County Prosecutor's Office have been delegated to the Prosecutor.

Section 4: The wide-ranging powers and duties given to the Prosecutor and his Detectives involve them in all manner of contacts and relationships with the public. Out of these contacts, questions may arise concerning the actions of Detectives. These questions may require immediate investigation by superior officers designated by the prosecutor.

Section 5: These procedures are established to ensure certain rights to Detectives under investigation and shall not be construed to limit supervisory or prosecutorial authority in normal operations. In an effort to ensure that these investigations are conducted in a manner which is conducive to good order and discipline, the following procedure is established.

C. MECHANICS

Section 1: The interrogation of a Detective ordinarily will be conducted during normal working hours, preferably when the Detective is on duty, unless the exigencies of the investigation dictate otherwise.

Section 2: The interrogation shall take place at a location designated by the Prosecutor or his designee.

Section 3: The Detective shall be informed of the nature of the investigation before any interrogation commences. If it is known that the Detective is being interrogated as a witness only, he/she shall be so informed at the initial contact.

Section 4: The questioning shall be reasonable in length. Time shall also be provided for personal necessities, meals, telephone calls and rest periods, as are reasonably necessary.

Section 5: The Detective shall not be subject to any offensive language, nor shall he/she be demeaned in any way.

Section 6: The complete interrogation of a Detective may, upon request of either party and at the expense of the requesting party, be recorded mechanically or by stenographer. In such cases, there will be no "off-the-record" questions.

Section 7: If a Detective is under arrest or is likely to be, that is, if he/she is a suspect or the target of criminal investigation, he/she shall be given his/her rights pursuant to the current decision of the United States Supreme Court.

Section 8: The Prosecutor or his designee conducting the investigation shall afford a reasonable opportunity for a Detective if he/she so request, to consult with counsel and/or his/her P.B.A. representatives before and during any questioning concerning a violation of any criminal laws or departmental rules and regulations. The Detective shall be allowed to have a representative or counsel present during questioning if he/she so desires.

Section 9: Anytime a Detective is involved in a critical incident, he/she has a right to immediate medical treatment, psychological treatment, and consultation with counsel, and a reasonable amount of time to give his report or account of the incident. Nothing in this clause is intended to hamper an investigation or incident and a timely report by the Detective involved.

Section 10: Detectives under investigation shall not be required to take a polygraph examination in any given departmental hearing, but may do so at their option if requested by the prosecutor.

Section 11: Detectives charged with a criminal offense, indictable or disorderly, at their request, will not have their departmental hearing prior to their criminal trial so as not to prejudice their standing with a jury, but may be suspended pending disposition of said offense. Said suspension shall be solely at the discretion of the Prosecutor, and may be with or without pay.

Section 12: If a Detective who has been suspended without pay pending disposition of said offense and is found to be not guilty of criminal and departmental charges, he/she shall be entitled to all back pay and benefits allotted to him/her.

Section 13: If a Detective is found not guilty of administrative charges involving discipline of six (6) days suspension or greater, the County will be responsible for paying the Detective's legal fees.

Section 14: All of the above sections are subject to the provisions of N.J.S. 2A:81-17 and/or N.J.S. 2A:81-17.2 and the sexual harassment policy.

ARTICLE 12

GRIEVANCE PROCEDURE

Definition: The term grievance as used herein means any controversy arising from the interpretation, application or violation of policies, reduction in rank, or seniority, agreements, administrative decisions which affect the terms and conditions of employment of a Detective. It is understood between both parties that no Detective shall be dismissed as a result of political affiliation.

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

STEPS OF THE GRIEVANCE PROCEDURE

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

STEP ONE

Any Detective having a grievance shall discuss the matter informally with any appropriate member of the departmental supervisory staff and having the grievance adjusted without the intervention of the P.B.A.

Any grievance must be raised by a Detective and sanctioned by the P.B.A. Employee has the right to personal representation by counsel of their choice at the expense of the P.B.A. and/or the Detective, in accordance with the by-laws of Warren County Local # 331.

STEP TWO

An aggrieved Detective shall institute action under the provisions hereof by submitting his/her grievance in writing within ten (10) calendar days after its occurrence or ten (10) calendar days from the date on which the grievant should reasonably have known of its occurrence to the P.B.A. representative and with a copy to the Prosecutor and/or his designee. To be timely and effective, the written grievance must

State in reasonable detail the underlying facts, the alleged violation and the remedies sought. Having completed this, an earnest effort shall be made to settle the differences between the aggrieved Detective and the Chief of Detectives for the purpose of resolving the matter informally. Failure to file his/her grievance in writing as aforesaid shall be deemed to constitute an abandonment of the grievance and shall bar the Detective from any right to proceed further with the grievance. The Chief of Detectives shall render a written decision within ten (10) calendar days after receipt of the grievance. Failure to render such written decision within the time provided shall be deemed a denial of the grievance.

STEP THREE

In the event a satisfactory settlement has not been reached with the Chief of Detectives, the Detective may appeal his/her grievance to the Prosecutor within ten (10) calendar days following receipt by the Detective of the Chief of Detective's written decision or twenty (20) calendar days from the date of filing the complaint with the Chief of Detectives, should the Chief of Detectives fail to render such written decision within the time provided. Such appeal shall be in writing, signed by the aggrieved detective and shall contain an explanation of the reasons for his dissatisfactions with the decision of the Chief of Detectives.

The Prosecutor shall render a written decision within ten (10) calendar days from his receipt of the grievance. Failure to render such written decision within the time provided shall be deemed a denial of the grievance. The Prosecutor's decision shall conclude the grievance procedure, except for the grievances involving interpretation and application of the provisions of this Agreement.

STEP FOUR

Grievance affecting the interpretation and application of the provisions of this Agreement not settled through steps one, two and three may be referred to the Public Employment Relations Commission within ten (10) calendar days after the determination by the Prosecutor. An arbitrator shall be selected pursuant to the rules of PERC, however, no arbitration hearing shall be scheduled sooner than thirty (30) calendar days after the final decision by the Prosecutor.

ARBITRATION

Any party wishing to move an arbitrable grievance to arbitration shall notify the Public Employment Relations Commission that they are moving the grievance to arbitration. Appointment of an arbitrator will be consistent with the Public Employee Relations Commission guidelines, the arbitrator appointed will hear the matter and render his/her award in writing. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel subsistence expenses and the cost of the hearing room shall be borne equally by both parties. The decision of the arbitrator shall be in writing and binding as to each party.

EXCEPTION FOR GRIEVANCES

Any matter for which a review is prescribed by law or any regulation or rule of the State Attorney General, Prosecutor's office or any matter which is beyond the scope according to law of the Prosecutor or limited to the action of the Prosecutor or his agents.

Dismissal is not grievable.

ARTICLE 13

ADMINISTRATION OF AGREEMENT

Section 1: A committee consisting of the prosecutor and/or his designee and P.B.A. representative may meet for the purposes of reviewing the administration of this Agreement and to discuss problems which may arise therefrom. For the purpose of this Agreement, these meetings are not intended to bypass the grievance procedure not to be considered collective negotiation meetings but rather are intended as a means of fostering good and sound employment relations through communications between the parties.

Section 2: Either party may request a meeting and shall submit a written agenda of topics to be discussed seven (7) days prior to such meeting.

Section 3: A maximum of three (3) representatives of the P.B.A. may attend such meeting. If held during regular working hours, they shall be granted time to attend without loss of pay.

ARTICLE 14

LIABILITY CLAIMS AND INDEMNIFICATION

Section 1: All Detectives covered by this Agreement shall be entitled to defense and indemnification by the Prosecutor and the County against liability claims or judgements arising out of the good faith performance of their official government duties.

ARTICLE 15

STRIKES

Section 1: The P.B.A. assures and pledges to the Prosecutor that its goals and purposes are such that it does not condone strikes or threats thereof by Detectives or work stoppages, slowdowns, or any other such actions which would interfere with service to the public or violate the constitution or laws of the State of New Jersey; and the P.B.A. and the Detectives agree that they will not initiate nor participate in such activities nor encourage members of the P.B.A. to initiate or participate in the same; and the P.B.A. will not support anyone acting contrary to this provision.

Section 2: The Prosecutor agrees that there shall be no lockout of Detectives during the term of the Agreement.

Section 3: Any violation of this Article shall constitute a material breach of this Agreement. Nothing stated elsewhere in the aforementioned shall alter the parties' rights to seek judicial relief in law or in equity.

ARTICLE 16

SAFETY

Section 1: The Prosecutor shall continue to make reasonable provision for the safety and health of all Detectives during the hours of their employment. The Prosecutor will discharge his responsibility for the development and enforcement of occupational safety and health standards to provide a safe and healthful environment. The prosecutor will set up necessary job safety and health programs for all Detectives covered by this Agreement and shall provide a reasonably safe and healthful place of employment for all Detectives.

Section 2: The parties agree to cooperate in maintaining and improving safe working conditions and health protection for the Detectives consistent with established safety standards and in the promotion of safety, safe working habits, and good housekeeping throughout the work environment. Each Detective will comply with all safety rules and regulations.

Section 3: Detectives' complaints of unsafe or unhealthful conditions shall be reported to the immediate supervisor and shall be promptly investigated. Corrective action shall be initiated as soon as practicable to remedy the condition within safety guidelines, if deemed necessary by the Prosecutor or his designee.

Section 4: Detectives shall not be required to work under conditions of work which are unsafe or unhealthful which determination shall be made by representatives of OSHA. A Detective whose work is temporarily eliminated as a result of the foregoing, may be promptly assigned on an interim basis to other comparable work which the Detective is qualified to perform.

ARTICLE 17

STORM DAYS AND EMERGENCIES

Section 1: Should a Detective report for work and subsequently the Prosecutor and/or his designee decide to close the Prosecutor's Office for whatever reason, such Detectives that report to work shall be credited for the day's work. Should the Prosecutor and/or his designee for whatever reason officially close the Prosecutor's Office before the start of the work day all Detectives scheduled to work that day will be credited with a day's work.

Section 2: In the event a Detective cannot report to work because of storm conditions, and he/she is not excused by the Prosecutor and/or his designee, the time lost from work will be charged against him/her accumulated vacation time, compensatory time or personal time. In the event no such time is available, the time lost from work will be charged as time off without pay. If a Detective is unable to report to work the Detective must report his/her absence to the Prosecutor and/or his designee as soon as possible, but no later than the start of the work day, absent a true emergency.

ARTICLE 18

SENIORITY

Section 1: Seniority will be observed only with respect to Article 27, Vacations, and Article 31, Layoffs.

Section 2: Annually, the Prosecutor will provide the P.B.A. with a seniority list which shall include each Detective's name, job title and date of initial employment in the title as Detective within the Warren County Prosecutor's Office. Seniority is lost with any break in employment due to resignation or termination, except as provided in Article 31 and Article 11, Part C Mechanics, Section 12.

ARTICLE 19

PROMOTION

Section 1: Promotions are at the sole discretion of the Prosecutor. Promotion means the advancement of a Detective to a job title at a higher salary range.

Section 2: Upon promotion of a Detective, all sick leaves and vacation balances shall be transferred with the Detective.

Section 3: Upon promotion, Detective shall receive no less than one full increment which shall be calculated and determined upon the step-system in effect before the promotion.

Section 4: Upon promotion, a Detective shall be informed of his/her new rate of pay one week in advance of the effective date, if possible.

ARTICLE 20

OUT OF TITLE WORK

Section 1: The Prosecutor and the Union agree that employees (Detectives) should be assigned work appropriate to and within their job classification.

Section 2: When any Detective covered by this Agreement works out of title in a position of a higher rank for a period of thirty (30) consecutive days, he shall be compensated at a rate of pay for the position for the entire period during which he worked in that title. This clause shall only apply to a Detective assigned to work at the rank of Sergeant and above. Periods of less than thirty (30) days will not accumulate. This clause is not retroactive from the period covered by this contract and shall be prospective from the date of the signing of the contract only.

Section 3: Payment for work continued as outlined in the aforementioned paragraph shall be paid at the minimum rate of pay of a higher range.

ARTICLE 21

UNIT TRANSFER

Section 1: A Detective may request reassignment from his/her present unit to another unit within the Prosecutor's Office.

Section 2: A Detective is eligible to make said request after he/she has served the six month probationary period within the Prosecutor's Office.

ARTICLE 22

PENSION AND LIFE INSURANCE PLANS

Section 1: The Prosecutor and the County shall continue to maintain pension and life insurance benefits to Detectives covered under this Agreement.

Section 2: This coverage shall conform to the provisions of Chapter 16A in Title 43 of the New Jersey statutes that concern the plan known as Police and Firemen's Retirement System for Detectives covered or eligible for the aforesaid plan.

Section 3: The coverage shall conform to the provisions of Chapter 15A in Title 43 of the New Jersey statutes that concern the plan known as the Public Employee's Retirement System for Detectives covered by or eligible for the aforesaid plan.

ARTICLE 23

LONGEVITY

Section 1: As of January 1, 2001, all full-time employees in the PBA Local 331 Bargaining Unit shall be eligible to receive annual longevity pay for commendable service in the amount of \$400.00 upon the completion of five (5) years of continuous service through ten (10) years of service and \$1,000.00 upon the completion of ten (10) years of continuous service, and thereafter. Years of completed service shall be computed from December 26 of any given year to December 25 of the following year. Longevity shall be paid out in a lump sum in December of each year.

Section 2: Subject to the written approval of the Police and Fire Pension Board, in lieu of a lump sum annual payment as set forth in Section 1 herein, longevity payments shall be made in the bi-weekly salary of each member as set forth in Section 3 of this Article.

Section 3: All employees who have completed the above required years of service shall be paid as of the first pay period of the new year beginning January 2002 a pro-rated sum of longevity pay earned during the prior year as set forth in Section 1 herein. The pro-rated longevity payments shall be considered as part of the annual compensation of all members of PBA Local 331 in accordance with the established salary policies of the Warren County Prosecutor's Office for all employees in the same position and covered by the same collective bargaining agreement, which is paid in regular, periodic installments in accordance with the payroll cycle of the employer. The longevity payments shall be considered part of "base salary", subject to pension contributions and creditable for retirement and death benefits in the pension system. This article and section applies to all employees in the bargaining unit without option.

Section 4: The annual salary increases pursuant to Article 40, Section 2 of this contract shall be based upon salary not including longevity..

ARTICLE 24

RETIREMENT

Section 1A: All Detectives/Detective 1's who shall have reached seventy (70) years of age may, at the discretion of the Prosecutor, be continued in service upon a written annual recommendation of the Prosecutor and/or his designee and the passing of an annual physical examination.

Section 1B: All Superior Officers who shall have reached sixty (60) years of age may, at the discretion of the Prosecutor, be continued in service upon a written annual recommendation of the Prosecutor and/or his designee and the passing of an annual physical examination.

ARTICLE 25

MEDICAL BENEFITS

Section 1: All Detectives after three full calendar months of continuous service are eligible for hospitalization, major medical benefits, dental benefits and prescription benefits in accordance with the Plan Design recommended by the Warren County Health Care Task Force, as revised through negotiations between the County and AFSCME Local 671 Supervisors reflected in the Memorandum of Agreement dated February 4, 2000, through negotiations between the County and Warren County Public Health Nursing, CWA Local 1071 reflected in their Memorandum of Agreement dated March 28, 2000, and through negotiations between the County and AFSCME Local 3287 reflected in their Memorandum of Agreement dated December 5, 2000. The foregoing documents are incorporated herein by reference. Implementation of the new Plan Design for employees covered by this Agreement, with the revisions pursuant to the December 5, 2000 Memorandum of Agreement referred to above, shall occur at such time as those revisions are implemented for the employees covered by said Memorandum of Agreement. For more information, see the above-referenced documents which are attached hereto as Exhibit A and incorporated herein by reference and the booklet/information supplied by the County of Warren for this purpose.

Section 2: The Employer shall pay current hospital and major medical premiums under the aforesaid plan design for Detective and their dependents who retire after January 1, 1975, with twenty-five years continuous full time service with the County of Warren; or 25 years of accredited pension time with the last 15 years being employed by the County of Warren at age 55, or are separated from full time continuous county service on a disability pension. The Employer shall resume paying current hospital and major medical premiums for the employee and dependents when a Detective attains the age of 55 after having retired prior to age 55 with 25 years of accredited pension time and the last 15 years of full time service prior to retirement with the County of Warren. Such payment shall continue until the death of the employee.

Section 3: Upon the death of an employee or a retired employee who is a member of the hospitalization and major medical benefits plan, the surviving spouse may continue in the plan by paying the monthly premium. If the surviving spouse should remarry, the coverage will cease immediately. If the surviving spouse is employed elsewhere and is covered by another medical benefits plan, the County's coverage shall be terminated immediately.

Section 4: Medicare Part B. Premium reimbursement for Detectives sixty five years or older shall be paid by the County until retirement.

Section 5: Commencing in 2000, the Employer and the County shall provide an eyeglass plan under which employees (Detectives) shall be entitled once every two years to \$50.00 towards an examination and \$50.00 towards regular glasses, bifocals, Rx safety glasses or contact lenses.

Section 6: Upon the death of an employee in the line of duty their surviving spouse and/or family will have hospitalization and major medical benefits continued for a period of one year at no cost to the survivors, and the premiums will be paid by the employer. If the surviving spouse shall remarry or is employed elsewhere, and is covered by another medical benefit plan, the County's coverage will be terminated immediately.

Section 7: Employer agrees to provide all health related benefits, to include health coverage, major medical, prescription plan, eye glass plan in amounts and such terms as set forth herein. Any deductible or co-payment provision pertaining to the health benefits package aforesaid shall be fixed at these amounts in effect as set forth herein.

ARTICLE 26

TEMPORARY DISABILITY INSURANCE PLAN

Section 1: Legislation enacted March 26, 1980, provided temporary disability insurance coverage for State employees. This legislation also provided that governmental entities and instrumentalities may elect coverage for their employees.

Section 2: The Prosecutor and the County agrees to participate in the New Jersey Temporary Disability Insurance Plan to cover all Detectives for work lost due to disability. The County shall pay 50% and the Detective shall pay 50% of the cost of the insurance and shall participate in the program consistent with its Rules and Regulations.

ARTICLE 27

VACATIONS

Section 1A: All Detectives and Detective I's covered by this agreement and eligible for vacation leaves with pay shall be entitled to the use of vacation leave as provided herein.

- a. One working day of vacation for each month employment during the first calendar year of employment.
- b. Twelve working days of vacation for one year of service.
- c. Fifteen working days of vacation from two through five years of service.
- d. Twenty working days of vacation from six through twenty years of service.
- e. Twenty-five working days from twenty-one years of service.

Section 1B: All Superior Officers covered by this agreement and eligible for vacation leaves with pay shall be entitled to the use of vacation leave as provided herein.

- a. A Superior Officer will receive twenty (20) days of vacation during the first calendar year of promotion.
- b. Upon the completion of twelve (12) years of continuous service with the Warren County Prosecutor's Office, a Superior Officer will receive twenty one (21) working days of vacation.
- c. Twenty two (22) working days of vacation from thirteen (13) years of continuous service.
- d. Twenty three (23) working days of vacation from fourteen (14) years of service.
- e. Twenty four (24) working days of vacation from fifteen (15) years of service.
- f. Twenty five (25) working days of vacation from sixteen (16) years of service.

Section 2: Vacation leave is credited and advanced at the beginning of the calendar year in anticipation of continued employment for the full year and may be used on that basis and in accordance with established policy. Vacation allowances must be taken during the current calendar year at such time as permitted or directed by the Prosecutor and/or his designee, unless it is determined it cannot be taken because of pressure of work. Only one year of earned vacation allowance may be carried forward to the next succeeding year. Where a Detective has earned vacation in excess of one year allowance as of October 1, the

Detective will meet with his/her supervisor to schedule such vacation time as may not be carried into the succeeding calendar year, so that no accrued vacation time will be lost.

Section 3: Upon separation from the Prosecutor's Office or upon retirement, a Detective shall be entitled to vacation allowance for the current year prorated upon the number of months or major portion thereof worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

Section 4: When a vacation allowance for an employee changes based on his years of service during any calendar year, the annual allowance shall be computed on the basis of the number of full months at each rate. The new rate shall be effective on the first day of the month of the anniversary of employment if the date of employment is from the first day of the month through the fifteenth (15) day of the month. The new rate shall be effective on the first day of the month following the anniversary date of hire if the date of employment is from the sixteenth day of the month through the last day of the month.

Section 5: The Prosecutor and/or his designee shall attempt to schedule work, in so far as possible, to preclude changes in the vacation scheduling.

Section 6: A Detective shall be required to give at least 24 hours advance written notice of a request to take a vacation day off. Requests for more than one day and up to four consecutive days off, must be given in writing at least 48 hours in advance. Vacation of less than five consecutive work days may be scheduled by mutual agreement between the Detective and the Prosecutor and/or his designee. Requests for five or more consecutive days off shall be given in writing at least two weeks prior to the requested vacation. All vacation requests up to and including February 15, will be governed by seniority and after February 15, will be on a first come, first serve basis.

Section 7: If a Detective dies having vacation credits, a sum of money equal to the compensation figured on his/her salary rate at the time of death shall be calculated and paid to his/her estate or legal representative.

Section 8: No vacation days shall be taken for less than a full day, except at the discretion of the Prosecutor and/or his designee.

Section 9: Detectives shall not be credited with vacation time if they are on an approved leave of absence without pay for periods in multiples of one month or major part thereof.

ARTICLE 28

LEAVES OF ABSENCE

A. Sick Leave

Section 1: Sick leave shall accumulate at a rate of one day per month in the first calendar year of service, commencing in the first month or major portion thereof, from the date of hire. Beginning with the second calendar year, fifteen (15) sick days will be credited and advanced at the beginning of the calendar year in anticipation of continued employment for the full year and may be used on that basis and in accordance with established policy.

Section 2: Sick leave shall accumulate year to year with one day per month credited to the Detective at the beginning of each successive month, and an additional day added every four months, for a total of fifteen days sick leave per year and available on January 1, of the calendar year.

Section 3: Detectives shall not be credited with sick leave days if they are on an approved leave of absence without pay for periods in multiples of one month or major part thereof.

Section 4: Sick leave may be utilized by Detectives when they are unable to perform their work by reason of personal illness, or illness in the immediate family, accident or exposure to contagious diseases.

Section 5: Upon separation from the Prosecutor's Office by a Detective, any sick time utilized which has not been earned in accordance with Section 2, above, the costs thereof shall be withheld from the final paycheck.

Section 6: In all cases of illness, whether of short or long term, the Detective is required to notify his/her superior of the reason for absence at the earliest possible time but in no event later than his/her usual reporting time or other time as required or necessitated by the circumstances.

- a. At the discretion of the Prosecutor and/or his designee, he may at any time require the Detective seeking sick leave to submit acceptable medical evidence on the approved form.
- b. If a Detective is absent for five consecutive working days, a doctor's certificate shall be required upon returning to work.
- c. For sick leave totaling more than fifteen days in a calendar year, a doctor's certificate shall be required upon returning to work.

- d. Up to two weeks sick leave shall be approved to any Detective for emergency attendance upon a member of his/her immediate family (father, mother, spouse, child, foster child, sister, brother or other near relatives residing in the Detective's household) critically ill and requiring the presence of such Detective. Additional sick leave may be granted by the Prosecutor if special circumstances so require.
- e. If all bereavement leave set forth below in Article 28, F, Bereavement Leave, has been exhausted, then up to two weeks sick leave may be approved because of death in the immediate family, as defined in paragraph d, above.
- f. If the sick leave is not approved by the prosecutor and/or his designee, the time involved during which the Detective was absent shall be charged to his/her vacation credit, if any; otherwise, he/she will suffer loss of pay for such time.
- g. A detective who does not expect to report for work because of personal illness or for any of the reasons included in the definition of sick leave shall notify his/her immediate superior, or some other person in his/her particular unit, by telephone or personal message, at the beginning hour of work for his/her position.

Section 7: Unused Sick Leave. A permanent Detective who retires or who dies while employed by the Warren County Prosecutor's Office (other than deferred retirement) and has to his/her credit any earned and unused accumulated sick leave shall be entitled to receive supplemental compensation for such earned and unused accumulated sick leave. The supplemental compensation to be paid shall be computed at the rate of one half of the eligible Detective's daily rate of pay for each day of annual compensation received during the last year of his/her employment prior to the effective date of his/her retirement or death, provided, however, that no such supplemental compensation shall exceed \$14,000.00. This supplemental compensation shall be paid in a lump sum after the effective date of retirement or death at the option of the Detective on quarterly dates: January 1, April 1, July 1, and October 1, with payments beginning on the quarterly date next following the date of retirement. Prior to October 1, in the year prior to the year of the Detective's retirement, a notice must be provided to the employer by the employee of his request as far as lump sum or quarterly payments. After October 1, the employer has the option on how to distribute the funds and not the employee. However, the option remains with the employee or his estate in the event of work related disability or death.

B. Workmen's Compensation Insurance & Sick Leave Injury Insurance

Section 1: The prosecutor and the county agrees to purchase and maintain in force sick leave injury insurance to cover all Detectives for work loss due to injuries received on the job.

Section 2: When a Detective is absent on a work related injury or illness, the Detective shall retain his/her Worker's Compensation disability checks and receive in addition thereto a salary differential from which normal deduction shall be taken. The salary differential shall be paid during the period that the temporary disability benefits are

received and all adjustments shall be made after the Detective returns to work in the event of an overpayment/underpayment. In this fashion, the Detective shall be able to receive the Workmen's Compensation check and the salary differential such that the full salary shall be paid during this period, but to comply with the IRS and Division of Pension regulations, the normal withholding shall be taken only on the salary difference.

Section 3: Sick leave injury will not be charged to the Detective's sick leave. Worker's Compensation and insurance accident reports must be filed with the Prosecutor's Office in all cases no later than the start of the second work day after the injury occurred, in case of a fatal or serious injury (one that requires hospitalization) complete the form and notify the Prosecutor or his designee immediately.

Section 4: The insurance carrier will issue the Workmen's Compensation checks to the Detective and prosecutor and/or his designee will issue, to the Detective, the portion representing the difference between the compensation payment and the Detective's full salary.

Section 5: The Prosecutor or the sick leave insurance carrier at their discretion may, at any time, require the Detective on sick leave injury time to submit to a physical examination by a physician of the Prosecutor's or insurance carrier's choice.

Section 6: If the sick leave injury leave is not approved by the Prosecutor and/or sick leave insurance carrier after examining all evidence submitted by the Detective, witnesses, if requested and required to substantiate the claim and the examining physician, the time involved during which the Detective was absent shall be charged to his sick leave, if any, otherwise the Detective shall suffer loss of pay for such time loss.

Section 7: A total amount of up to one year's compensation shall be paid by the sick leave injury insurance for work loss caused by an injury received on the job, provided the aforesaid requirements are complied with.

Section 8: A doctor's certificate authorizing a Detective to return to work shall be required upon returning to work from sick leave injury or receiving Workmen's Compensation.

C. Family Leave

Section 1: Detectives covered by this Agreement shall be entitled to family leave as herein set forth. A Detective shall notify the prosecutor and/or his designee of her pregnancy as soon as it is medically confirmed, but no later than the end of the third month of pregnancy without good cause shown. Except for reasons of health and safety or inability to perform her job, the pregnant Detective shall be permitted to work provided the attending physician approves and so advises in writing. Such Detective shall be granted an earned and accumulated sick leave during the time prior to the expected date of confinement and for six weeks after the actual date of birth. Additional time beyond the six weeks shall be granted upon presentation with doctor's certificates setting forth the

necessity therefore. Subject to the approval of the Prosecutor and/or his designee, the Detective may request the family leave without pay in lieu of the use of earned and accumulated sick leave. Leaves of absence may be granted by the Prosecutor and/or his designee for a period or periods not to exceed a total of one year from the initial date of family leave upon written request when accompanied by a doctor's certificate setting forth the need therefore. In no event shall family leave extend beyond one year. Detectives covered by this agreement shall be entitled to all the rights and benefits of the Federal Family and Medical Leave Act of 1993 and the New Jersey Family Leave Act.

D. Administrative Personal Leave.

Section 1: Detectives covered by this Agreement shall be entitled to three days of administrative personal leave of absence with pay in each calendar year.

Section 2: Administrative personal leave may be used for emergencies, observation of religious, or other days of celebration (but not holidays as defined herein), personal business, or other personal affairs such as death in the Detective's immediate family, but not limited thereto.

Section 3: Newly hired Detectives shall be granted one full day administrative leave after each four calendar months of employment to a maximum of three days during the remainder of the calendar year in which he/she is employed.

Section 4: Administrative personal leave shall be granted by the Prosecutor and/or his designee upon request of the Detective and leave shall be scheduled in advance, provided the request may be granted without interference with the proper conduct of the government function involved.

Section 5: Such administrative personal leave credit shall not accumulate. Unused balance in any year shall be cancelled at the end of the calendar year.

E. Jury Duty

Section 1: Should any Detective be delegated to serve as a juror, he/she shall receive full pay from the prosecutor's Office for all time spent on jury duty less any remuneration for such service.

Section 2: While a Detective is serving jury duty he/she shall not be required to work for the Prosecutor and/or his designee during the hours when he/she is on jury duty.

Section 3: Detectives must obtain a certificate from the County Clerk's Office certifying their number of days the Detective served on jury duty and submit the certificate to the Prosecutor's Office.

F. Bereavement Leave

Section 1: The Prosecutor and/or his designee shall provide bereavement leave with pay not to exceed five (5) working days total per calendar year. Three bereavement days may be utilized in the case of the death of a first degree relative, as defined below. The remaining two bereavement leave days may be utilized in the case of the death of either a first degree relative or a second degree relative as defined below. With regard to second degree relatives, Detective shall be limited to one bereavement leave day per occurrence. First degree relatives shall be defined as follows: A Detective's spouse, children, brothers, sisters, mother, father, mother-in-law, father-in-law, grandchildren, grandparents, son-in-law, daughter-in-law or PSSLQ. Additional days may be approved by the Prosecutor and/or his designee in advance and charged against Administrative Personal Leave. If administrative personal leave is exhausted, vacation and/or sick may be substituted.

Section 2: Second degree relatives shall be defined as follows: A Detective's uncle, aunt, niece, nephew, cousin, sister-in-law or brother-in-law.

Section 3: As soon as possible a Detective shall notify the immediate supervisor of a death in his/her family, and of his/her need for leave. Notification must be given as in the case of Sick Leave. Proof of death may be required by the Prosecutor and/or his designee.

G. Military Leave

Section 1: A Detective who is a member of the National Guard or Naval Military or a reserve component by any of the Armed Forces of the United States who is required to undergo annual active duty for training shall be granted leave of absence, with pay, for such period. Such leave shall be in addition to regular vacation leave and such pay shall not be for more than two (2) weeks. Proof of service shall be requested.

Section 2: A Detective who enters upon active duty with the Military or Naval Services in time of war or emergency shall be granted a leave of absence, without pay, and will accumulate seniority during such period of service. A Detective who voluntarily continues in the military service beyond the time when he/she may be released or who voluntarily re-enters the Armed Forces or who accepts a regular commission shall be considered as having abandoned his/her employment and resigned. Upon termination of said service from the period of original enlistment, the Detective will be re-employed at the rate of pay prevailing for work which he/she is assigned at the time of his/her re-employment providing however, that he/she has not been dishonorably discharged, the job or comparable job is available, he/she is physically, mentally and emotionally able to perform such work, and he/she makes written application for reinstatement within ninety (90) days after discharge.

H. Leaves Without Pay

Section 1: The grant or denial of a request for leave without pay is discretionary with the employer. The request must be made in advance and must be recommended by the employee's supervisor, with the employer retaining the ultimate decision making power. A leave without pay request based upon non-job related medical reasons where a physician has indicated that the employee cannot work, will require the employee to first exhaust accumulated sick leave. If a leave without pay request is denied, the employee is expected to report for work. The employee's absence under such circumstances will be considered absent without leave (A.W.O.L.) which would give the employer cause for discipline including discharge.

I. Additional Benefits

Section 1: Benefits will be consistent with existing Federal and State laws at the time the leave is taken.

ARTICLE 29

HOLIDAYS

Section 1: The legal paid holidays which are recognized holidays for the purpose of this Agreement are as follows:

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday
Washington's Birthday (Third Monday in February)
Good Friday
Memorial Day (Last Monday in May)
Independence Day
Labor Day
Columbus Day (Second Monday in October)
Election Day
Veteran's Day
Thanksgiving Day and the Friday succeeding the same
Christmas Day

Section 2: When holidays set forth herein fall on Saturday or Sunday respectively for the purposes of this Agreement, said holidays shall be celebrated on Friday or Monday, based on the schedule provided by the Warren County Board of Chosen Freeholders, in regard to Detectives working a five day work schedule. All other Detectives assigned to special units shall have said holidays celebrated on the days which they occur for all purposes including the receiving of holiday pay.

Any Detective working on legally declared holiday(s), shall be paid time and one-half time. It is the responsibility of the Detective to note holiday pay on their time sheets.

In order to qualify for holiday pay, Detectives must work their scheduled workday immediately preceding and scheduled workday immediately following the holiday, unless on excused absence. A leave of absence without pay shall not be considered an excused absence.

In addition to the aforementioned holidays, the Employer will have the option to grant a holiday when the President of the United States as Chief Executive of the U.S. declares a holiday by proclamation or when the Congress of the United States shall pass and declare a holiday to be legal under the laws of the U.S. or when the Governor of the State of New Jersey shall pass and declare a holiday to be legal under the laws of the State of New Jersey.

ARTICLE 30

EDUCATION BENEFITS

Section 1: All employees (Detectives) covered by this Agreement shall be eligible to receive financial reimbursement for job related, career or personal development courses such as seminars and continuing education courses which will aid the employee in his/her employment. The foregoing decision of job-relatedness is discretionary with the Prosecutor.

Section 2: Reimbursement will be contingent upon:

- a. An interested employee who has completed his/her probationary term must submit a written request for the course work to the Prosecutor and/or his designee for approval and verification that the funds are available. The employee will be notified as to the approval or disapproval of his/her application within two (2) weeks. Within four (4) weeks after completion of the course work, the employee shall submit to the Prosecutor and/or his designee, certification of successful completion of the course work on the proper form. Payment will be made to the employee after approval by the Prosecutor and/or his designee and after the employee has completed and signed the proper voucher forms.
- b. The Detective must maintain a "C" grade or better for an undergraduate course and a "B" grade or better for a graduate course.
- c. Courses shall be taken outside the employee's normal working hours and shall not interfere with the employee's responsibility of employment.
- d. Reimbursement will be the lesser of the actual expenses or the current tuition rate at Rutgers, the State University of New Jersey. Employees are responsible for their travel expenses, fees and books.
- e. Priority will be given to employees attending colleges within the State of New Jersey.
- f. A maximum of 12 credits per calendar year may be taken by employees.

- g. Employees must sign a service agreement commitment that they will continue employment with the Prosecutor's Office for at least one year. If the employee terminates employment before completion of the Agreement, he/she must repay the Prosecutor's Office the financial value of the tuition reimbursement that has not been repaid via the above work commitment.

- h. The amount of ten thousand dollars (\$10,000.00) will be appropriated by the Prosecutor's Office, for each year of this Agreement. Reimbursement to eligible employees will be on a "first come, first serve" basis until such time as the appropriation is depleted. If the appropriation is not depleted in a given year, a maximum of five thousand dollars (\$5,000) will be carried over to the next calendar year.

ARTICLE 31

LAYOFFS

Section 1: Layoffs of detectives for bona fide economic reasons shall be solely at the discretion of the Prosecutor. However, in making such decisions, he shall initially consider layoffs on the basis of seniority, beginning with the last hired Detective.

Section 2: In the event a Detective is laid off, he/she shall have first consideration for re-employment at such time that a Detective's position is again available, with the understanding that the prosecutor shall make all final decisions as to rehiring.

Section 3: In the event the Detective decides to accept a Detective's position again, he/she shall be re-employed with all benefits (including but not limited to rank, seniority, years of experience, sick leave and vacation) credited to him/her from his/her prior employment as a Detective within the Warren County Prosecutor's Office.

ARTICLE 32

SEVERANCE PAY

Section 1: The Prosecutor hereby agrees to pay severance pay in the amount of two week's salary to any Detective whose job may be abolished on a permanent basis with the Prosecutor provided said Detective is not transferred to or absorbed by any county, state or federal department, agency or program.

Section 2: Severance pay shall not apply to any detective position that is totally funded by a grant which has expired and has not been renewed.

ARTICLE 33

EMPLOYEE EXPENSES

Section 1: When the employer requires that employees use special equipment such as rain and safety equipment, these shall be provided and maintained by the Employer at no expense to the employees.

CLOTHING MAINTENDANCE ALLOWANCE

Section 1: All Detectives shall be entitled to an annual clothing maintenance allowance of \$200.00 in 2000, 2001, 2002 and 2003. The clothing maintenance allowance shall be paid by separate check in two (2) installments within 45 days of April 1, and within 30 days of October 1, with the requirement that the employees must serve the full six (6) month calendar period preceding those dates in order to qualify for payments. The employee may be required to sign a certification that he/she will spend the money provided for clothing maintenance, in order to receive the clothing allowance. Unused clothing maintenance allowances shall not accumulate and be carried into a subsequent calendar year. Unused allowances or portions thereof shall be cancelled at the end of each calendar year.

Section 2: Clothing Replacement. If an employee's clothing is torn or otherwise damaged in the line of duty, said clothing shall be replaced at County expense upon the presentation of an appropriate receipt and supervisor's approval.

ARTICLE 34

VEHICLE AND USE

Section 1: It shall be the obligation of the Detective assigned to a vehicle to keep same in good operating condition and to see that preventive maintenance is performed periodically by the County garage or its designee as scheduled by the County garage. Any costs incurred shall be paid by the Prosecutor.

Section 2: It shall be the responsibility of each Detective to immediately report any defective vehicle to their immediate supervisor and the County garage.

Section 3: In the event the prosecutor or his designee determines that a vehicle is in unsafe operating condition, said vehicle shall be removed from service and repaired.

Section 4: It shall be the responsibility of each Detective to immediately report any accident involving a County vehicle to the proper police authority and to the Chief of Detectives as soon as possible if not immediately.

Section 5: Any Detective required to use his/her personal vehicle for employment related matters shall be compensated at the rate of \$.25 per mile. Said Detective must comply with County Regulations in advance of usage in order to receive compensation.

EMPLOYER AUTOMOBILE INSURANCE

Section 1: The Employer agrees to maintain in full force and effect liability insurance on all vehicles owned or designated for use by the Employer. This insurance will provide for coverage to anyone driving a vehicle owned by the Employer with permission.

Section 2: Employees who do not hold a valid and current drivers license shall not drive.

Section 3: The employer shall also provide insurance for an umbrella policy over and above the coverage of an individual employee's private automobile liability insurance coverage to cover those situations in which an individual (employee) is authorized to use his/her personal vehicle for any business of the Employer. Authorization for such use is predicated on the individual maintaining basic automobile insurance and current registration.

ARTICLE 35

ON CALL COMPENSATION

Section 1: All Detectives/Detective 1's are required to be available to answer calls after hours during their on call week.

Section 2A: A Detective may utilize the County vehicle assigned to him/her after hours for personal use during his/her on call week at the discretion of the Prosecutor.

Section 2B: A Superior Officer may utilize the County vehicle assigned to him/her after hours for personal use at the discretion of the Prosecutor.

Section 3: It is the responsibility of each Detective assigned a vehicle that his/her vehicle is properly equipped with the necessary material to function properly when responding to an assignment either during normal working hours or when assigned as the on call Detective during non-business hours. Costs for equipment shall be paid by the Prosecutor.

Section 4: Detectives who are on call for Saturday, Sunday or Holidays as set forth in this contract will receive an "on call" payment of \$40.00 in 2000, \$45.00 in 2001, \$50.00 in 2002 and \$55.00 in 2003 for each Saturday, Sunday or Holiday that the detective is on call.

Section 5: Superior Officers who are on call for Saturday, Sunday or Holidays as set forth in this contract will receive "on call" payment of \$40.00 in 2000, \$45.00 in 2001, \$50.00 in 2002 and \$55.00 in 2003 for each Saturday, Sunday or Holiday that the Superior Officer is on call. It is further understood that the Prosecutor will make every effort possible so as NOT to have a Superior Officer placed on any "on call" roster.

ARTICLE 36

EXPENSES FOR MEALS

Section 1: In the event a Detective is assigned to attend any school or in-service-training requiring overnight stays, his/her expenses for meals shall be paid by the Prosecutor.

Section 2: Any Detective on extradition duty or assigned duties which prohibit him/her from being home at such times that a reasonable person would expect to eat breakfast or supper, the expense for the meal(s) shall be provided by the Prosecutor (such times defined as after 4:30 p.m. or before 8:30 a.m.)

Section 3: The meal expense allowance as aforementioned shall be provided as follows:

Breakfast shall be eight (8) dollars per Detective.

(A Continental Breakfast does not constitute a meal and the Detective shall receive a total allotment of eight (8) dollars.)

Lunch shall be ten (10) dollars per Detective.

Dinner shall be seventeen (17) dollars per Detective.

Section 4: The Detective may aggregate allowances for meals up to the eligible amount or maximum of thirty five (\$35.00) dollars per day. Receipts must be supplied for all reimbursements.

ARTICLE 37

HOURS OF WORK

Section 1: It is understood and agreed by the parties hereto that the normal hours of work in existence at the time of this Agreement for all Detectives unless changed by mutual consent shall remain in full force and effect for the duration of this Agreement. Either party reserves the right to request a change in normal working hours, but no change shall be made unless mutually agreed to. It is expressly understood that the foregoing provisions do not apply to those circumstances where changes of hours have been held to management prerogatives.

Section 2: For all Detectives in the Prosecutor's Office, the workweek shall be forty (40) hours per week, which shall be scheduled Thursday through Wednesday. Beginning January 1, 2003, the workweek shall be thirty-seven-and-one-half (37 ½) hours per week, with no reduction in salary or benefits.

Section 3: The normal eight (8) hour day (7 ½ beginning in 2003) is subject to a flex time schedule pursuant to a mutual Agreement between the Detective and his/her unit supervisor. Every effort will be made to cover the following work schedules 8:00 a.m. to 5:00 p.m., 8:30 a.m. to 5:30 p.m., or 9:00 a.m. to 6:00 p.m. (8:00 a.m. to 4:30 p.m., 8:30 a.m. to 5:00 p.m., or 9:00 a.m. to 5:30 p.m. as of 2003.) In any given nine (9) hour (8 ½ as of 2003) period, the Detective is entitled up to one (1) hour off duty (non-paid hour) for meals or any part thereof.

Section 4: For all Detectives that are members of the Tactical Entry Team, it is agreed that members will receive an hour for an hour compensation not to exceed eight hours per month. This will apply only to one monthly training day scheduled for the Tactical Entry Team or a makeup day held within that given month for someone who missed the regularly scheduled training day. Any other training is voluntary, non-compensatory training. Compensation days for tactical training must be taken within the time prescribed in this contract. They will not be converted to paid days at the end of the year.

ARTICLE 38

OVERTIME

Section 1: Overtime for the calendar year 2000 will be controlled by the prior agreements between the detectives and the superior officers and the Warren County Prosecutor. Effective January 1, 2001, overtime shall be defined as hours or quarter fractions thereof worked by a detective or detective 1 in excess of an eight (8) day ($7 \frac{1}{2}$ beginning in 2003) or forty (40) hours per week ($37 \frac{1}{2}$ in 2003). Overtime for detectives above the rank of detective 1 shall be defined as hours or quarter fractions thereof worked as a result of "call out" of the home. Supervising detectives above the rank of detective 1 shall not ordinarily receive overtime for phone calls taken outside the regular work day except under extraordinary circumstances with the specific approval of the Prosecutor. Beginning January 1, 2001, compensation for detectives above the rank of detective 1 for overtime shall be at the time-and-one-half rate of the highest paid detective/detective 1. Beginning January 1, 2003, compensation for detectives above the rank of detective 1 for overtime shall be at the time-and-one-half rate of their own salaries.

Section 2: Overtime payment shall be in the pay period following the pay period in which the overtime was worked, if time sheets are provided to the Chief Detective or his designee by 2:00 p.m. of the day following the end of pay period, otherwise overtime will be paid in the next pay period. When a pay period ends on a holiday or the holiday occurs between the end of a pay period and pay day, overtime will be paid in the following paycheck.

Section 3: Additional Hours Worked. All work performed beyond a seven (7) day work period (40 hours) and all work performed beyond an eight (8) hour day shall be compensated at a time and one-half rate. Effective from the date of the signing of this Agreement hours worked over the forty (40) hours in the seven (7) day cycle or in excess of an eight (8) hour day may be placed in the employee's compensatory time bank or be taken in paid overtime at the discretion of the employee at the time and one-half rate. If the employee elects paid overtime, then the overtime pay shall be incorporated in the pay period following the completion of the seven (7) day cycle. Any hours worked over forty (40) during the seven (7) day work period or in excess of an eight (8) hour day shall accrue in the compensatory time bank at a time and one-half rate. Said compensatory time must be used with a ninety (90) day period. No compensatory hours can be banked or taken during the month of December. Any hours worked during the month of December in excess of forty (40) hours in a seven (7) day cycle or in excess of an eight (8) hour day will be paid at a time and one-half rate. Compensatory time accrued as of November 30 of the contract year may at the employee's election be paid during the first full pay period of December or used in the succeeding year between January 1 and March 31. If the employee fails to take compensatory days off during that three month period, he/she forfeits that compensatory time. It is understood by the parties that the employee can elect to have part of the compensatory time accrued as of November 30, be paid in cash and part be deferred to the first quarter of the succeeding year. Should any Detective cease to be a member of the Prosecutor's Office, regardless of the reason, that Detective shall be paid for

compensatory time accrued, at the time of termination at the rate of pay in effect at the time the compensatory time was earned. Beginning January 1, 2003, "forty (40) hours" per work week will become "thirty-seven-and-one-half (37 ½) hours" and eight (8) hours per work day will be seven-and-one-half (7 ½) hours.

Section 4: Call Out: A minimum of two (2) hours overtime shall be paid as a result of a "call out". See Art. 3, Sec. 1E for the definition of "call out".

ARTICLE 39

EXTRADITIONS

Section 1: When a Detective is assigned/ordered by the Prosecutor and/or his designee extradition duty, said Detective shall be paid in accordance with the overtime section for this Agreement, when they work beyond normal working hours.

Section 2: When a Detective participates in extradition duty, it is understood that all extradition expenses, i.e. airline fares, food, car rental, gas, hotel/motel, parking fees, etc shall be borne by the Prosecutor. It is further understood that meal expenses will be borne by the prosecutor in accordance with the meal schedule (detailed in Article 36 of this contract) for those extraditions determined to be 50 miles or greater from Belvidere.

ARTICLE 40

APPLICATION OF SALARY AND BENEFITS

Section 1: Each Detective will receive a salary increment of 4% for the calendar year 2000, retroactive to January 1, 2000.

Section 2: Each Detective will receive a 3.5% salary increment for the calendar year 2001. Each Detective will receive a 3.5% salary increment for the calendar year 2002. Each Detective will receive a 3.5% salary increment for the calendar year 2003.

Section 3: During any leave of absence without pay that is not covered by Federal laws, State laws or this contract, the Detective's fringe benefits shall be continued provided that the cost thereof (normally paid by the Prosecutor/County) is thereafter paid by the Detective to the insurance carrier through the prosecutor/County unless the Detective is on an authorized family leave.

Section 4: The employer agrees to maintain a minimum of \$2,500.00 pay differential between the highest paid Detective/Detective 1 and the lowest paid Superior Officer, namely, the Detective Sergeant. This minimum pay differential shall be maintained between the highest and lowest paid Superior Officer within each rank covered by this contract, namely, between Detective Sergeant and Detective Lieutenant, and between Detective Lieutenant and Detective Captain.

Section 5: A one-time salary adjustment of \$1,000.00 will be made to the salaries of the two (2) lowest paid Sergeants prior to the 3.5% salary increment of January 1, 2001. A one-time salary adjustment of \$800.00 will be made to the salary of the lowest paid Lieutenant prior to the 3.5% salary increment of January 1, 2001.

Section 6: Fully grant funded Detectives will receive a salary increment as set forth in this contract effective on the renewal date of that grant provided the money is available through the grant except where an increment has already been provided.

ARTICLE 41

PAYROLL DEDUCTION OF UNION DUES

Section 1: The Prosecutor agrees to deduct from the salaries of bargaining unit members dues to the Union, P.B.A. Local # 331, exclusively as said organization is the duly certified majority representative for Detectives. Deductions shall be made when authorized in writing to do so by each employee. Authorization must be in writing and comply with the provisions of N.J.S.A. 52:14-15.9e of the Statutes of New Jersey. Deductions shall be made in compliance with the law each pay period, and monies collected, together with a listing of the Detectives shall be transmitted to P.B.A. Local # 331 (checking account maintained at United National Bank, 101 Mansfield Street, Belvidere, New Jersey 07823) by the fifteenth (15th) day of each month following collection. The Detective shall indicate in writing to the proper disbursing officer of the County his/her desire to have any deductions made from his/her salary for the purpose of paying the union dues. Such disbursing officer shall make such deduction from the compensation of the detective and the disbursing officer shall transmit the sum so deducted to the Union as designated by the Detective in his written request.

Section 2: No other request for dues deductions for a labor organization shall be honored or processed by the Prosecutor for any Detective.

Section 3: An authorization for deduction of membership dues in P.B.A. Local # 331 shall be terminated automatically when a Detective is removed from the payroll of the Prosecutor. Where a Detective takes a leave of absence without pay for one (1) month or more during any payroll deduction period, there shall be no obligation on the part of the Prosecutor to collect funds from his/her salary during such absence. Upon his/her return to employment at the termination of his/her leave, the Prosecutor shall continue to deduct dues from his/her salary in accordance with the payroll deduction agreed upon by the parties.

Section 4: The amount of monthly members dues will be certified by the P.B.A. in writing to the Prosecutor, and the amounts so certified will be uniform for all members of the Union.

Section 5: A Detective may withdraw dues deductions from the Union on July 1 of each year provided, however, that said Detective given notice of withdrawal to the Prosecutor thirty (30) days in advance of his/her desire to withdraw. The filing of notice of withdrawal shall be effective to halt deductions as of the July 1 next succeeding the date on which notice of withdrawal is filed.

Section 6: The Union shall notify the Prosecutor of any change in dues structure thirty (30) days in advance of the requested date of such change. The change shall be reflected in payroll deduction at the earliest time after the receipt of the request.

Section 7: The Union will provide the necessary dues deduction forms and will secure the signatures of its members on the forms and deliver the signed forms to the Prosecutor and/or his designee. The Union 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 County in reliance upon salary deduction authorization cards submitted by the Union.

ARTICLE 42

AGENCY SHOP

Section 1: Any permanent employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new permanent employee who does not join within thirty (30) days of initial employment within the unit, and any permanent employee previously employed within the unit who does not join within ten (10) days of reentry into employment with the unit shall, as a condition of employment, pay a representation fee to the Union of automatic payroll deduction. The representation fee shall be in an amount equal to eighty five (85%) of the regular Union membership dues, fees and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the union and the employer.

Section 2: The Union agrees that it will indemnify and save harmless the County against any and all actions, claims, demands, process or expenses (including reasonable attorneys' fees) in any matter resulting from action taken by the County at the request of the Union under this Article.

ARTICLE 43

INVESTIGATOR STEP SYSTEM DEFINED

Section 1: Newly hired Detectives shall be placed on a six (6) month probationary period instituted to learn and acquire office policy and procedures. The six-month probationary period does not include time spent at the academy, only time spent within the office.

Section 2: During the six (6) month probationary period, the step system does not apply. Upon successful completion of the probationary period he/she will automatically fall into the step system.

Section 3: Definition of Law Enforcement experience – includes experience in Municipal, Prosecutor's Office, State Police and Federal Law Enforcement Agencies. Other forms of experience may be considered optional at the discretion of the Prosecutor. Placement within a Range in any step is within the complete discretion of the Prosecutor.

Section 4: Years of experience is determined by taking the January of the following year after graduation date of a certified training academy.

MERIT PROGRAM – In addition to the automatic increase, the Prosecutor may use discretion and award performance or incentive pay.

ARTICLE 44

DETECTIVE STEP SYSTEM

2000 - 2003

DETECTIVE 1 (PROMOTIONAL POSITION)	RANGE OF	\$52,000 TO \$66,000
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DETECTIVE 3 RD STEP (OVER 8 YEARS LAW ENFORCEMENT EXPERIENCE)	RANGE OF	\$47,000 TO \$64,000
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DETECTIVE 2 ND STEP (BETWEEN 4 YEARS – 8 YEARS LAW ENFORCEMENT EXPERIENCE)	RANGE OF	\$42,000 TO \$54,000
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DETECTIVE 1 ST STEP (0-4 YEARS LAW ENFORCEMENT EXPERIENCE)	RANGE OF	\$37,000 - \$48,000
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Anytime a Detective is moved from one range to another range, his/her salary will not decrease.

ARTICLE 45

FULLY BARGAINED PROVISIONS

Section 1: This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all negotiable issues which were or could have been the subject of collective negotiations. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law in the area of collective negotiations, and that the understanding and Agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Section 2: Therefore, the Prosecutor and the P.B.A. for the life of this agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to, bargain or negotiate with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

Section 3: Nothing herein shall infer that this Agreement will be altered or modified in whole or in part during the life of this Agreement without the express mutual consent of both bargaining parties.

ARTICLE 46

TERMS OF AGREEMENT

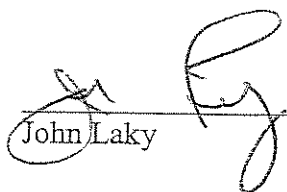
Except as otherwise provided herein, the terms and effects of this Agreement shall be in full force commencing January 1, 2000, and shall remain in effect and full force through December 31, 2003.

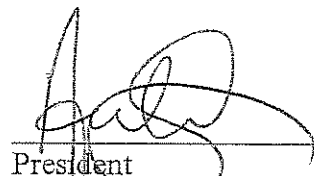
A written notice to terminate or modify this Agreement is required to be given at least sixty (60) days prior to December 31, 2003.

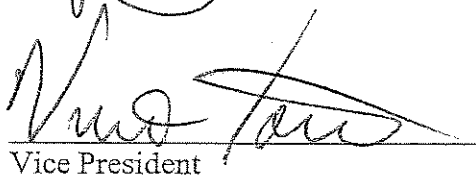
IN WITNESS WHEREOF, the Prosecutor and the P.B.A. have caused this Agreement to be signed by their duly authorized representatives as of the 15th day of February, 2001.

PROSECUTOR OF WARREN COUNTY

POLICEMEN'S BENEVOLENT
ASSOCIATION LOCAL # 331


John Laky

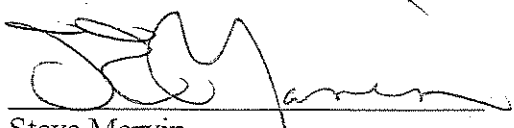

President


Vice President


Secretary

We acknowledge receipt of this contract.


John DiMaio
Freeholder Director


Steve Marvin
County Administrator

DATE: 2/23/01

DATE: 2/23/01

EXHIBIT "A"

"A. All employees after three (3) full calendar months of continuous service are eligible for hospitalization, major medical benefits, dental benefits and prescription benefits in accordance with the Plan Design recommended by the Warren County Health Care Task Force, as revised through negotiations between the County and AFSCME Local 671 Supervisors reflected in the Memorandum of Agreement dated February 4, 2000, through negotiations between the County and Warren County Public Health Nursing, CWA Local 1071 reflected in their Memorandum of Agreement dated March 28, 2000, and through negotiations between the County and AFSCME Local 3287 reflected in their Memorandum of Agreement dated December 5, 2000. The foregoing documents are incorporated herein by reference. Initial implementation of the new Plan Design for employees covered by this Agreement (and other employees) occurred on or about May 1, 2000. Implementation of additional revisions pursuant to the December 5, 2000 Memorandum of Agreement referred to above, shall occur at such time as those revisions are implemented for the employees covered by said Memorandum of Agreement".

EXHIBIT "A"

"A. All employees after three (3) full calendar months of continuous service are eligible for hospitalization, major medical benefits, dental benefits and prescription benefits in accordance with the Plan Design recommended by the Warren County Health Care Task Force, as revised through negotiations between the County and AFSCME Local 671 Supervisors reflected in the Memorandum of Agreement dated February 4, 2000, through negotiations between the County and Warren County Public Health Nursing, CWA Local 1071 reflected in their Memorandum of Agreement dated March 28, 2000, and through negotiations between the County and AFSCME Local 3287 reflected in their Memorandum of Agreement dated December 5, 2000. The foregoing documents are incorporated herein by reference. Initial implementation of the new Plan Design for employees covered by this Agreement (and other employees) occurred on or about May 1, 2000. Implementation of additional revisions pursuant to the December 5, 2000 Memorandum of Agreement referred to above, shall occur at such time as those revisions are implemented for the employees covered by said Memorandum of Agreement".

Memorandum of Agreement

The negotiating committee of Warren County and AFSCME Council 73, Local 3287 agree to recommend the following to their principals for ratification of the proposal for Health Insurance contained in their 1998-99 contract:

The Plan Design recommended by the Health Care Task Force will be adapted with the following modifications:

1. Plan I will be deleted as an option. This will end any need for any employee contributions, as this contribution was designated to apply to Plan I.
2. Chiropractic: The parties will utilize the ACM network for one year. At the end of the one year trial, they will reopen this section of the agreement.
3. Plan II deductible will be \$200/400.
4. Plan II maximum ^{out-of-pocket} will be as follows:

employees ^{whose base salary is}	under \$25,000 - \$400/1200
"	\$25,000 or more - 500/400
5. Pre-Cert Penalty will be as follows:

employees ^{whose base salary is}	Under \$25,000 - \$300
"	\$25,000. or more - 500
6. Retirees - future retirees who meet the requirements for medical benefits will receive the same benefits.

in effect at the time they retire.
 Their maximum ^{total out-of-pocket} out-of-pocket expense will be based on their base salary at the time they retire. ^{until age 65} Future retirees will carry the Prescription Card in effect at the time they retire into their retirement until age 65.

At age 65 the retiree will be covered by the County's Retirement Indemnity ~~Plan~~ Plan. Dental coverage for retirees will end at age 65. Also, at age 65 the Prescription Card which covers retirees and is mentioned above will change as follows: in-network prescriptions will be subject to a co-pay of \$5 for generic, \$10 for preferred & \$15 for non-preferred and mail order co-pays will be \$10/\$0/\$0 respectively; out-of-network prescriptions will be subject to the coverage of the Indemnity ~~Plan~~ Plan.

2/15/00
 70 days

- 7. There will be no Coverage Waiver Provision at this time, no cost to the employee.
- 8. Any items previously agreed will remain as agreed.

2/15/00

For the County
 [Signature]
 [Signature]
 [Signature]

For AFSCME
 [Signature]
 Marilyn Grant, U.P.
 Dale Buchanan, U.P.
 [Signature]

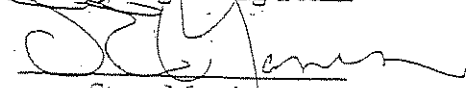
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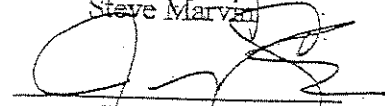
MEMORANDUM OF AGREEMENT

The negotiating teams for Warren County and AFSCME Local 671 Supervisors Union have agreed upon the following during health care reopener negotiations: The Plan Design recommended by the Health Care Task Force and approved by the Freeholders, as revised per the attached Summary Sheet. Subject to union membership ratification, and Freeholder approval. Both negotiating teams agree to recommend approval and ratification.

County Negotiating Team:



Steve Marvin



Jerry Coyle

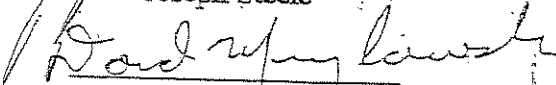


David Wallace

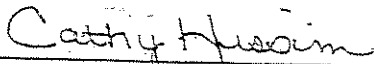
Union Negotiating Team:



Joseph Steele



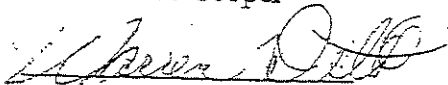
David Miedzowski



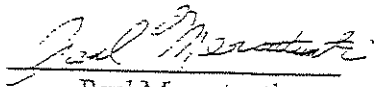
Cathy Hissim



Steve Cooper



Warren Dilts



Paul Mercatanti

Dated: February 4, 2000

FINAL

SUMMARY OF HEALTHCARE ISSUES

The following items have been discussed and mutually agreed to by the AFSCME supervisors and management.

- Dental Rates: Management agrees to include language in contract regarding dental plan. Language would refer to county dental policy for specific plan entitlements and programs based on agreed upon terms (i.e.: dental contribution discounts, section 125 pre tax deferrals, 6 or 12 month waiting period for levels III and IV of Plan III, "Delta Premier"). Language to include definitions of all four stages of treatment. Both parties agree to accept rate changes made by Delta Dental where required during the term of this agreement. Further, both parties agree to a \$1000 maximum amount payable annually under each of the first three levels of service with a once only lifetime max of \$1000 for Level IV orthodontics. These maximums are renewed annually.

Both Union and management agree to the new rates illustrated on the attached 1/26/2000 Delta Dental rate chart. These rates are inclusive of discounts illustrated for 6 month and 12 month waiting periods.

- Prescription Co-pay: Union and management agree to a \$3/\$6 co-pay on all prescription medication.
- Plan II, In Network Out of Pocket Maximum: In response to union's request for a \$100/\$200 in network out of pocket maximum, management proposes as a fair compromise, a \$300/\$600 out of pocket maximum, reduced from the initial proposal of \$400/\$1200 maximum proposed earlier.
- Plan II, Out of Network Out of Pocket Maximum: Union and management agree to reduce out of pocket maximum from \$1000 per employee to \$800 per employee and \$2400 per family.
- Plan II, Out of Network Referral: Union and management agree that a referral made by an in network physician to an out of network specialist be considered as an in network cost, only if the referring physician certifies that he verified with the carrier that there is no in-network physician to handle the employee's medical needs.
- Plan II, In/Out of Network Contribution: Union and management agree on annual contributions of \$1/employee, \$1.50/employee + children, \$2/employee + spouse and \$2.50/family. This contribution shall be a one-time deduction from first full pay of new contract/calendar year.
- Retirees: Union and management agree that the rights of current retirees are non-negotiable to be handled by management administratively. As to future retirees, those who meet the criteria of Article 12 paragraph B will be entitled to medical benefits as described in the contract in effect at the time they retire, subject to any changes that may be thereafter.

negotiated. Those who do not meet the criteria of the Article 12 paragraph B and who per past practice have been permitted to purchase continued coverage will be entitled to do so upon retirement.

- Employee Contribution, Plan I, Comprehensive Plan: Union and management agree on the following contribution schedule for enrollment in Plan I, comprehensive plan. Employee, 1.5% monthly salary, employee + children, 2% of monthly salary, employee + spouse, 4% of monthly salary and family, 5% of monthly salary.
- Chiropractic Network: Union and management agree to utilize the ACN Chiropractic network for the first year of the contract. Supervisors request to review network and related services at the end of contract year to determine service effectiveness. Management has provided the attached updated network map illustrating contracted providers recruited by ACN and pending providers.
- "We Too" Clause: Union and management both agree to a "we too" clause to be included in language in the contract under healthcare benefits. Both parties agree that should a subsequent bargaining unit negotiate better healthcare benefits than those mutually agreed upon heretofore, that those increased benefits be passed along to the supervisors union membership.
- Plan II, Non Network Deductibles: Union and management mutually agree that the Plan II non network deductibles be established at \$250/\$500 per covered individual.

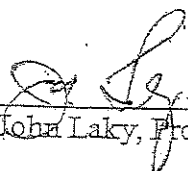
MEMORANDUM OF AGREEMENT

The Warren County Prosecutor and Communications Workers of America, AFL-CIO, Local 1032 have resolved their health care reopener negotiations pursuant to Article 14, Section 7 of their 1998-1999 collective negotiations agreement. The agreement reached under said reopener, set forth below, has been approved by the Prosecutor and has been ratified by the membership of CWA Local 1032. The agreement is as follows: These parties have reached the identical health care reopener negotiations agreement as was reached by Warren County and Warren County Public Health Nursing, CWA Local 1071 in their health care reopener negotiations, as set forth in their March 28, 2000 Memorandum of Agreement (4 pages), a copy of which is attached hereto and incorporated herein by reference. The Prosecutor expressly reaffirms his willingness to honor the "we too" clause set forth in the attachment, pursuant to which he will extend to Local 1032 any better healthcare benefits that may be negotiated by Warren County with one of its bargaining units.


WARREN COUNTY PROSECUTOR'S OFFICE

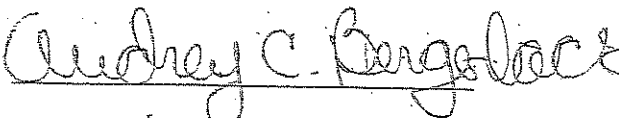
COMMUNICATION WORKERS OF AMERICA
(AFL-CIO)


By:


John Laky, Prosecutor

By:


M. DeSteno CWA 1032


Audrey C. Bergelack


Sharon M. Williams

Dated:

10/13/00

Dated:


October 13, 2000


MEMORANDUM OF AGREEMENT

The negotiating teams for Warren County and Warren County Public Health Nursing, CWA Local 1071, have agreed upon the following during health care reopener negotiations: The Plan Design recommended by the Health Care Task Force and approved by the Freeholders, as revised per the attached Summary Sheet, subject to union membership ratification, and Freeholder approval. Both negotiating teams agree to recommend approval and ratification.

County Negotiating Team:

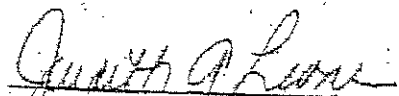

Steve Marvin


Jerry Coyle


David Wallace

Union Negotiating Teams:


Pat Danitz


Judith Leone

SUMMARY OF HEALTHCARE ISSUES

The following items have been discussed and mutually agreed to by the Public Health Nurses CWA 1071 and management.

- Dental Rates: Management agrees to include language in contract regarding dental plan. Language would refer to county dental policy for specific plan entitlements and programs based on agreed upon terms (i.e.: dental contribution discounts, section 125 pre tax deferrals, 6 or 12 month waiting period for levels III and IV of Plan III, "Delta Premier"). Language to include definitions of all four stages of treatment. Both parties agree to accept rate changes made by Delta Dental where required during the term of this agreement. Further, both parties agree to a \$1000 maximum amount payable annually under each of the first three levels of service with a once only lifetime max of \$1000 for Level IV orthodontics. These maximums are renewed annually.

Both Union and management agree to the new rates illustrated on the attached sheet entitled AGENDA ITEM IV - Handout. These rates are inclusive of discounts illustrated for 6 month and 12 month waiting periods.

- Prescription Co-pay: Union and management agree to a \$3/\$6 co-pay on all prescription medication.
- Plan II. In Network Out of Pocket Maximum: In response to union's request for a \$100/\$200 in network out of pocket maximum, management proposes as a fair compromise, a \$300/\$600 out of pocket maximum, reduced from the initial proposal of \$400/\$1200 maximum proposed earlier.
- Plan II. Out of Network Out of Pocket Maximum: Union and management agree to reduce out of pocket maximum from \$1000 per employee to \$300 per employee and \$2400 per family, except that for employees earning less than \$20,000.00 per annum the out of pocket maximum will be \$400 per employee and \$1200 per family.
- Plan II. Out of Network Referral: Union and management agree that a referral made by an in network physician to an out of network specialist be considered as an in network cost, only if the referring physician certifies that he verified with the carrier that there is no in-network physician to handle the employee's medical needs.
- Plan II. In/Out of Network Contribution: Union and management agree on annual contributions of \$1/employee, \$1.50/employee + children, \$2/employee + spouse and \$2.50/family. This contribution shall be a one-time deduction from first full pay of new contract/calendar year.
- Retirees: Union and management agree that the rights of current retirees are non-negotiable to be handled by management administratively. As to future retirees, those who meet the criteria of Article 14 paragraph B will be entitled to medical benefits as described in the

contract in effect at the time they retire, subject to any changes that may be thereafter negotiated. Those who do not meet the criteria of the Article 14 paragraph B and who per past practice have been permitted to purchase continued coverage will be entitled to do so upon retirement.

- Employee Contribution. Plan I. Comprehensive Plan: Union and management agree on the following contribution schedule for enrollment in Plan I, comprehensive plan. Employee, 1.5% monthly salary, employee + children, 2% of monthly salary, employee + spouse, 4% of monthly salary and family, 5% of monthly salary.
- Chiropractic Network: Union and management agree to utilize the ACN Chiropractic network for the first year of the contract. Supervisors request to review network and related services at the end of contract year to determine service effectiveness. Management has provided the attached Temp Provider List.
- "We Too" Clause: Union and management both agree to a "we too" clause to be included in language in the contract under healthcare benefits. Both parties agree that should a subsequent bargaining unit negotiate better healthcare benefits than those mutually agreed upon heretofore, that those increased benefits be passed along to the supervisors union membership.
- Plan II. Out of Network Deductibles: Union and management mutually agree that the Plan II out of network deductibles be established at \$250/\$500 per covered individual.
- Plan II. In Network Hospital Services: Whenever hospital services have been approved through the pre-certification procedures, all services performed by all providers in connection therewith shall be deemed in network services.

AGENDA ITEM IV - Handout

Plan I - Comprehensive Plan:

Union and Management agree on the following contribution schedule for enrollment:

Employee:	1.5% of monthly salary
Employee with Children:	2% of monthly salary
Employee with Spouse:	4% of monthly salary
Family:	5% of monthly salary

Plan II - PPO Plan:

Union and Management agree on annual contributions that will be a one-time deduction from the first full pay of the new contract/ calendar year. The schedule is:

Employee:	\$1.00
Employee with Children:	\$1.50
Employee with Spouse:	\$2.00
Family:	\$2.50

*Delta Dental Monthly Contributions:**DeltaPremier Program Plan 1*

Employee:	No contribution required - \$6.80 paid by employer
Employee plus 1 dependent:	\$ 4.89 (\$11.69 - \$6.80)
Employee plus 2 dependents:	\$20.70 (\$27.50 - \$6.80)

DeltaPremier Program Plan II

Employee:	\$13.07 (\$19.87 - \$6.80 paid by employer)
Employee plus 1 dependent:	\$25.15 (\$31.95 - \$6.80)
Employee plus 2 dependents:	\$47.05 (\$53.85 - \$6.80)

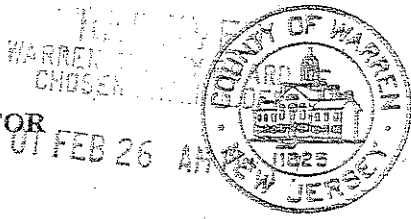
DeltaPremier Program Plan III

Employee:	\$19.23 (\$26.03 - \$6.80 paid by employer)
Employee plus 1 dependent:	\$34.80 (\$41.60 - \$6.80)
Employee plus 2 dependents:	\$62.69 (\$69.49 - \$6.80)

A C N Chiropractic Network Co-payments:

OFFICE OF THE PROSECUTOR

Courthouse, Second Street
Belvidere, New Jersey 07823
Phone: (908) 475-6275
Fax: (908) 475-6286



JOHN G. LAKY
Prosecutor

FRANK J. BUCSI
First Assistant Prosecutor

DAVID W. HEATER
Chief of Detectives

County of Warren

December 27, 2000

Steve Marvin
Warren County Administrator
Dumont Administration Building
165 CR 519 South
Belvidere NJ 07823

RE: Renewal of PBA Local #331 Contract

Dear Mr. Marvin:

Enclosed please find a Memorandum of Agreement signed by the PBA representatives and myself regarding the renewal of the aforementioned contract for four (4) years.

I will be available to discuss this memorandum with the Board of Chosen Freeholders this evening, Wednesday, December 27, 2000.

If you have any questions, please feel free to contact me.

Very truly yours

JOHN LAKY
Prosecutor

JL:ah
Encl.

Cc: Ann Stone, Freeholder Director
James DeBosh, Freeholder Deputy Director
John DiMaio, Freeholder



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JOHN G. LAKY
Prosecutor

FRANK J. BUCSI
First Assistant Prosecutor

DAVID W. HEATER
Chief of Detectives

County of Warren

December 26, 2000

Det. Amy Dugan, President
Det. Sgt. Stephen Speirs
PBA Local # 331
Warren County Prosecutor's Office
Belvidere, New Jersey 07823

Re: Warren County Prosecutor
-and-
PBA Local # 331

Dear Det. Dugan and Det. Sgt. Speirs:

Pursuant to our discussions on December 22, 2000, this will set forth the terms of the settlement the parties have reached:

1. Article 46 - the term of the new agreement is four years (January 1, 2000 through December 31, 2003).
2. The language changes to the prior Agreement between the County Prosecutor of Warren County and the Detectives of Policemen's Benevolent Association Local # 331 contained in the October 25, 1999 proposal of the Warren County Prosecutor are approved as follows: Preamble at page 4; Art. 1, Sec. 1 at page 5; Art. 7, Number 11 and new paragraph after Number 15 at pages 12-13; Art. 10, Sec. 4 at page 16; Art. 11 B, Sec. 1 and Sec. 4 at page 18; Art. 12, Step Two at page 22; Art. 18 at Sec. 1 and Sec. 2 at page 29; Art. 25, Sec. 3, Sec. 5, and Sec. 6 at pages 36 and 37; Art. 27, Sec. 2 and Sec. 4 at page 39; Art. 28A, Sec. 6c and 6e, Sec. 7, and 28G, Sec. 2 at pages 41-47; Art. 29, Sec. 2 at page 48; Art. 33, Clothing Maintenance Allowance, Sec. 1 at page 53; Art. 34, Employer Automobile Insurance, Sec. 1 at page 54; Art. 35, Sec. 3 at page 55; Art. 37, Sec. 4 at page 57; Art. 43, Sec. 1 at page 65.
3. Article 2 - Sections 2 is revised so that the definition of "detective" includes Detective, Detective I, Detective Sergeant, Detective Lieutenant, and Detective Captain. Section 3 is revised to state that the title of

Detective does not include supervisory personnel above the rank of Detective Captain.

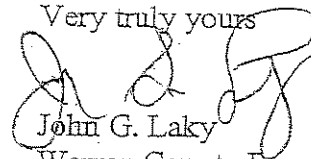
4. Article 23 – revise that the annual longevity payment will be equal to one half of a percent (.5%) upon the completion of five years of service through ten years of service and to one percent (1%) upon the completion of 10 years of service and thereafter. In addition, add a negotiations re-opener in the event Warren County and one of its bargaining units agrees to provide a longevity benefit that is superior to this unit's current longevity benefit.
5. Article 25 – revise Section 1 to be the identical health care agreement as was reached by Warren County and AFSCME Rank and File, a copy of which will be attached hereto and incorporated herein by reference. The Prosecutor expressly reaffirms his willingness to honor the "we too" clause set forth in this document, pursuant to which he will extend to Local 331 any better healthcare benefits that may be negotiated by Warren County with one of its bargaining units.
6. Article 30 – revise Section 2f to a maximum of 12 credits per calendar year. Revise Section 2h to the amount of ten thousand dollars (\$10,000) and to state that if the appropriation is not depleted in a given year (including any residue left over from a prior year), a maximum of five thousand dollars (\$5,000) will be carried over to the next calendar year.
7. Article 32 – revise to add "Sec. 2. Severance pay shall not apply to any detective position that is totally funded by a grant which has expired and has not been renewed."
8. Article 35 – revise that the on call payment remains at \$40 in 2000 and increases to \$45 in 2001, \$50 in 2002, and \$55 in 2003.
9. Article 37 – revise that the work week for Detectives in the Prosecutor's Office shall be 37 ½ hours per week beginning in the calendar year 2003. The normal work day as of January 1, 2003 will be 7 ½ hours. Normal work hours, including flex time, will remain as at present per Article 37.
10. Article 38 – revise that effective January 1, 2001 overtime shall be defined as hours or quarter fractions thereof worked by a detective or detective I in excess of an 8 hour day (7 ½ beginning in 2003) or 40 hours per week (37½ in 2003). Overtime for detectives above the rank of detective and detective I shall be defined as hours or quarter fractions thereof worked as a result of "call out" of the home. Supervising detectives above the rank of detective I shall not ordinarily receive overtime for phone calls taken outside the regular workday except under extraordinary circumstances with the specific approval of the Prosecutor. Compensation for detectives above the rank of detective I shall be at the time and one half rate of the highest paid detective I beginning January 1, 2001 and at a time and one

half rate of their own salaries beginning January 1, 2003. A minimum of two hours overtime shall be paid as a result of a "call out". Section 4 is deleted. Article 3 will be revised to add Sec. 1E as follows: "The term 'call out' means any period of time for which an off duty detective is authorized by a superior to respond to a scene of an investigation or other assignment."

11. Article 39 – revise Sec. 1 by deleting the language "covering the forty (40) hour work week, seven (7) day work cycle".
12. Article 40 – revise sections 4, 5 and 6 to provide a wage increase for each detective as follows: 4% retroactive to January 1, 2000 for the calendar year 2000, 3 1/2% for the calendar years 2001, 2002, and 2003. Sec. 7 is deleted. The provisions on merit raises are deleted. Art. 43, Sec. 7 of the present Superior Officer Contract is added as a new section under this Art. 40. In order to comply with this provision, the two lowest paid sergeants will receive a one-time salary adjustment of \$1,000.00 and the lowest paid Lieutenant will receive a one-time salary adjustment of \$800.00 prior to the 3 1/2 % salary increment of January 1, 2001.
13. Article 27 – revise Sec. 1 to be Sec. 1A. Add Sec. 1B, which will be identical to Art. 27, Sec. 1 of the present Superior Officers' Agreement.

My signature below represents approval of the foregoing settlement terms. Please indicate acceptance by the PBA Local 331 by signing and dating where indicated below and returning the enclosed extra copy of this letter to me. The final language of the contract will be by mutual agreement of the parties.

Very truly yours



John G. Laky
Warren County Prosecutor

Accepted on behalf of PBA Local 331

Det. Amy Dugan, President



Det. Sgt. Stephen Speirs

Date: 12/27/00

