

A G R E E M E N T

Between

P.B.A. Local #249
Burlington County (Corrections Officers)

and the

~~Burlington County~~ Sheriff, County of Burlington and the
Board of Chosen Freeholders of the County (Employer)
of Burlington

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RUTGERS UNIVERSITY

X Jan. 1, 1980 - Dec. 31, 1982

PREAMBLE

THIS AGREEMENT entered into by the Sheriff of Burlington County, hereinafter referred to as the "EMPLOYER", the Board of Chosen Freeholders of the County of Burlington, hereinafter referred to as the "BOARD" and P.B.A. Local #249, hereinafter referred to as the "ASSOCIATION", has as its purpose the promotion of harmonious relations between the Employer and the Association; the establishment of equitable and peaceful procedures for the resolution of differences; and the establishment of hours of work and other conditions of employment, whether such employees are of provisional or permanent status. The rate of pay and all other Articles relative to monetary expenditures are established and approved by the Board of Chosen Freeholders of the County of Burlington.

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ARTICLES

ARTICLE I. RECOGNITION

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

ARTICLE II. MANAGEMENT

It is mutually understood and agreed that the Employer has the prerogatives of management, which include but are not limited to suspending, discharging for proper cause, promoting, transferring, taking necessary action in emergencies, determining the standards of selection for employment, maintaining efficient operations, determining the methods, means and personnel by which operations are to be conducted, determining the contents of job classifications subject to Civil Service Regulations and other applicable law or provisions of this Agreement.

ARTICLE III. ASSOCIATION REPRESENTATIVES

The association shall have the right to designate three

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members of the Association as Association Representatives, who shall not be discriminated against due to their legitimate Association activity.

ARTICLE IV. VISITATION OF PREMISES

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

ARTICLE V. STRIKES

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

ARTICLE VI. ADHERENCE TO CIVIL SERVICE RULES

The Employer and the Association understand and agree that all rules pertaining to the County level which are promul-

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gated by the New Jersey Department of Civil Service concerning any matter not specifically covered by the Agreement shall be binding upon the parties hereto.

ARTICLE VII. SALARIES

1. Merit Increment -

a. Effective January 1, 1980 and payable retro-active to that date each employee covered by this Agreement shall receive a merit increment in the amount of \$500.00. Only employees on payroll by September 30, 1979 shall be eligible for January 1, 1980 merit increment.

b. Effective and payable July 1, 1981 each employee covered by this Agreement shall receive a merit increment in the amount of \$500.00.

c. Effective and payable July 1, 1982 each employee covered by this Agreement shall receive a merit increment in the amount of \$500.00.

d. Only employees on payroll by December 31, 1980 shall be eligible for the July 1, 1981 merit increment of \$500.00. Only employees on payroll by December 31, 1981 shall be eligible for the July 1, 1982 merit increment or \$500.00.

e. Eligibility for the merit increment prescribed in Article VII, Section 1 shall be determined in the following manner: a list of employees, within a particular department, eligible for the merit increment by virtue of continuous full-time employment as defined in Article VII, Section 1, shall be submitted by the respective Department Head, to the office of the Clerk/Administrator, not later than March 31 of each eligibility

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period.

If a Department Head does not wish to recommend an employee in his Department for the merit increment, he shall set forth on said list, specific and reasonably extensive reasons why an employee listed thereon should not receive the salary increment. Said reasons shall be reasonably well-documented. A list of those employees not recommended for the salary increment shall be submitted to the Representative and the affected employee together with the reasons therefore by March 31 of each eligibility period.

All merit increments shall be added to the employee's base salary if not at maximum. If at maximum the balance shall be paid in a lump sum.

2. Economic Wage Adjustment -

a. Effective July 1, 1980 and payable retroactive to that date each employee covered by this Agreement shall receive a economic wage adjustment in the amount of 7% of salary. Said adjustment shall be added to the employees' base salaries.

b. Effective and payable January 1, 1981 each employee covered by this Agreement shall receive an economic wage adjustment in the amount of 7.5% of salary. Said adjustment shall be added to employees' base salaries.

c. Effective and payable January 1, 1982 each employee covered by this Agreement shall receive an economic wage adjustment in the amount of 8.0% of salary. Said adjustment shall be added to employees' base salaries.

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d. For all employees who reach maximum pay during the term of this Agreement the economic wage adjustment amount added to that employees' base shall be 5% of salary. The remaining percentage increase of the economic wage adjustment shall be paid on the designated date in a lump sum. For the July 1, 1980 wage adjustment only employees on payroll by December 31, 1979 shall be eligible.

e. Only employees on payroll prior to October 1, 1980 shall be eligible for the January 1, 1981 economic wage adjustment of 7.5%. Only employees on payroll prior to October 1, 1981 shall be eligible for the economic wage adjustment of 8% on January 1, 1982.

3. Salary and Increment Schedule -

Attached hereto and made a part of this Agreement shall be a salary and increment schedule which computes the salary increments and economic wage adjustments which shall be paid during the term of this Agreement and reflects these additions in a schedule of salaries for the various classifications of employees covered by this Agreement. It is agreed that to be covered by this Agreement an employee shall have maintained continued full-time employment up to and including the date of full execution of this Agreement.

ARTICLE VIII. TEMPORARY EMPLOYEES

All temporary employees including provisional employees awaiting examination, shall be paid a prorated salary based upon

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the annual wage for the appropriate classification as set forth herein. These employees shall be credited with sick leave, personal leave and vacation leave allowances in the same manner as permanent employees. They shall be entitled to receive holiday leaves for the months in which they are employed.

ARTICLE IX. PROMOTIONS

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

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

c. Whenever an employee is promoted from one class or title to a class or title with a higher salary range, his or her salary shall be adjusted to either the minimum rate for the new class or title or \$500.00 whichever is higher.

ARTICLE X. GRIEVANCE AND ARBITRATION PROCEDURE

Any grievance or dispute which may arise between the parties, including the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1 - The employee shall take up the grievance with the appointed Association Representative and state in writing

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the text of the grievance.

Step 2 - The Association Representative shall take up the grievance with the employee's immediate supervisor.

Step 3 - If the grievance still remains unsettled, the representative shall present the grievance to the grievance committee chairman who shall arrange to meet with the Department Head in an effort to resolve this grievance.

Step 4 - If the grievance still remains unsettled, the Employer or the Association shall then arrange a hearing with the Civil Service Commission or the Public Employment Relations Commission, pursuant to the rules and regulations established by the latter under the provisions of Chapter 303, P.L. of 1968, as amended. The parties further agree that they will submit to and be bound by compulsory arbitration, as a last step in the grievance procedure, with the cost thereof to be borne equally by the Employer and Association.

ARTICLE XI. LONGEVITY PAY

Longevity pay will be given in a separate check each December 1st during the term of this Agreement to all classified permanent Civil Service employees with more than five years continuous full-time service on that date, based upon date of permanent appointment, in accordance with the following schedule:

	<u>1980 & 1981</u>	<u>1982</u>
5 years	1.5%	2.0%
10 years	2.5%	3.0%

15 years	3.5%	4.0%
20 years	4.5%	5.0%
25 years and over	5.5%	6.0%

Any person retiring during the course of the year will receive longevity on a monthly prorated basis. The same procedure will be followed in the case of death. These amounts will be payable up to a maximum of \$20,000 of an employees salary.

ARTICLE XII. WORK SCHEDULES

The regular starting time of work shifts will not be changed without reasonable notice to the affected employees unless deemed an emergency by the Sheriff and/or Warden.

When there is more than one work shift per day within a given classification, preferences will be given to the senior employee whenever possible.

ARTICLE XIII. HOLIDAYS

a. The following will be paid holidays: January 1, known as New Year's Day; January 15, known as Martin Luther King's Birthday, February 12, known as Lincoln's Birthday; the third Monday in February, known as Washington's Birthday, the day designated as Good Friday; the last Monday in May, known as Memorial Day; July 4, known as Independence Day; the first Monday in September, known as Labor Day; the second Monday in October, known as Columbus Day; November 11 which is known as Veterans Day; General Election Day; the fourth Thursday in

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November, known as Thanksgiving Day; the day (Friday) after Thanksgiving; December 25, known as Christmas Day; and if Christmas falls on a Saturday, the holiday will be Friday. Employees shall not be charged vacation time for holidays which occur during their vacations.

b. In addition to the above enumerated holidays in 1980 all employees covered by this Agreement shall have the day after Christmas as a paid holiday.

c. In 1981 all employees covered by this Agreement shall have the day before Christmas as an additional paid holiday.

d. For facilities which operate more than five days per week, holidays need not be given to employees on the specific day on which the holiday falls; instead, a compensatory day off must be scheduled by an employee within one year of the holiday's accrual. The said compensatory day must be taken within that time period and shall not accumulate beyond said time period. There shall be no accumulation of holidays from year to year effective January 1, 1981.

ARTICLE XIV. LEAVE OF ABSENCE

A permanent employee holding a position in the classified service who is temporarily either mentally or physically incapacitated so as to be unable to perform his duties or who desires to engage in a course of study which will increase his usefulness on his return to the service, shall be granted a

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special leave of absence, without pay, for a period not exceeding six (6) months. Similar leaves of absence may be granted for other good cause considered sufficient by the appointing authority, and the Board of Chosen Freeholders. Any employee requesting a special leave of absence without pay shall submit his or her request in writing to the Sheriff, and through him to the Personnel Committee of the Board of Chosen Freeholders stating the reasons why he or she believes the request should be granted, the date he or she desires the leave of absence to commence and the probable date of his or her return to duty. Unless otherwise provided by law, in each instance in which a special leave of absence without pay shall be granted for reasons other than those specifically described in this Article, the appointing authority and the Board of Chosen Freeholders shall, at the time the leave of absence is approved, determine whether the employee involved shall be entitled to his or her former position upon his or her return from such leave, or whether his or her name shall be placed on the re-employment list for the class.

ARTICLE XV. PERSONAL LEAVE

1. Each employee shall be eligible for three days personal leave which may be used for personal business that can only be attended to during regular business hours with the permission of his immediate supervisor. Personal leave shall not be accumulated. New employees in the County service shall be awarded one personal leave day for each four months of service

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in the first calendar year of employment.

2. In the event of retirement or termination, deductions will be made from the final pay of the employee for used but un-earned personal leave time.

ARTICLE XVI. OVERTIME

a. Overtime refers to any time worked beyond the normal 40 hour work week and is to be earned only when the employee is ordered to work by a supervisor. Such orders shall be given only when unusual circumstances arise. All time worked over the normal work week will be paid at 1+1/2 times the normal salary during the next pay period following the pay period the overtime was worked, if possible.

b. Each institution shall initially contact the qualified and available employees assigned to it for the purpose of making overtime work assignments. Thereafter, qualified and available employees assigned to another institution may be contacted. In an emergency, qualified and available employees at either institution may be contacted for this purpose.

c. If for unusual circumstances the Department Head directs that an employee work overtime, a letter describing the circumstances will be sent to the personnel committee justifying the overtime.

d. Any employee called in to work overtime shall receive a minimum of two hours pay regardless of time worked up to two hours. After two hours each employee shall be paid for actual time worked.

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ARTICLE XVII. WORKERS' COMPENSATION, SAFETY AND HEALTH

Section 1. a. When an employee is injured on duty, he shall notify his Department Head immediately so that a report may be prepared. He will be placed on a leave of absence without pay unless he desires to use sick or vacation leave during this period of disability. If his case is approved he will receive Workers' Compensation. The County shall not be chargeable or responsible for the difference in salary.

b. Notwithstanding the provision of Section 1.a. when an employee is injured on duty as a result of the direct action, effort, interference or activity of an inmate or prisoner the County will pay employee his or her full salary for up to twenty (20) working days. Deductions from the employee's sick or vacation leave will be made until such time as those employee's eligible for workers' compensation disability payments turn such weekly disability payments over to the County for this twenty-day period, thereupon, the deducted vacation and/or sick days utilized will be restored to the employee's records.

Section 2. The Employer at all times will maintain safe and healthful working conditions. It will provide the employees with any wearing apparel, firearms, tools or devices reasonable necessary to insure their safety and health.

Section 3. The Employer and the Association shall each designate a safety committee member. It shall be their joint responsibility to investigate and correct unsafe and unhealthful

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conditions. They shall meet periodically, as necessary, to review conditions in general, and to make recommendations to either or both parties when appropriate. During working hours, and with no loss in pay, the safety committee member representing the Association shall be permitted to visit work locations throughout the Employer's facilities where employees covered by this Agreement regularly work for the purpose of investigating safety and health conditions. Time devoted to this activity by the safety committee member representing the Association shall not exceed one (1) hour per day unless additional time is authorized by the employer.

Section 4. The employer agrees to insure the safety and adequacy of all working areas and equipment provided for employees' use. The Association reserves the right to call upon the Employer or any appropriate State or Federal Agency to investigate any matter involving work areas, conditions or equipment. Such requests will only be made where the Association believes that the employee is being subjected to a possible impairment of health or safety.

ARTICLE XVIII. EQUAL TREATMENT

The Employer agrees that there will be no discrimination or favoritism practiced upon or shown employees for reasons of sex, age, nationality, race, religion, marital status, political status, political affiliation, Association membership or Association activities. This also pertains to non-affiliated

Association members.

ARTICLE XIX. WORK RULES

The Employer shall establish and reduce to writing reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced. A copy of all jail rules and regulations shall be distributed to each employee. The Association shall have the right to review with the Employer any proposed change in jail rules and regulations which would bring about a substantial change therein.

ARTICLE XX. FRINGE BENEFITS

A. Hospital, Surgical, and Major Medical or Health Maintenance Organization (HMO) Benefits - Temporary and Permanent Employees, after ninety days' service, may enroll for benefits for their entire families. The County will pay the same monetary amount toward HMO coverage as is contributed toward traditional coverage. Any additional cost of HMO coverage shall be paid by the employees.

B. Life Insurance - (Permanent employees eligible) - The Board of Chosen Freeholders has a contract with the Prudential Life Insurance Company. The County shall pay for the first \$1,000.00 of coverage. Under the contract coverage must be carried as follows:

Earning over \$100.00 weekly - \$5,000 coverage
Rates to be Computed Annually

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C. During the term of this Agreement there shall be no change in the Group Hospital Medical Plan or any type of insurance presently maintained and paid by the Employer on behalf of the employees as shown above.

D. Improved Dental Coverage to be paid by Burlington County. Family coverage to be optional contributory program through payroll deductions if a sufficient number of employees enroll.

E. Auto and Homeowners Payroll Deduction - This deduction is only available to employees currently enrolled.

ARTICLE XXI. ANNUAL VACATIONS

A. Permanent employees shall be entitled to the following annual vacations with pay.

Up to one year of service, one working day's vacation for each month of service; after one year and up to ten years of service, twelve working days' vacation; after ten years and up to fifteen years of service, fifteen working days' vacation; after fifteen years and up to twenty years of service, twenty working days' vacation; and after twenty years of service, twenty five working days' vacation. Additional vacation days based on years of permanent service are granted January 1st in the calendar year of the anniversary.

When in any calendar year the vacation or any part thereof is not granted by reason of pressure of work, such vacation periods or parts thereof not granted shall accumulate and

shall be granted during the next succeeding calendar year only.

B. Temporary employees shall be entitled to the following annual vacation with pay:

One working day's vacation for each month served during such temporary full-time employment.

C. Employees on daily or hourly basis are not eligible.

D. Any employees who are laid off, discharged, retired or separated from the service of the Employer for any reason, prior to taking his vacation, shall be compensated in cash for the unused vacation he has accumulated at the time of separation. A deduction will be made if more time is used.

ARTICLE XXII. SICK LEAVE WITH PAY

A. Permanent employees shall be entitled to the following sick leave if absence with pay:

One working day's sick leave with pay for each month of service from the date of permanent appointment up to and including December 31st next following such date of appointment, and fifteen days' sick leave with pay for each calendar year thereafter, which can be taken only as earned. If any such employee requires no or a portion only of such allowable sick leave for any calendar year, the amount of such leave not taken shall accumulate to his credit from year to year, and he shall be entitled to such accumulated sick leave with pay if and when needed. Sick leave for purposes herein is defined to mean absence from duty of an employee because of personal illness by

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reason of which such employee is unable to perform the usual duties of his position, exposure to contagious disease, a short period of emergency attendance not to exceed ten days upon a member of his immediate family critically ill and requiring the presence of such employee, or death in the immediate family.

If an employee is absent for five consecutive working days, for any of the reasons set forth in the above rule, the appointing authority shall require acceptable medical evidence on the form prescribed. The nature of the illness shall be stated on the doctor's certificate unless it is confidential between doctor and patient.

If it is suspected that the employee is abusing the sick leave privilege, the Department Head may at that time require the employee seeking sick leave to submit acceptable medical evidence. If the sick leave is not approved, he will suffer loss of pay for such time.

An employee 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 hereinabove set forth shall notify his immediate supervisor, or some other person in his particular employment unit, by telephone or personal message, at least two hours prior to the normal starting time, or follow policies determined by the Department Head which are consistent herewith. If an employee does not report prior to starting time, he will suffer loss of pay.

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

The total years of service after permanent appointment of each such employee in the classified Civil Service shall be considered in computing accumulated sick leave due and available.

B. Temporary employees shall be entitled to the following sick leave of absence with pay:

One working day's sick leave with pay for each month served during such temporary full-time employment.

C. Employees on daily or hourly basis are not entitled.

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ARTICLE XXIII. SENIORITY

A. Seniority is defined as an employee's total length of service with the Employer, beginning with his permanent date of appointment and in accordance with Civil Service Rules and Regulations.

B. If a question arises concerning two or more employees who were hired on the same date the following shall apply: If hired prior to the effective date of this Agreement, seniority preference among such employees shall be determined by the order in which such employees are already shown on the Employer's payroll records, first name first preference, etc. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in alphabetical order of the employees' last names. If permanent employee status is not affected, seniority can be computed from hiring date. Upon promotion, an employee shall become the least senior employee in the classification to which he has been promoted.

C. The Employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of permanent appointment, classification and pay rate, and said records shall be available to the Association upon request.

D. Except where New Jersey Civil Service Statutes require otherwise, in all cases of promotion, demotion, layoff, recall, vacation schedules, and other situations where substantial employee advantages or disadvantages are concerned, an employee with the greatest amount of seniority shall be given preference,

provided he has the ability to perform the work involved.

ARTICLE XXIV. MATERNITY LEAVE

Permanent employees who shall have completed their working test period shall be granted leave during the time prior to the expected date of delivery and for six weeks after the actual date of delivery on presentation of a doctor's certificate and on approval of the Department Head. Additional time beyond the six weeks period may be granted upon presentation of a doctor's certificate setting forth the necessity therefor.

Earned and accumulated sick leave and earned and accumulated vacation leave may be used for maternity leave.

ARTICLE XXV. MILITARY LEAVE

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

ARTICLE XXVI. JURY DUTY

If an employee is called to serve on a jury, the service

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time will not be deducted from his vacation if his jury check is turned over to the County Treasurer's Office for the number of days absent from his employ. This time must be reported on the daily report form.

ARTICLE XXVII. RETIREMENT

A. Revised Statute 43:15A-47b states that each member of the Public Employees' Retirement System shall be retired on the first day of the calendar month following attainment of age 70, or within 1 month thereafter. If it is the desire of the Department Head to recommend that the employment be continued, a recommendation to waive shall be presented to the Board of Chosen Freeholders annually prior to the employee's birthday.

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

The supplemental compensation payment to be paid hereunder shall be computed at the rate of one-half of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave, based upon the average annual compensation received during the last year of his employment prior to the effective date of his retirement; provided, however, that no such lump sum supplemental compensation payment shall exceed \$12,000.00.

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ARTICLE XXVIII. RIGHTS AND PRIVILEGES OF THE ASSOCIATION

The Board of Chosen Freeholders agrees to make available to the Association all public information concerning the financial resources of the County which relate to the operation of the Sheriff's Department together with information which may be necessary for the Association to process any grievance or complaint.

Whenever any representative of the Association or any employee is mutually scheduled by the parties to this Agreement to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss of pay.

Representatives of the Association shall be permitted to transact official Association business on the premises at all reasonable times, provided that this shall not interfere with or interrupt normal operations of the service.

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

The Association has the use of Bulletin Boards and Mail Boxes.

Should the representative of the Association or the Association itself cause any malicious damage to any facility or equipment owned by the County, the Association hereby agrees to

either repair such facility or equipment at its own cost or to reimburse the County for the reasonable cost to repair said facility or equipment.

ARTICLE XXIX. TERMINATION

This Agreement shall be effective as of January 1, 1980 and shall remain in full force and effect through December 31, 1982. This Agreement shall be automatically renewed thereafter, unless one or more of the parties hereto shall notify the other parties hereto in writing at least one hundred twenty (120) days prior to the expiration date of this Agreement that it desires to modify or terminate this Agreement. In the event that such notice is given, negotiations for a new Agreement shall begin not later than ninety (90) days prior to the expiration date of this Agreement.

ARTICLE XXX. DISCIPLINARY PROCEEDINGS

Sheriff's Department employees covered by this Agreement who are summoned to appear before the Sheriff for a disciplinary hearing shall be notified in writing at least three working days in advance of the day on which the hearing is to be held (excluding Saturday and Sunday).

The notice of the hearing shall include specific charges against the employee.

Whenever such employee is summoned for a disciplinary hearing, he shall be entitled to be accompanied by no more than

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three (3) Association representatives, in addition to a lawyer.

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

ARTICLE XXXI. EMPLOYEE FACILITIES

The Employer shall provide reasonable on-premises parking for all employees, when available.

If practicable, the Association shall be accorded an opportunity to review proposed specifications for employee uniforms and make recommendations concerning the same.

Employees shall have the right to bid upon assignments at the County's various correctional facilities irrespective of the facilities to which they are assigned at the time of the bidding.

ARTICLE XXXII. EMPLOYEE EXPENSES

Employees required to use personal vehicles in the pursuit of proper and necessary county business shall be reimbursed at the rate of eighteen (18) cents per mile. All personal car mileage shall be submitted on the proper forms, to be provided, and such mileage shall be computed on a portal-to-portal basis. No supervisor shall order an employee to transport anyone in his privately owned vehicle.

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ARTICLE XXXIII. RULES OF THE EMPLOYER

All rules and regulations promulgated by the Employer for the proper and efficient operation of the public service shall be duly and conspicuously placed.

ARTICLE XXXIV. PERSONNEL FILE

Employees shall have the right to inspect and review their own individual personnel files upon request made to the Employer. The Employer recognizes and agrees to permit this review and examination at any reasonable time. Each employee shall have the right to define, explain or object in writing to anything found in his personnel file.

ARTICLE XXXV. UNIFORMS

Uniform Supply and Maintenance -

The County will provide such new uniforms to be issued to employees using the following P.B.A. proposed specifications or equivalent:

a. Pants: Material: 14-14½oz 65% Polyester, 35% Rayon Duro-Press Wash and Wear, Navy Blue in color with 1½ inch blue Cloth strip to extend from under the cuff, to over the pocket to the waistband. Front creases to be permanently sewn in. Pants will also have heavy-duty zipper.

b. Shirts: Tex Trop French Blue in color. Material: 100% Dacron and Polyester with sewn military creases. Metal buttons on pockets and epaulets. Material will be wash and wear

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Duro-Press. Shirt specifications will cover both long and short sleeve shirts.

c. Belts: Leather Garrison style with chrome buckle.

d. Ties: Navy Blue in color, 3 inch width

This uniform material will be issued in the following quantity: pants, two pair each; shirts, five each; belts, one each; ties, two each annually or as necessary.

Any uniform that is damaged beyond repair will be replaced by the County.

ARTICLE XXXVI. LEGALITY OF CONTRACT

Any provisions of this Agreement found to be in violation of any existing or future Local, State or Federal Law, shall be subject to renegotiation by the parties to insure that such provisions are not in contravention of any such aforementioned law. Only those provisions in dispute shall be affected; all other terms and conditions of this Agreement shall remain unaffected.

It is agreed that in the event any future legislation concerning the employees of the County of Burlington liberalizes employee benefits beyond those contained herein, either by mandatory or permissive act, said employee benefits involved shall be subject to immediate renegotiation.

This Agreement represents the complete and final understanding by and between the parties on all bargainable issues

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Mount Holly, New Jersey 08060*

which were or could have been the subject of negotiations.

IN WITNESS WHEREOF, the Sheriff of Burlington County, as a party hereto, has set his hand and seal hereto and the other parties hereto have caused this Agreement to be executed by their Director and President, respectively, attested, by the Clerk/Administrator and Secretary, respectively, and their seals to be hereto affixed this 14th day of January, 1980.

ATTEST:

P.B.A. LOCAL #249

Ronald W Entwistle
Secretary

By: Robert G. Bush
President

WITNESS:

Jean W. Hies

James P. Brennan (SEAL)
SHERIFF OF BURLINGTON COUNTY

ATTEST:

Charles T. Juliana
Charles T. Juliana
Clerk/Administrator

BOARD OF CHOSEN FREEHOLDERS OF
THE COUNTY OF BURLINGTON

By: Joseph W. Metzger
Director

Hartman, Schlessinger,
Schlessinger & Jacobson
A Professional Corporation
Attorneys at Law
129 High Street
Camden, N.J. 08102

SALARY RANGES

	<u>1980</u>	<u>1981</u>	<u>1982</u>
County Correction Lieut.	13,000-19,425	13,500-20,396	14,000-21,416
Chief I. D. Officer	13,000-19,425	13,500-20,396	14,000-21,416
County Correction Sgt.	12,000-18,375	12,500-19,294	13,000-20,259
Senior I. D. Officer	12,000-18,375	12,500-19,294	13,000-20,259
Co. Correction Officer	9,800-15,025	10,300-15,776	10,800-16,565
Identification Officer	9,800-15,025	10,300-15,776	10,800-16,565
Co. Correction Officer T.A.	8,900-14,070	9,400-14,774	9,900-15,513
Identification Officer T.A.	8,900-14,070	9,400-14,774	9,900-15,513

Minimums have been increased by \$500.00 each year and the maximums have been increased by 5% each year.