

THIS DOES NOT
CIRCULATE

01-00

EMPLOYMENT AGREEMENT

COUNTY OF ATLANTIC

AND

NEW JERSEY STATE PBA

LOCAL # 243

11/1/79 - 12/31/81

Sheriff's Office

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Institute of Management and
Labor

Oct 20 1979

RUTGERS UNIVERSITY

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the COUNTY OF ATLANTIC (herein referred to as "Employer")
and New Jersey State PBA, Local #243, representing the Sheriff's Office
of Atlantic County (hereinafter referred to as "EMPLOYEES")

WITNESSETH:

WHEREAS, the parties hereto have previously entered into Agreement
of Employment with respect provisions concerning wages, hours, and
terms and conditions of employment; and WHEREAS, the parties hereto
desire to extend the terms and provisions of the aforementioned Agree-
ment, as hereinafter modified;

NOW THEREFORE, in consideration of the premises and in consideration
of the mutual covenants herein contained, the parties hereto hereby
agree by and with each other as follow:

ARTICLE I-RECOGNITION

Employer hereby recognize Atlantic County PBA Local #243, as
the exclusive representative and bargaining agent for all its Sheriff's
Officers, Sheriff's Officers-Sergeants, Sheriff's Officer-Captains,
Identification Officers, and Senior Identification Officers and Chief
Identification Officers, for the purpose of acting as bargaining agent
for establishment of salaries, wages, hours and other conditions of
employment. This recognition, however, shall not be interpreted as
having the effect of abrogating the rights of Employees as established
under the Laws of 1968, Chapter 303. This Agreement shall not apply
to the Sheriff, the Undersheriffs, the Warden, or any other employees
of the Sheriff's Department, other than those specified herein.

ARTICLE II-PAYROLL DEDUCTION OF DUES

A. Employer agrees to deduct monthly membership dues in the
Atlantic County PBA Local #243 from the pay of those employees who
individually request in writing that such deductions be made. The
amounts deducted shall be certified to the Employer by the

Treasurer of the PBA, and the aggregate deductions of all Employees shall be remitted quarterly to the Treasurer of the PBA, together with a list of the names of all Employees for whom deductions were made, by the 10th day of the succeeding month after the deductions are made.

B. Any written designation to terminate the deduction of P.B.A. dues must be received in writing by the Employer, and the P.B.A., and the filing of such notice of withdrawal shall be effective to halt deductions as of the 1st day of the month next succeeding the date on which the notice of withdrawal is filed.

ARTICLE III -Seniority of Employees

A. Seniority is defined as an Employee's total length of service with Employer, beginning with his original date of hire.

B. An employee having broken service with the Employer (as distinguished from a leave of absence) shall not accrue seniority credit for the time when not employed by the Employer.

C. If a question arises concerning two or more Employees who were hired on the same date, the following shall apply:

(1) If hired prior to the effective date of this Agreement, seniority preference among such Employees shall be determined by the order in which such Employee are already shown on the Employer's payroll records, first name, first preference etc.

(2) For Employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in accordance with Civil Service Rules and Regulations.

D. Employer shall maintain an accurate, up-to-date seniority roster, showing each Employer's date of hire, classification, and pay rate, and shall furnish copies of same to the P.B.A. upon request.

ARTICLE IV - WORK SCHEDULES

A. Effective Jan. 1, 1979 all employees of the Sheriff's Department covered under this Agreement shall work a forty (40) hour week including a working lunch period. In addition, every employee will report for roll-call fifteen (15) minutes before the start of his/her regularly scheduled shift.

B. The regular starting time of work shifts will not be changed without reasonable notice to the affected Employees, and ~~without first discussing such changes and the needs for same with representatives of the P.B.A.~~ ^{(L) 5/16/79 (R) 5-16-79} This section shall not apply to call-ins, or overtime, and shall not be utilized to deprive any employee of cash valuation for overtime.

C. Such time or vacation time accumulated by any Employee shall be recomputed by the Employer as of the date of this Agreement to reflect a eight (8) hour work day for all Employers.

ARTICLE V - OVERTIME PAY

A. Overtime shall refer to any time worked beyond the regular hours of duty, as specified above and specifically includes any time in excess of eight (8) hours per day, or forty (40) hours per week. Overtime shall also include any Court appearance by Employee during other than his/her regular working hours on any given day, and also shall include time at approved staff meetings, approved shift meetings, approved departmental meetings, or approved training programs which occur during other than regular working hours.

B. Overtime shall be paid in cash, and shall be paid at time and one-half (1½) of the regular hourly rates of pay for each Employee. The hourly rate for overtime shall be computed at the basic work week of forty (40) hours per week.

C. Overtime shall be paid currently or no later than the second pay period after the overtime work is performed.

D. No Employee shall have his/her regular work week schedule or regular day off schedule changed for the purpose of avoiding payment of overtime. ~~No work shifts shall be changed without first having discussed such changes and needs for same with the P.D.A.~~ @ 5/16/79 PR 5-16-79

E. Where substitution of an officer is necessary, other officers of equal rank shall be contacted first within the same Division, in an attempt to secure said distribution and shall be included in overtime. An officer who is called into work at a title lower than his own shall receive overtime at the rate of pay applicable to his/her own title.

F. Employer shall not reduce the work crew for the purpose of avoiding payment of overtime. This shall not infringe upon the Employer's right to eliminate positions for economy reasons, subject to the rules and regulations of the Civil Service Commission.

ARTICLE VI CALL IN TIME

A. Any Employee who is requested to and does return to work during periods other than his/her regularly scheduled shift shall be paid overtime at time and one-half (1½) with a minimum guarantee of four (4) hours.

ARTICLE VII HOLIDAYS

A. The following holidays are recognized as paid holidays within the County:

- 1) New Year's Day
- 2) Martin Luther King's Birthday
- 3) Washington's Birthday
- 4) Lincoln's Birthday
- 5) Good Friday

- 6) Memorial Day
- 7) Fourth of July
- 8) Labor Day
- 9) Columbus Day
- 10) Veteran's Day
- 11) General Election Day
- 12) Thanksgiving Day
- 13) Christmas Day

B. Holidays which fall within an Employee's vacation period shall not be counted against vacation time.

C. Holidays which fall on Saturday shall be celebrated on the preceding Friday. Holidays which fall on a Sunday shall be celebrated on the following Monday.

D. Employees who are requested to work on a recognized County holiday shall receive, in addition to their holiday pay, time and one-half (1½) their regular straight time hourly rate of pay for all hours worked.

ARTICLE VIII-Personal Days

Effective Jan. 1, 1979 all employees covered under this Agreement shall be entitled to one (1) Personal day off annually.

ARTICLE IX - CLOTHING ALLOWANCE

Effective Jan. 1, 1979 up to and including Dec. 31, 1980 all County Employees covered by this Agreement shall be given \$250.00 per year clothing allowance. Effective Jan. 1, 1981 this allowance shall be increased to \$350 per year. This allowance is to be paid on or about November 15th of each year.

uniforms shall be supplied at Employer's expense, and in sufficient quantities, but no less than three (3), of each item, to allow for changes and cleaning.

ARTICLE X - SALARY INCREASES

A. Effective Jan. 1, 1979, all employees covered by this Agreement, on the County payroll as of Dec. 31, 1978, shall be granted the following across the board increases to 12/31/78 base salary:

1-1-79 Ten (10) per cent

1-1-80 Nine and One Half (9½) per cent

1-1-81 Ten (10) per cent

Those increases negotiated for 1979 shall be retroactive to Jan. 1, 1979.

B. Refer to Appendix "A" (Attached) for current annual salaries and annual salaries through 1-1-81.

Refer to Appendix "B" (Attached) for annual starting salaries for all titles covered under this agreement.

ARTICLE XI SPECIAL DUTY PAY

Effective Jan. 1, 1979, Correction Officers only will receive a \$650 flat special duty allowance each on the first of each year up to Dec. 31, 1981. This allowance will eliminate the shift overlap payment and will require that the Employee report for roll call fifteen (15) minutes before the start of the scheduled shift. In addition, Identification Officers, Senior Identification Officers and Chief Identification Officers will receive \$500 added to their base pay on the first day of each year up to Dec. 31, 1981.

ARTICLE XII EDUCATIONAL ALLOWANCE

Effective Jan. 1, 1979, the Educational Allowance existant in all prior Agreements will become null and void and will remain so until this Agreement expires effective Dec. 31, 1981.

ARTICLE XIII SICK LEAVE

Permanent employees shall be entitled to the following sick leave with pay as accrued:

A. One working day sick leave with pay shall accrue for each month of service from the date of appointment up to and including December 31st, of that year, and fifteen (15) days sick leave with pay for each Calendar year thereafter, accrued on the basis of one and one-quarter (1 $\frac{1}{4}$) working days per month. If any permanent employee requires none or a portion only of such allowable sick leave for any calendar year, the amount of such leave NOT taken shall accumulate to his/her credit from

year to year, and he/she shall be entitled to such accumulated sick leave with pay, if and when needed.

B. Sick leave for purposes herein defined means an employee's absence from duty because of personal illness by reason of which such employee is unable to perform the usual duties of his/her position, exposure to contagious diseases, and a short period of emergency attendance upon a member of his/her immediate family critically ill and requiring the presence of the employee.

An employee shall not be reimbursed for accrued sick leave at the time of resignation or termination of his/her employment.

C. If an employee is absent for five (5) consecutive working days, for any of the reasons set forth in the above, the Sheriff shall require acceptable evidence. The nature of the illness and the length of time the employee will be absent shall be stated on the doctor's certificate provided by the County. If a pattern of sick days evolves for any particular employee, the County may likewise require acceptable evidence.

D. An Employee who does not expect to report to work because of personal illness, or for any reasons herein defined as sick leave shall notify his/her immediate supervisor or duty Sergeant, by telephone or by personal message at least two (2) hours before the start of the scheduled shift.

C. Temporary employees working for the County shall be entitled to the following sick leave with pay as accrued:

(1) One (1) working day's sick leave with pay for each month served per year during such temporary full-time employment.

(2) Employees on a daily, or seasonal basis are not eligible for sick leave.

ARTICLE XIV LEAVES OF ABSENCE

A. Service credit shall continue to accrue during paid leaves of absence provided under this Agreement, but shall not accrue during unpaid leaves of absence except for Military Leave. However, the employee shall be entitled upon his/her return from leave of absence without pay, to all service credits earned up to the date his/her leave commenced.

B. Leaves of absence for employees may be granted as provided in Civil Services Statutes and rules and regulations except as otherwise noted herein.

C. A permanent employee holding a position in the classified service who is temporarily (mentally or physically) incapacitated and unable to perform his/her duties or for any reason considered valid by the Sheriff, desires to secure leave from regular duties, may with the approval of the Sheriff, be granted a special leave of absence without pay for a period not to exceed six (6) months which may be extended for an additional six months with the approval of the Sheriff.

Any employee seeking such special leave without pay shall submit his/her request, in writing, stating the reasons why the request should be granted, the date when he/she desires the leave to begin, and the probable return date to duty.

D. MILITARY LEAVE

Any permanent employee who is a member of the National Guard or Reserve of the Military or Naval Forces of the United States and is required to undergo field training, shall be granted a leave of absence with pay for the period of such tour of duty. This leave shall be in addition to annual vacation leave, provided the employee presents the official notice prior to the effective date of such leave. Such duty is not to exceed two (2) weeks during any

given year.

Permanent employees shall be granted a leave of absence without pay for the purpose of entering upon active duty with the Armed Forces of the United States, or with any organization authorized to serve herein, or with the Armed Forces of the United States in time of war or emergency or pursuant to or in connection with the operation with any system or selective service. Employees having only temporary status who enter on active duty with the Armed Forces of the United States shall be regarded as having resigned.

E. MATERNITY LEAVE

Employees shall be eligible for maternity leave.

All permanent employees of the County who become pregnant shall be granted Childbirth (maternity) leave upon request as follows:

An employee shall submit written notification to her immediate supervisor stating the anticipated duration of the leave of absence at least two (2) weeks in advance, if circumstances permit. Such leaves shall be granted for a period of time not to exceed six (6) months. Upon the request of the employee and at the discretion of the Sheriff, maternity leaves may be extended or renewed for a period not to exceed six (6) months. In no case shall the total amount of leave exceed twelve (12) months.

In no case shall the employee be required to leave prior to childbirth unless she can no longer satisfactorily perform the duties of her position. Such determination shall be made by her physician.

While an employee is on maternity leave, the duties of her position shall either be performed by remaining staff and the position kept vacant or they shall be performed by a temporary employee.

Every employee has the right to return to the SAME POSITION

in the same classification she held before going on maternity leave.

Upon return from maternity leave, an employee shall retain all seniority and pension rights that had accrued up to the time of her leave, but these rights SHALL NOT accrue during the approved maternity leave without pay.

An employee who is on maternity leave without pay is entitled to use accrued sick leave for the period that she is unable to work as certified by a physician, and all accrued annual leave. All other periods of leave related to maternity leave shall be carried over until her return. An employee shall not earn annual and sick leave while she is on maternity leave without pay.

F. BEREAVEMENT LEAVE

A leave of absence with pay, up to three days (3) shall be granted to a permanent employee desiring such leave because of a death in the immediate family as hereinafter defined:

- (1) Mother or Father
- (2) Mother-In-Law or Father-In-Law
- (3) Brother or Sister
- (4) Spouse
- (5) Children of Employee or Step-Children
- (6) Grandmother or Grandfather

G. ABSENCE WITHOUT LEAVE

NJCS 4:1 - 17.23

(1) Any unauthorized absence of an employee from duty shall be an Absence without Leave and is cause for disciplinary action.

(2) Leave granted for a particular reason and used for a purpose other than that for which such leave has been granted, shall be an unauthorized absence and may be cause for disciplinary action.

H. VACATIONS

A. All full time County employees, except seasonal employees, shall be entitled to the following annual vacation with pay as accrued and based upon years of service:

0 - 1 Year	=	1 Day Per Month
1 - 5 Years	=	15 Days Annually
6 - 12 Years	=	18 Days Annually
12 - 20 Years	=	21 Days Annually
Over 20 Years	=	25 Days Annually

Vacation pay shall be paid at the employee's regular straight time rate per their job classification.

Vacations shall be scheduled and granted for periods of time requested by the employee subject to the Sheriff's responsibility to maintain efficient operations. If the nature of the work makes it necessary to limit the number of employees on vacation at a given time, the employee with the greatest seniority (as it relates to total years of service with the Employer) shall be given his/her choice of vacation periods.

If a holiday occurs during the week in which vacation is taken by an employee, the day shall not be changed to annual leave.

An employee who becomes ill during his/her vacation will not be charged vacation leave, but rather SICK LEAVE for the period of illness provided he/she furnishes satisfactory proof of such illness to the Sheriff upon his/her return to work.

Any employee separated from the service of the Employer for any reason prior to taking his/her vacation shall be compensated in a lump-sum for the unused vacation he/she has accumulated up to the time of separation at HIS/HER CURRENT RATE OF PAY.

A. INSURANCE

There shall be no change in the Group Hospital Medical Plan presently maintained and paid by the County of Atlantic on behalf of the employees except in the case of a new plan that is equivalent or better and agreed to by the Union.

Insurance shall include Blue Cross, Blue Shield, Rider J, and Major Medical coverage for all employees and their dependents. Employees become insured on the first of the month following the date that two (2) months of continuous service with the County have been completed. Employees who initially refuse coverage with the County group will have the opportunity to join during the annual open enrollment period each January; also during this time, enrolled employees can add dependents on their coverage.

When an employee goes on a leave of absence without pay, the coverage of that employee and his/her dependents will be terminated, unless the employee reimburses the County in full for the premiums due during the leave of absence before taking the leave. Employees can then reenroll with the County group upon returning to work. The maximum period where this situation can exist is three months.

B. When an employee is injured and such injury arises out of and in the course of his/her employment, said employee will be entitled to Workmen's Compensation benefits as provided for under the County's Workmen's Compensation Plan.

(1) Any employee absent as the result of a work-related injury up to seven (7) calendar days will receive payment for all his/her medical bills from the injury but will receive no Workmen's Compensation payment from the insurance company.

Employees may use his/her earned sick leave / vacation time to receive payment for the first seven (7) calendar days.

(2) Any employee out more than seven (7) calendar days will receive Workmen's Compensation payments retroactive back to the

... day. ... medical bills connected with the injury

will be paid by the Workmen's Compensation Carrier.

(3) Workmen's Compensation payments are computed at two-thirds (2/3) of the employee salary up to a maximum to be determined by the State of New Jersey Worker's Compensation Commission.

(4) Any employee out on a Workmen's Compensation claim, who does not choose to use their earned sick leave/vacation during the first seven (7) calendar days of absence will receive no pay for that period.

(5) It is imperative, with this program, that all accidents be reported immediately and that the proper forms be filled out and sent to the Insurance Manager, Division of Finance. Delay in filing the accident report will result in a similar delay in processing any payments that may be due under Workmen's Compensation.

(6) Should an employee be entitled to Workmen's Compensation benefits, they will still continue to accrue sick and vacation time in accord with the appropriate Union agreement.

(7) An Employee who is entitled to Workmen's Compensation benefits will be paid for the entire day on which the injury occurred. Sick or vacation time will not have to be utilized for that day.

(8) An employee who is injured will be paid up to three (3) hours for visiting the County physician upon the advice of the County Insurance Manager or other authorized personnel.

(9) The County will continue to provide pension payment while the employee is receiving Workmen's Compensation benefits.

ARTICLE XVI GRIEVANCE PROCEDURE

A. A grievance is defined as anything concerning the interpretation, application or violation of policies, agreements, and administrative decisions affecting employees covered by this Agreement.

B. All grievances shall be filed and processed through PBA Local 243. The following steps shall be observed:

STEP 1

The grievance shall be submitted in writing to the immediate supervisor of the grievant within ten (10) calendar days of the occurrence of the grievance. The immediate supervisor shall submit a written answer to the local representative of the grievant within seven (7) calendar days of the submission date.

STEP 2

If the grievance is not satisfactorily adjusted at Step 1, the Local may appeal to the Undersheriff(s) within five (5) calendar days after the receipt of the written answer in Step 1. The Undersheriff (s) will review the grievance and answer and submit his position in writing within five (5) Calendar days of submission to Step 2.

STEP 3

If the grievance is not satisfactorily adjusted at Step 2, the Local may appeal to the County Sheriff within five (5) Calendar days after receipt of the written answer in Step 2. The County Sheriff shall submit a written answer to the grievance within five (5) Calendar days after submission to Step 3. The County Sheriff's decision shall conclude the grievance procedure. Policy grievances affecting substantial numbers of employees covered by this Agreement may proceed directly to the Third Step of the Grievance Procedure.

ARTICLE XVII-TRAINING AND SECURITY

A. Employer shall arrange for the State Department of Institutions and Agencies to have the Correction Officers receive the same training given to Officers employed in the State Prison. Such training shall be received within one (1) year of permanent appointment, and shall include self-defense, handling of group disturbances, and/or riots, and other subjects related to duties

of jail and prison management. Such training shall be for a period of not less than three (3) weeks in duration, and shall include a minimum of forty (40) hours per year in service or other law

enforcement training. Employer shall supply all equipment for all such training pursuant to this paragraph. All Sheriff's Officers shall satisfactorily complete said training program.

B. A health and safety inspection, with written results filed with the Sheriff, the Undersheriff in charge of the Jail, and the P.B.A. shall be carried out at least once each month by the Warden.

ARTICLE XVIII - FRINGE BENEFITS

A. When an Employee is injured on duty / in the line of duty, they shall be paid their full salary for the period of one (1) year from the date of the onset of such disability, and the Employer shall be subrogated

to any Workman's Compensation disability benefits accrued by the Employer. Thereafter, in the event of continued disability, the Employer shall be entitled to such benefits as are provided for by law.

B. A thorough medical examination will be given all personnel at the Employer's facilities upon hiring. Employer shall also make available to each employee a physical examination at least once annually upon the request of the Employee or the Employer.

C. The Employer shall hold each Employee harmless from any loss, claim a liability to any third person or persons arising out of any reasonable action or failure to act by any Employee in the course of his employment. Employer shall reimburse any Employee for all necessary and reasonable expenses, including legal fees, incident to the defense of any such claim. The Employer reserves

the right, however, to provide legal counsel for any Employee for the defense of any such action.

ARTICLE XIX NON-DISCRIMINATION

The COUNTY and the UNION agree that the provisions of this Agreement shall apply equally to ALL employees and that there shall be no intimidation, interference or discrimination because of age, sex, marital status, race, color, creed, national origin, political affiliation/activity, private conduct or union activity which is permissible under law.

ARTICLE XX - SAFETY, HEALTH AND ADMINISTRATION

The Employer shall at all times maintain safe and healthful working conditions, and will provide Employees with any wearing apparel, tools or devices reasonably necessary in order to insure their safety, health and security.

ARTICLE XXI - MANAGEMENT RIGHTS

A. It is the right of the Sheriff to:

- 1) determine the standards of selection for employment according to Civil Service Rules and Regulations;
- 2) direct his employees
- 3) maintain the efficiency of his operations;
- 4) take all necessary actions to carry out his mission in emergencies; emergencies to be construed as Acts of God;
- 5) exercise complete control and discretion over his organization and the technology of performing his work;
- 6) schedule employee work hours, pursuant to the terms of this Agreement.

B. It is understood and agreed that the Sheriff, at his sound discretion, possessess the right, in accordance with applicable laws,

to manage all operations including the direction of the working force and the right to plan, direct and control the operation of all equipment and other property of the Sheriff's Department, except as modified by this Agreement.

Matters of inherent managerial policy are reserved exclusively to the Sheriff. These include, but shall not be limited to, such areas of discretion or policy as the functions and programs of the functions and programs of the Sheriff. (standards of service, the overall budget, utilization of technology, the organizational structure and selection and utilization of personnel.)

The listing of specific rights in this Article is not intended to be nor should be considered restrictive or a waiver of any of the rights of management not listed herein.

C. DISCIPLINE

- 1) Disciplinary action shall be imposed upon on employee only for failing to fullfill his/her responsibilities pursuant to their approval Civil Service Job Description, and he/she will be held accountable for work performed while on duty. Any disciplinary action or measure imposed upon an employee may be processed as a grievance through the regular grievance procedure.
- 2) If the immediate supervisor has reason to reprimand an employee, it shall be done in a manner that will not embarass the employee before other employees on the public.
- 3) The Sheriff shall not discharge an employee without just cause. An employer may be discharged if such employee is jeopardizing the health and safety of other employees. If any discharge takes place, the employee shall be notified pursuant to Civil Service Rules and regulations and the

employee shall have the right to invoke the grievance procedure.

ARTICLE XXII LONGEVITY

Effective Jan. 1, 1982 the following longevity provisions will apply to all Employees covered by this Agreement:

LENGTH OF SERVICE	PER CENT
6yrs. TO 10yrs.	2%
11yrs. TO 15yrs.	4%
16yrs. TO 20yrs.	6%
20yrs. PLUS	10%

ARTILCE XXIII DURATION AND TERMINATION

This Agreement shall be effective as of January 1, 1979 and shall remain in full force and effect until December 31, 1981.

It shall be renewed automatically from year to year thereafter, unless either party shall notify the other in writing sixty (60) Calendar days prior to the expiration date, that it desires to commence negotiations.

In the event such notice is given, negotiation shall begin no later than thirty (30) days prior to the expiration date; this Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the proceeding paragraph.

Negotiations shall commence no later than December 1, 1981 for the succeeding Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed in their behalf by there proper officers and the proper seals to be affixed this 16 day of MAY, 1979.

FOR ATLANTIC COUNTY

Charles D. Worthington
Charles D. Worthington
County Executive

Mario Floriani
Mario Floriani
County Sheriff

FOR PBA#243

John E. Francis
John E. Francis
Chairman

Paul Kronk
Paul Kronk
President

ATTEST:

Albert V. Ruggiero
Albert V. Ruggiero
Director, Central Services

STARTING SALARIES FOR ALL POSITIONS COVERED UNDER THIS AGREEMENT
ARE AS FOLLOWS:

JOB TITLES	1979	1980	1981
Chief ID Officer	17,116	18,594	20,150
County Correction Lt.	15,799	17,163	18,599
County Corrections Offer.	10,651	11,571	12,539
County Corrections Sgt.	14,441	15,688	17,001
ID Officer	14,441	15,688	17,001
Sheriff Officer	10,651	11,571	12,539
Sheriff Officer Lt.	15,799	17,163	18,599
Sheriff Officer Sgt.	14,441	15,688	17,001
Sr. ID Officer	15,799	17,163	18,599
ID Clerk	9,683	10,603	11,571

COUNTY OF ATLANTIC
OFFICE OF THE SHERIFF
MAYS LANDING, NEW JERSEY 08330

MARIO F. FLORIANI
SHERIFF

TELEPHONE
Area Code 609
641-0111
626-2276

May 14, 1979

Mr. Albert Ruggiero
Personnel Director
County of Atlantic
Guarantee Trust Building
Atlantic City, NJ 08401

Dear Al:

As per our telephone conversation, listed below are the permanent sheriff's officers (corrections), assigned to the jail, who are entitled to receive the \$650.00 increase.

Sgt. Margaret Adams
Sgt. Anthony DeFelice
Sgt. William Hudgins

* S/O Kenneth Ausborn
S/O Anthony Branca (LAW)
* S/O John Francis
S/O George Glaser
S/O Richard Hirl
S/O Robert Hudson
S/O Jean Juliano
S/O John Mazetis
S/O James McLaughlin
S/O Barbara Turner

* These officers must receive monies prorated, reflecting the time they worked in the jail, from January 1, 1979 through April 16, 1979.

Sincerely,



Mario F. Floriani
Sheriff