

Contract Agreement
between the
Cumberland County Prosecutor



and
Policeman's Benevolent Association
Local #396

Representing the Line Officers
of the Cumberland County Prosecutor's Office

January 1, 2019 through December 31, 2023

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ARTICLE 1

PREAMBLE

This agreement made on this 29th Day of May 2019 by and between the Cumberland County Prosecutor's Office, hereinafter referred to as the "Employer" and the Cumberland County Prosecutors Office Policeman's Benevolent Association Local 396 representing the investigators/detectives, hereinafter referred to as the "PBA", "Investigators", "Detectives" or "Employees".

ARTICLE 2

RECOGNITION

The Employer recognizes the PBA as the exclusive majority representative for the purpose of collective negotiations regarding the terms and conditions of employment of the sworn law enforcement personnel, for the Detectives of the Cumberland County Prosecutor's Office.

ARTICLE 3

AGENCY SHOP

1. The Employer agrees to deduct monthly membership dues for the PBA, from the pay of those who request in writing that such deductions be made. The amounts to be deducted will be certified to the employer (or his designee in this matter) by the treasurer of the PBA, and the aggregate deductions of all employees will be remitted after each pay period in which the deductions were made to the treasurer of the PBA, together with a list of the names of all employees for whom the deductions were made. It is understood that such authorization will remain in effect for the term of this agreement, providing it does not contravene any law.
2. Any written designation to terminate the dues deduction of the PBA, and the filing of such notice will be effective to halt full deduction as of the first pay period next after the date on which the notice of withdrawal is filed. Thereafter, deductions will be made in the amount not to exceed eighty five percent (85%).
3. The Employer (or his designee in this matter) agrees that upon request it will deduct dues for individuals and pay such to the PBA as per N.J.S.A. 52:14-15.9e.

Union Security Clause: Employees represented by this collective bargaining unit may not request payroll deduction for the payment of dues to any other labor organization other than the duly certified majority representative. Existing written authorizations for payment of dues to any other labor organization shall be terminated.

ARTICLE 4

MANAGEMENT RIGHTS

Except as modified by law or otherwise negotiated by the Employer and the PBA, the rights of the Employer and the PBA shall be respected. The Employer and the employees, as defined, shall maintain all of the statutory rights as defined in N.J.S.A. 2A:157-10 (attached). As stated, the employer retains the right to hire, direct and assign the working force, to plan direct and control operations, to introduce new or improved methods of operation and in all respects carry out the ordinary and customary functions of management as allowed by law and this agreement.

ARTICLE 5

STANDARD OPERATING PROCEDURES

In accordance with the Employer-Employee Relations Act, the Employer shall review and discuss with the PBA new and/or modified Standard Operating Procedures that affect the PBA. However, the Employer shall retain the right, consistent with Article 4, Management Rights, to approve and implement Standard Operational Procedures.

ARTICLE 6

WAIVER CLAUSE

The parties agree that all negotiable items have been negotiated and that this agreement constitutes the full agreement of the parties on those items.

ARTICLE 7

WORK CONTINUITY

The PBA agrees that, for the life of this contract, there will be no strike, slow down, sick out or other similar concerted action, nor will there be any individual action, the purpose of which is to induce the Employee to engage in such prohibitive activity.

ARTICLE 8

SEVERABILITY

1. Should any provision of this agreement be held unlawful or unenforceable by any court of competent jurisdiction, severing of such provision will occur. However, severing will only occur after action by a tribunal of highest appeal, if sought.

2. Any severed provision of this agreement will be subject to immediate renegotiation by the parties to the end of insuring that such provisions are valid within the framework of the law. Only those provisions in dispute will be effected. All other items and conditions of this agreement will remain in effect.

ARTICLE 9

GRIEVANCE PROCEDURE

1. Definitions:

A. **Grievance** - an allegation by an Employee that a specific provision of this agreement has been violated.

B. **Employee** - any member of this bargaining unit.

C. **Employer** - The Cumberland County Prosecutor

2. Purpose:

A. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions 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.

B. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration; and to have the grievance adjusted without the intervention of the PBA. The disposition of the grievance shall be provided to the PBA in writing within ten (10) business days. If a settlement agreed to between an employee and the administration is made without the intervention of the PBA in a non-disciplinary grievance and it violates the terms and conditions of this Agreement, it shall be void. As such, the PBA has the discretion to file a grievance under this article to seek a determination as to whether such action is or is not void.

3. Presentation:

The majority representative or his designee shall have the right to present his grievance on his own, or by an attorney, or to designate a representative of the PBA to appear with him accordance with the following steps:

STEP 1 - The majority representative or his designee will deliver a written and signed grievance to his/her Chief within ten (10) business days of the occurrence of the grievance. The Chief shall render a written decision within ten (10) business days after receipt of same.

STEP 2 - In the event a satisfactory settlement has not been reached through Step 1 procedures, the employee may file a written signed grievance with the Prosecutor, or his designee, within five (5) business days following the receipt of the decision at Step 1. The Prosecutor shall issue a written decision within twenty (20) days of the filing of the grievance at this level.

STEP 3 - In the event that the aggrieved person is not satisfied with the decision of the County Prosecutor, the aggrieved person or the PBA, on his/her behalf, has fifteen (15) business days within which to notify the Prosecutor, in writing, of his/her intentions to file for binding arbitration.

A. The arbitrator shall be selected in accordance with the rules and regulations of the New Jersey Public Employment Relations Commission (PERC).

B. The arbitrator's decision shall be in writing and shall not be issued later than thirty (30) calendar days after the close of the hearing. The decision shall set forth the Arbitrator's findings of fact, reasons and conclusions on the issue or issues submitted.

C. The cost for any services incurred for the Arbitration procedure shall be borne equally by the Employer and the PBA. All other expenses incidental to and arising out of arbitration shall be paid by the party incurring same.

D. The arbitrator's decision will be final and binding on both parties.

The time limits specified in the grievance procedure shall be construed as maximum limits. However, these may be extended upon mutual agreement between the parties in writing.

ARTICLE 10

MINOR DISCIPLINE CLAUSE

Discipline for penalties which, at minimum, involve a one-day suspension without pay are able to be sent to arbitration. The arbitrator will be decided by both the parties (Employee and Employer). In the absence of an agreement, such agency shall be the New Jersey Public Employment Relations Commission.

ARTICLE 11

RATES OF PAY

1. It is jointly recognized by the PBA and the employer that retention of current employees and the recruitment of future employees is crucial to maintaining the core function of the Employer.

2. See Attachment A. Detectives shall be placed on the guide as per Attachment A. Investigators will advance to the next "Level" of the pay scale as of January 1 of each new year.

3. Newly hired employees with no law enforcement experience will be started at the "Recruit" level.

a. Upon graduation from a certified police academy, or the Division of Criminal Justice Academy, said employees will advance to the "Level 1" stage of the salary guide.

4. Newly hired employees with law enforcement experience may be placed on a "Level" that is commensurate with their degree of expertise. However, that actual "Level" cannot exceed the new employee's total number of years in the law enforcement field. (I.e., three years in a police department can be hired no higher than "Level 3" of the salary scale).

A. The Employer will be the sole determiner of the salary level at which the employee is hired.

5. Once established at a specific "Level" on the salary scale, no investigator will be advanced to a higher pay scale, other than the guidelines established in paragraph 2 of Article 11.

6. An investigator can be restricted from advancing to the next higher salary "Level" only upon documented proof of significant poor work performance and/or disciplinary issues. Such restriction will be done only at the demand of the Employer, and in accordance with NJSA 2A:157-10. If such employee is subsequently cleared of these issues they will be advanced to the appropriate "Level" and will be paid any back salary not received as the result of the action.

7. Employees who retire or are promoted during the term of this agreement are eligible for retroactive payments.

ARTICLE 12

HOURS OF WORK

1. The normal work week shall consist of forty (40) hours, Monday through Friday. The regular tour of duty shall consist of eight (8) hours from 8:30am to 4:30pm inclusive of a one hour paid lunch. The Organized Crime Bureau personnel work hours will be determined by the Task Force Commander or his/her designee. Temporary or permanent changes in scheduling (i.e., 10-hour shifts, 12-hour shifts, etc.) can be made only with the approval of the Prosecutor and/or his designee, and with the approval of authorized

representatives of the PBA. Such changes will be requested and approved in writing by the required parties.

2. No employee shall have his or her regular tour of duty or regularly scheduled days off changed without a minimum of 36 hours notice, unless there is a bona fide emergency. The employee shall be given the opportunity to discuss the change with the prosecutor or his designee.

3. No employee shall be required to split hours to avoid overtime.

ARTICLE 13

OVERTIME

1. Overtime shall be paid for all time worked in excess of forty (40) hours per week or excess of eight (8) hours in one work day, and will be calculated at the rate of one and one-half (1-1/2) times the employees regular hourly rate. Vacation leave, holiday leave, sick leave and personal leave time shall count toward the "forty (40) hours worked" overtime compensation requirement.

2. When an employee is required to report to, or leave from, a location different from his/her normal work station, causing travel time in excess of normal travel time, he or she will receive overtime compensation commensurate with that excess time. This provision will apply only to work assignments and investigations, but not to schools, seminars, or training.

3. Employees may elect to take compensatory time in lieu of overtime pay. The time will be awarded as one and one half hours (1-1/2) for each hour overtime worked, except as outlined in Article 13, Section 6: Holiday Overtime.

4. Call In: With the exception of regular on call duty (Article XIV, Section 5), any employee who is required to and returns to work during periods other than the normal tour of duty shall be paid a minimum of four (4) hours at the appropriate rate as set forth above. Any hours worked in excess of four (4) hours shall be paid at the appropriate rate hour for hour.

5. On Call Pay: Each employee performing on call duty shall receive eight (8) hours of straight time pay for the week that he or she is on call. When called back to duty while on call, he or she will be paid hour for hour at the appropriate rate, with a minimum of one (1) hours pay.

6. Holiday Overtime: Employees will not receive compensatory time for work performed on a designated holiday. Such employees will only receive financial compensation at the

rate of two (2) times their normal rate of pay for all hours worked, and their normal salary for said day, during holidays outlined in Article 14, Section 1.

ARTICLE 14

HOLIDAY LEAVE

1. All employees will receive the following days recognized as paid holidays:

New Years Day
Martin Luther King Day
President's Day
Good Friday
Memorial Day
July 4th
Labor Day
Columbus Day
Veterans Day
General Elections Day
Thanksgiving Day
Christmas Day

2. Holidays that fall on a Saturday will be celebrated on the preceding Friday. Holidays that fall on a Sunday will be celebrated on the following Monday.

3. When the employer declares, by formal action, a holiday for all employees, those employees who are required to work will be paid in accordance with the overtime provision outlined in Article 13, Section 6.

4. Because Lincoln's Birthday is not a Court Holiday designated by the Superior Court of New Jersey and because Court is therefore in session on Lincoln's Birthday, it shall be deemed a regular work day.

ARTICLE 15

EMERGENCY DAYS

Whenever the Employer, for weather or other reasons, deems an emergency day off and requires that no employees report to work, those employees will be paid the regular days' pay, and will not be required to use personal time off, (i.e., vacation, personal, compensatory, or sick time). Any employee(s) required to report for work during an emergency closings day will be reimbursed no more than eight hours of compensatory time off. Any time beyond the eight hours, within the time period of the emergency day, will only receive financial compensation at the negotiated overtime rate of pay.

ARTICLE 16

VACATION LEAVE

1. Vacation time will be converted to the hourly format currently in use by Cumberland County. Vacation time will be deducted on an hour-for-hour basis.
2. Annual vacation leave shall be granted in accordance with the currently established procedures unless the vacation allotment is otherwise granted under Paragraph 3 of this section. In any calendar year that vacation leave, or any parts thereof, is not granted by pressure of work, such vacation leave, or part thereof not granted, shall accumulate and shall be granted during the following calendar year. No more than five (5) days may be carried over without the specific approval of the Prosecutor. Maximum carry over will be twelve (12) days in one year.
3. Vacation Scale: **SEE ATTACHMENT B**

ARTICLE 17

SICK LEAVE

1. Each employee will be granted annual sick leave as follows: One and one-quarter (1 1/4) working days sick leave with pay for each month of service from and after the date of first appointment and fifteen (15) days each calendar year thereafter. All earned and unused sick leave shall accumulate during the entire tenure of the employee and shall be available for use, with pay, when needed.
2. Sick time shall be converted to the hourly format currently in use by Cumberland County. Sick time will be deducted on an hour-for-hour basis.
3. Any employee who does not expect to report and is utilizing a sick day will notify his/her immediate supervisor by telephone or message at least thirty (30) minutes before the beginning of the tour of duty is to begin.
4. When a PBA unit member retires from the Employer with twenty-five (25) years of service in a credited New Jersey locally or state administered pension system, retires on a disability pension or who is compelled to resign or retire because of legal age limitations and who has fifteen years of service with the Cumberland County Prosecutor's Office, the unit member shall be paid for fifty (50%) of all accumulated and unused sick time not to exceed \$15,000. The rate of pay for this sell back shall be the employee's hourly rate of pay at the time of retirement/separation. The Employer must be notified in writing by November 15th of the year preceding the employee's anticipated year of retirement so sufficient funds can be appropriated in the following annual budget. Employees who voluntarily resign are not eligible for benefits under this section.
5. Employees transferring from one position to another with Cumberland County will

retain all accumulated leave time earned.

6. If any employee is absent for more than five (5) consecutive working days due to illness the employer may require acceptable evidence on the prescribed form. Absence from duty without departmental approval for more than five (5) days can result in disciplinary action as allowed by law.

7. Sick leave shall run concurrently with any leave taken/granted under the FMLA or the NJFLA.

ARTICLE 18

OTHER LEAVES OF ABSENCE

Leaves of absence for Employees shall be granted as provided in the NJ Civil Service Statutes and Rules and Regulations.

1. **Personal Leave:** Each employee shall annually receive four (4) personal leave days with pay. Personal leave days shall not accumulate year to year and if not used will be lost for that year. Employees must notify his or her supervisor at least thirty (30) minutes prior to the tour of duty when using a personal day. Denial of personal days is not allowed when the following reason is given:

- A. Emergencies
- B. Observation of religious day or celebration
- C. Business that is protected under New Jersey and Federal Laws

Personal leave **MAY** be taken in conjunction with other types of paid leave.

2. **Military Leave:** Military leave shall be granted to any employee in accordance with current New Jersey State and Federal Laws and in compliance with Cumberland County Policy No. 2.06 dated 8/11/94, providing that such policy is consistent with current laws.

3. **Funeral Leave:** Each employee will be granted a leave of absence, not exceeding three (3) days per occurrence because of the death of a PBA unit member's immediate family defined as mother, father, son, daughter, husband, wife, as well as any other member of the family living in the same household with the employee. A leave of absence not exceeding three (3) days per occurrence because of death shall be granted for all other family members defined as grandmother, grandfather, stepmother, stepfather, stepdaughter, stepson, brother, sister, mother-in-law, father-in-law, nieces and nephews. Where funeral services take place out of State, the leave of absence shall not exceed four (4) working days.

4. **Legal Leave:** An employee shall be given time off with pay when performing jury duty or when commanded to appear as a witness before a Legislative Committee in connection with the performance of duty as an employee.

5. **Special Leave of Absence:** An employee in the PBA unit who is temporarily mentally or physically incapacitated to perform his/her duties may be granted a special leave of absence without pay.

A. Request for this type of leave shall be submitted to the Chief in writing not less than two weeks in advance of the date for which such leave is desired, except in the event of an emergency. The request will state the reasons for the leave and the time requested. Confidentiality will be at the request of the employee

B. A Leave of Absence will only be approved if the employee has no sick, personal, compensation, or vacation days available.

C. Special Leave, if granted by the Employer, cannot exceed six (6) months.

D. Upon return from an approved Leave of Absence, the employee shall assume his/her prior seniority rights.

E. When an employee is granted a special leave of absence, without pay, no benefits will accrue. The time the employee is on leave does not count for his/her time "on the job." No vacation, personal, sick or other personal leave days will accrue during this time frame. Also, while on a Special Leave, this time will not be counted toward the employee's longevity.

F. Health benefits cease while on a Special Leave of Absence. Employees, may at their option, pay for these benefits for a period not to exceed six months. It shall be the employee's responsibility to make arrangements with the Cumberland County Administration.

6. **Family Leave Act:** An employee shall be permitted to take a leave of absence within the parameters of the current Family Leave Act in any given year of this contract.

ARTICLE 19

WORKER COMPENSATION

1. When an employee is incapacitated because of an occupational injury or disease (as determined by a physician designated by the Employers worker's compensation administration), the employee will be paid their full base salary for the initial thirty (30) days of job related disability.

2. If the employee remains incapacitated due to an occupational injury or disease beyond the initial thirty (30) day period he or she will be entitled to workers' compensation benefits as set forth by New Jersey Statute (NJSA 34:15-1 et al.). The Employee will receive the difference between their regular rate of pay and disability or worker's compensation payments that they receive for a period not to exceed one (1) year.

3. Time off for worker's compensation eligible occupational injury or disease shall not be charged against the employee's accumulated sick leave.

4. If the employee remains incapacitated after the initial thirty (30) day period, the county will continue to remit pension contributions for the employee during said workers' compensation leave.

ARTICLE 20

REIMBURSEMENT FOR EXPENSES

1. **Travel Allowance**: If an employee shall be required to use a personal vehicle in connection with the performance of official duty, he or she will be reimbursed mileage expenses at the rate of .40 cents per mile. Such mileage shall be computed from and returning to the Prosecutors Office and approved by the Chief.

2. **Meals, Travel & Lodging**: Meals, travel and lodging will be paid for in accordance with the Prosecutor's Policy, or any subsequent revisions, relating to reimbursement for such expenses. Meals will be paid at the following rate, unless increased by County Policy:

Breakfast \$10.00

Lunch \$15.00

Dinner \$25.00

Itemized Receipts will be obtained and submitted by way of office policy to the Chief or his designee and will be reimbursed no later than 30 days after the date of submission.

3. **Education Policy**

A. The employer agrees to reimburse tuition and book costs upon satisfactory completion, up to a maximum of \$1000.00 per year, per employee, for courses that are related to or may lead to the advancement in related positions, as determined by the Employer or his designee.

B. An employee who anticipates making a request for reimbursement must submit such request by November 1st of the preceding year so that allowances can be made in the following year's budget.

C. The course must be pre-approved by the Employer prior to the employee enrolling in the class. No reimbursement will be made for a course not pre-approved. Reimbursement will be made only for grades C and higher.

D. Educational Stipends:

1. All PBA unit members will be compensated annually

\$500.00 for an Associate's Degree or its equivalent
\$1,000.00 for a Bachelors Degree
\$1,500.00 for Masters Degree
\$2,000.00 for a Doctorate Degree.

The employee must submit proof of said degree to the employer.

2. Employees hired prior to December 31, 2007 will continue to be paid stipends for degrees already obtained and on record. Stipends will only be paid for a higher degree if the degree is in a field relative to their job function as determined by the Employer.

3. Employees hired after January 1, 2008 will only be paid an educational stipend if their degree is in a field relative to their job function as determined by the Employer.

4. These monies will be paid in separate check by the County of Cumberland on the last payday in the month of June for each calendar year.

5. Employees hired after January 1st of the payment year will have their stipend prorated based on their date of hire. Said employees will receive 20% of the full payment for each month of employment completed prior to the issuance of the yearly stipend.

6. **Indemnification**: The County shall hold an employee harmless from any loss, claim or liability to any third person or persons, from all liability for all acts of negligence or negligent failure to act while in the performance of duty when such acts are not willful, malicious, or the result of drunkenness voluntarily induced by the employee, to the extent insurable under the provisions of Comprehensive General Liability insurance policy approved by the State of New Jersey and available for purchase. Said coverage shall include the undertaking of the defense of such claim against the employee.

ARTICLE 21

SENIORITY

1. Seniority is defined as the total continuous length of employment with the Employer as a sworn full time law enforcement officer.

2. Seniority will be based on the detective's date of hire by the Employer. If a question arises concerning two or more employees who were hired on the same date, consideration will be given to the employee's actual date of application. Thereafter, preferences will be given in accordance with the Civil Service Rules and Regulations.

3. The employer shall maintain an accurate seniority list to be made available upon request by a PBA representative. Seniority will be a consideration by the employer in

matters pertaining to advancement, transfer or issues that affect the conditions of employment. Seniority cannot be transferred from any other entity and begins on the date of employment, as a detective, with the Employer. Any written formal directive that affects the advancement abilities of an employee, or the seniority ranking of same, will be discussed and agreed to by the Employer and the PBA.

4. No employee shall be promoted to the rank of Sergeant until said employee has served a minimum of four (4) continuous years as a full time sworn law enforcement officer with the Employer.

ARTICLE 22

UNION BUSINESS

The Employer shall afford the PBA executive officers and/or designated contract negotiators for the union, reasonable time, during normal working hours, to conduct official union business. The Employer shall, upon written request from the PBA, make reasonable accommodations to allow at least two designated members to attend outside union business such as conventions, meetings and other legitimate activities pursuant to 40A:14-177. All expenses incurred during such events will be the responsibility of the PBA, except for salaries.

ARTICLE 23

VEHICLES

The Employer agrees to supply vehicles that conform to the following standards:

1. All vehicles will be mid to full size four door passenger cars and/or SUVs equipped with a minimum of AM/FM radio and air conditioning, or in conformance with current state contract pricing requirements for vehicles. **Note:** The Organized Crime Bureau (OCB) vehicles will be selected by the Chief with input from the Task Force Commander to conform with the needs of the Organized Crime Bureau. The Prosecutor will have final approval of the recommendation.

2. Vehicles used primarily by investigative personnel will be equipped with adequate emergency lighting and an audible device to conform with the minimum standards established in the New Jersey Attorney General Guidelines relating to Motor Vehicle Pursuits.

3. All vehicles will be kept on a routine maintenance schedule. Vehicles deemed unsafe to operate by a certified mechanic, authorized by the state or county, will be removed from service and immediately repaired, or if that is not possible, said vehicle will be replaced. Sufficient funds must be available in the Employer's budget for replacement to take place.

4. The assigned operator of a vehicle agrees to maintain such vehicle in accordance with the specific maintenance guidelines and policies. All damage or other issues relating to

the vehicle will be immediately reported to the investigator's supervisor. Each vehicle assigned to the investigator will be maintained by the investigator 24 hours per day and can be used by said investigator within contiguous counties of the Employer, while on duty or on-call, in order to return to duty in a timely fashion if requested. No investigator will operate a vehicle outside this radius for any purpose other than official law enforcement functions as deemed necessary by the immediate supervisor.

ARTICLE 24

HEALTH BENEFITS

1. Health Insurance.

A. The bargaining unit employees shall choose between any of the following available plans:

1. Horizon Blue Cross Blue Shield of New Jersey Direct Access;
2. Horizon Blue Cross Blue Shield of New Jersey POS;
3. Horizon Blue Cross Blue Shield of New Jersey EPO; or
4. Horizon Blue Cross Blue Shield of New Jersey EPO HDP/HSA
5. Horizon OMNIA Health Plan

B. Effective July 1, 2019, all unit members receiving benefits through the County shall be enrolled in the Horizon Omnia Health Plan. The OMNIA plan shall be considered the "base plan" for health benefits paid for by the County, less any premium sharing amounts currently paid by unit members. Employees will still have the right to select other plans during open enrollment. However, the employee will be responsible for paying the difference in premium between the OMNIA plan and the more expensive plan, as well as the employee's applicable Chapter 78 contribution for the OMNIA plan. The current high deductible plan is not available to those hired on or after January 1, 2019.

C. Bargaining unit employees are required to contribute health insurance benefit premiums in accordance with Chapter 78, P.L. 2011. Any bargaining unit employee, who chooses any available plan other than Horizon Blue Cross Blue Shield of New Jersey EPO HDP/HSA, shall continue to contribute in accordance with Year 4 contribution levels in accordance with their corresponding salary levels under Chapter 78, P.L. 2011 throughout the term of this Agreement, all bargaining unit employees shall be required to pay their Year 4 percentage of the increased premium.

- i. For any bargaining unit employees enrolling in the Horizon Blue Cross Blue Shield of New Jersey EPO HDP/HSA plan, there will be no health insurance premium contribution under the EPO HDP/HAS plan for the 2015 calendar year. Effective January 1, 2016 plan year, any bargaining unit employee enrolled in the Horizon Blue Cross Blue Shield of New Jersey EPO HDP/HAS plan will be required to pay their year 4 percentage of any premium increase for the plan.¹ For purposes of calculating increases in premium

amounts, the 2015 premium for the Horizon Blue Cross Blue Shield of New Jersey EPO HDP/HSA will be the base.

E. The Employer and/or the Cumberland County administration shall have the right to change health plan providers, change health insurance plans, or implement a self-insured health benefit plan, provide that the benefits and coverage of any new plan are, in the aggregate, substantially equal to the plans offered un the Agreement and as more fully set forth in Subsection A. above.

F. In the event the Employer and/or the Cumberland County administration seeks to make any subsequent changes in the delivery of the health care benefits during the remainder of this Agreement, the Employer agrees to provide the PBA with 30 days notice before any such change is to take place, in order to permit the Union and the employer to meet and discuss the proposed change and effects of such change on bargaining unit employees.

G. Where an employee has dependent(s) covered under the County Health Benefits Plan, and such dependents(s) subsequently become ineligible to participate in the County Health Benefits Plan due to the death, divorce, or otherwise, the employee shall, within thirty (30) days of the event triggering the dependent's ineligibility, notify County Human Resource Department of the change in coverage. If the employee fails to give said notification, the employee shall reimburse the County for expenditures made relating to the employee's failure to provide timely notice is grounds for discipline.

H. The County dental plan benefit level shall be 50/50 of covered benefit limits. Employees shall contribute toward their dental benefits in accordance with the Year 4 requirement of Chapter 78.

I. The County shall continue optical coverage equivalent to or better than the current plan with an employee contribution governed by Year 4 requirements of Chapter 78..

J. Effective January 1, 2016 and for the remaining term of this Agreement, the Emergency Room co-pay for all plans shall be \$100.

K. Effective January 1, 2016 and for the remaining term of this Agreement, a third tier (formulary) shall be added to the prescription plan. The co-pay for this third tier shall be \$50.00.

L. Health Insurance Opt Out Clause:

1. An employee, upon proof of alternative health insurance, can opt out of the county sponsored health benefits plan. Alternate health insurance must be provided from a source other than the county sponsored health benefits plan.

2. Any request to opt out of the exiting plans must be submitted in writing no later than November 15th prior to the year of which the employee wishes to be removed from the county benefit plan. In addition, it will be the responsibility of each employee opting out of the county health benefit plan to disclose any changes in their entitled plan coverage (i.e. birth, death, divorce, etc.) at the time they request to opt out. Failure to disclose a change of health insurance coverage status, may result in forfeiture of opt out payment.

3. An employee opting out of the county sponsored health benefits plan shall receive a stipend in an amount consistent with the amount issued by the County of Cumberland to the County employees.

4. New employees must enroll in the County sponsored health benefits on their date of employment. They may than elect to opt out the next year.

5. Payment for opting out of health benefits will be made through a separate check issued during the last pay period of the year in which the employee initiates this option. Employee will receive no payment if they opt to re-enter the county sponsored health care plan during that year.

ARTICLE 25

LIFE INSURANCE/ DEATH BENEFITS

1. Life Insurance

The County shall provide full-time employees with life insurance coverage. The County Employee Group Life Insurance Policy death benefit shall be in the amount of \$15,000.00. When an authorized Leave of Absence without pay due to illness or other emergency leave is granted, life insurance shall be continued for the first thirty (30) days of said leave. When an employee is injured on the job, life insurance benefits may be continued by the County at its discretion for a period not to exceed one year from the date of injury provided said injury is recognized as eligible for worker's compensation.

2. Death Benefits

Upon the death of an employee, said employee's estate shall be paid for all accumulated earned compensatory time, earned personal leave time and earned vacation time. Employee's estate shall be paid for all accumulated and unused sick time at a rate of fifty percent (50%) of their current salary rate, not to exceed \$15,000.00.

ARTICLE 26

RETIREMENT

1. Employees shall retain all pension rights in accordance with New Jersey State Law. Health Benefits upon retirement will conform with the established protocols of the County of Cumberland.

ARTICLE 27

SAFETY AND HEALTH ADMINISTRATION

1. 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 safety, health and security.

2. Employer and the PBA shall each designate a safety committee member whose responsibility shall be to investigate and correct any unsafe and unhealthful condition. They shall meet periodically as necessary to view conditions in general and to make recommendations to either, or both parties, when appropriate. Employer may establish reasonable and necessary rules of work and conduct. The Employer will instruct the County of Cumberland to also appoint a safety and health member to the committee to be involved in the above.

3. A designated PBA representative will be included in the future planning or modifications of existing or planned office space.

ARTICLE 28

SERVICE RECORDS

Each PBA member shall be entitled to inspect his service records upon reasonable request between the hours of 8:30 AM and 4:30 PM on any workday.

ARTICLE 29

NON-DISCRIMINATION

Employer and Employees both recognize that there shall be no discrimination by reason of sex, creed race or origin insofar as employment is concerned, or insofar as any application for employment is concerned, or as a condition of employment. Employer further agrees that it will not interfere with, nor discriminate against, any Employee because of membership in, or legitimate activity on behalf of the PBA, nor will the Employer encourage membership in any other association or union, or do anything to interfere with the exclusive representation of the PBA in the appropriate bargaining unit.

ARTICLE 30

ACTING POSITIONS

Employees shall not be appointed to acting positions. Temporary vacancies shall be filled in accordance with Title 4A of the New Jersey Administrative Code.

ARTICLE 31

PERSONNEL INFORMATION

1. Disclosure of personnel records will be done only pursuant to N.J.S.A. 47:1A-10, the "Open Public Records Act" (OPRA).
2. The Employer and the PBA agree that all personnel records of employees shall be maintained in confidence and shall not be disclosed except to authorized persons having expressed written consent from the employee or in accordance with the provisions thereto. An employee shall have the right to receive a copy of any document that is placed in the employee's personnel file. The employee may attach a response to any such document, as may the Employer. The employee will sign a receipt, or any other documentation required by the Employer, acknowledging that he or she received said documents.
3. All disciplinary records on employees, from a written reprimand on up, will be kept in confidential files in the Chief, or his/her designee's office, or suitably secured area designated by the Chief. Each employee will receive a copy of any documents entered into such file and sign any required documents acknowledging receipt. Signing of said documents does not indicate agreement. The employee shall retain the right to submit a written response to any such document which shall remain in the file. This in no way limits the employee's right to any other action allowed by law or contract when faced with a disciplinary issue.

ARTICLE 32

NON-DEFINED ISSUES

Issues not specifically addressed by this contract will rely on current law and/or current Cumberland County policies for definition and determination.

ARTICLE 33

TERM OF THE CONTRACT

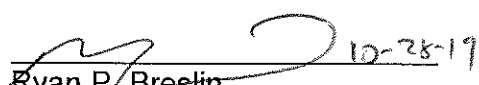
1. This contract shall cover the period Nunc Pro Tunc from January 1, 2019 to December 31, 2023 at 11:59PM.
2. Negotiations for the renewal of this contract, or for the execution of a new contract, shall begin no later than August 1, 2023.

3. This contract shall not be changed or altered in any way during the contract term without the written consent of both parties.

4. If a new contract is not agreed upon by the completion date of this contract, the terms and conditions of this agreement will remain in effect until such time as a new agreement is reached. The continuation of this agreement shall include any and all issues herein. Employees covered by this contract will advance to the next higher salary level as outlined herein regardless of the status of the negotiations. All employees will receive the prescribed percentage raises as well as advance to the next pay level until such time as a new contract takes effect.

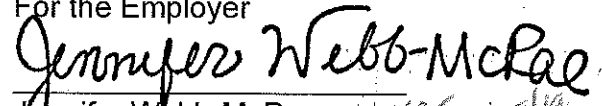
For the PBA, Local 396


Ronald Clouser
President, PBA #396



Ryan P. Breslin
Vice President, PBA #396

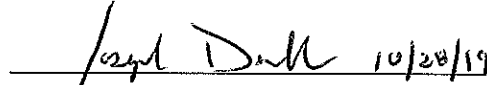
10/29/19
Dated

For the Employer


Jennifer Webb-McRae
Cumberland County Prosecutor

For the County


Kimberly Wood
Cumberland County Administrator


Joseph Derella
Freeholder Director

ATTACHMENT A (SALARY GUIDE)

| Steps | 2019 | 2020 | 2021 | 2022 | 2023 |
|---------|--------|--------|--------|---------|---------|
| Recruit | 47,000 | 47,000 | 47,000 | 47,000 | 47,000 |
| Step 1 | 50,000 | 50,000 | 50,000 | 50,000 | 50,000 |
| Step 2 | 53,000 | 52,500 | 52,500 | 52,500 | 52,500 |
| Step 3 | 56,000 | 55,500 | 55,500 | 55,500 | 55,500 |
| Step 4 | 59,000 | 58,500 | 58,500 | 58,500 | 58,500 |
| Step 5 | 62,000 | 61,500 | 61,500 | 61,500 | 61,500 |
| Step 6 | 65,000 | 64,500 | 64,500 | 64,500 | 64,500 |
| Step 7 | 68,000 | 67,500 | 67,500 | 67,500 | 67,500 |
| Step 8 | 72,000 | 71,500 | 71,500 | 71,500 | 71,500 |
| Step 9 | 77,000 | 76,500 | 76,500 | 76,500 | 76,500 |
| Step 10 | 82,000 | 81,500 | 81,500 | 81,500 | 81,500 |
| Step 11 | 87,000 | 86,500 | 86,500 | 86,500 | 86,500 |
| Step 12 | 93,000 | 93,000 | 92,500 | 92,500 | 92,500 |
| Step 13 | 95,000 | 94,500 | 94,500 | 94,500 | 94,500 |
| Step 14 | >>>> | 97,000 | 97,000 | 97,000 | 97,000 |
| Step 15 | >>>> | >>>>> | 98,500 | 100,500 | 103,000 |

ATTACHMENT B (Vacation Guide)

Any detective who is currently employed, with the Cumberland County Prosecutor's Office, hired on or before December 31, 2007, who reaches or is at level 10 will be credited vacation days based on their years of service as a law enforcement officer. See below guide. Although there was no movement in steps for salary in 2015, all detectives will still move through the levels in the below guide for vacation allotment only. See attached chart showing the movement through the guide.

| | Base Vacation Days | Hours | 13-19 Years | Hours | 20+ Years | Hours |
|-------------|--------------------|-------|-------------|-------|-----------|-------|
| Pre Academy | 12 | 96 | N/A | N/A | N/A | N/A |
| Level 1 | 12 | 96 | N/A | N/A | N/A | N/A |
| Level 2 | 12 | 96 | N/A | N/A | N/A | N/A |
| Level 3 | 12 | 96 | N/A | N/A | N/A | N/A |
| Level 4 | 12 | 96 | N/A | N/A | N/A | N/A |
| Level 5 | 15 | 120 | N/A | N/A | N/A | N/A |
| Level 6 | 15 | 120 | N/A | N/A | N/A | N/A |
| Level 7 | 15 | 120 | N/A | N/A | N/A | N/A |
| Level 8 | 18 | 144 | N/A | N/A | N/A | N/A |
| Level 9 | 18 | 144 | N/A | N/A | N/A | N/A |
| Level 10 + | 20 | 160 | 22 | 176 | 25 | 200 |

Any newly hired Detective hired on or after January 1, 2008 will be credited vacation days based on their years of law enforcement service regardless of the level in which they are hired. At the signing of this contract any newly hired employee who has retired from a previous law enforcement career will begin at level 1 of the below guide and continue through the guide based on their years of service within the Cumberland County Prosecutor's Office. See below guide.

Vacation Guide for Detectives hired on or after January 1, 2008

| Years of Law Enforcement Service | Base Vacation Days |
|----------------------------------|--------------------|
| 1 through 5 | 12 |
| 6 through 12 | 15 |
| 13 through 20 | 20 |
| 20+ | 25 |

Attachment C

Movement through Vacation Guide(s) through the term of this agreement:

| Name | Start date for Vacation*** | 2019 | 2020 | 2021 | 2022 | 2023 |
|----------------|-------------------------------|------|------|------|------|------|
| Barber * | 2/1/02 | 22 | 22 | 25 | 25 | 25 |
| Bernard * | 4/1/99 | 25 | 25 | 25 | 25 | 25 |
| Borelli | 9/1/14 | 15 | 15 | 15 | 15 | 15 |
| Bowen | 5/4/03 | 20 | 20 | 20 | 25 | 25 |
| Breslin * | 7/1/04 | 22 | 22 | 22 | 22 | 25 |
| Calixto | 7/07 | 20 | 20 | 20 | 20 | 20 |
| Clouser * | 8/1/04 | 22 | 22 | 22 | 22 | 25 |
| Cornwall | 1/8/18 | 12 | 12 | 12 | 12 | 15 |
| Csaszar | 3/1/04 | 20 | 20 | 20 | 20 | 25 |
| Ghedine | 2/27/15 | 12 | 15 | 15 | 15 | 15 |
| Johnson | 5/14 | 15 | 15 | 15 | 15 | 15 |
| Kahn * | 2/2/04 | 22 | 22 | 22 | 22 | 25 |
| Lowry | 5/16/16 | 12 | 12 | 15 | 15 | 15 |
| Lutz * | 3/1/05 | 22 | 22 | 22 | 22 | 22 |
| Martinez | 2001 | 20 | 20 | 25 | 25 | 25 |
| Mecouch | 1/1/17 | 12 | 12 | 12 | 15 | 15 |
| Mosley | 1/26/09 | 18 | 18 | 20 | 20 | 20 |
| Pabon * | 1/3/06 | 22 | 22 | 22 | 22 | 22 |
| Pennington * | 3/18/05 | 22 | 22 | 22 | 22 | 22 |
| Pennypacker ** | 8/1/86 | 25 | 25 | 25 | 25 | 25 |
| Riley | 9/1/12 | 15 | 15 | 15 | 15 | 15 |
| Risko * | 8/21/01 | 22 | 25 | 25 | 25 | 25 |
| Sabella * | 7/1/00 | 25 | 25 | 25 | 25 | 25 |
| Santiago | 8/1/13 | 15 | X | X | X | X |
| Sherry | 3/1/13 | 15 | 15 | 15 | 15 | 15 |
| Stockbridge * | 10/1/02 | 22 | 22 | 25 | 25 | 25 |
| Tobolski ** | 6/13/85 | 25 | 25 | 25 | 25 | 25 |
| Watkins * | 8/4/05 | 22 | 22 | 22 | 22 | 22 |
| Wehling * | 2/2/04 | 22 | 22 | 22 | 22 | 25 |

*Denotes members hired prior to January 1, 2008

**Denotes members retired from other law enforcement hired prior to 4/28/2015

*** Denotes the agreed upon start date of law enforcement service for vacation guide purpose only