

**MEMORANDUM OF UNDERSTANDING
BETWEEN

COUNTY OF OCEAN
&
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 32
(REPRESENTING INFORMATION TECHNOLOGY EMPLOYEES)**

This Memorandum of Understanding is reached this 22nd day of December, 2023, between the negotiating team of the Office and Professional Employees International Union Local 32 and the negotiating representative of the County of Ocean. It is expressly understood the following terms and conditions are subject to approval and ratification from the membership of the Office and Professional Employees International Union Local 32 and the County of Ocean. It is expressly understood neither party is bound until ratification has occurred by the full membership and Office and Professional Employees International Union Local 32.

The following terms and conditions have been agreed by the negotiating teams, who shall take this agreement back to their respective party for approval:

- I. **DURATION:** Three Year (April 1, 2023 – March 31, 2026)
- II. **ARTICLE 9 (HOLIDAYS)** – Juneteenth shall be added as a holiday effective 2023.
- III. **ARTICLE 10 (LONGEVITY)** - Effective the first full pay period in January 2024, the elimination of longevity for full-time I.T. employees hired after April 1, 2013 shall be eliminated. Thus, as of January 1, 2024, all full-time ~~blue-collar~~ employees shall be eligible for Longevity in accordance with the following schedule: *I.T. JP RAG*

5 years	2.0% of base salary
7 years	3.0% of base salary

12 years	4.6% of base salary
17 years	5.7% of base salary
22 years	6.5% of base salary
27 years	7.3% of base salary
32 years	8.0% of base salary

There shall be no retroactive effective of this reinstatement of longevity (or created new 2% level at 5 years). Thus, no back-longevity will be owed to any blue collar employee.

IV. **ARTICLE 18 (TUITION REIMBURSEMENT)**

- A. The maximum amount of reimbursement and employee will be eligible shall increase as follows:

2024 = \$3,000
 2025 = \$4,000
 2026 = \$5,000

This amount shall be broken up, as evenly as possible, per semester. However, the Director of Employee Relations may permit an uneven amount per semester in special circumstances, and the decision by the Director of Employee Relations may not be appealed beyond Step 2 of the grievance procedure.

- B. The parties shall mutually discuss the creation of a certification program and applicable stipends depending upon I.T. needs. The parties agree to discuss this by June 1, 2024.

V. **ARTICLE 28 (Hospital, Surgical, Major Medical, Prescription And Retirement Benefits)** – The article shall be amended to read as follows:

- A. All full-time members covered by this bargaining unit shall be permitted to enroll in health benefits two (2) months from their date of hire.
- B. The County of Ocean currently provides medical ^{coverage} ~~covered~~ to County employees through the New Jersey State Health Benefits Program as supplemented by the NJ Local Prescription Drug Program and Chapter 88 P.L. 1974, as amended by Chapter 436 P.L. 1981. The parties recognize that the State Health Benefits Program is subject to changes enacted by the State of New Jersey that may either increase or decrease benefits. BAG 80
- C. The County shall not change the health insurance coverages referred to in paragraph A except for a plan that is equivalent or better. Provided,

however, that the parties expressly recognize that the components of HMO plans are changed periodically by the plan providers and the County has no control over or any obligations regarding such changes.

- D. All employees current and future who retire on or after September 1, 2011 in order to be eligible for the lifetime health benefits upon retirement, must have served a minimum of fifteen (15) of the required twenty-five (25) years with the County.

Effective upon executive of the 2023-2027 collective negotiations agreement, any member of the bargaining unit who retires after the execution of this agreement must have served a minimum of seven (7) with the County (twenty-five (25) years total in the pension system) in order to be eligible for the lifetime health benefits upon retirement.

- E. Effective September 1, 2011, the following changes will affect all new hires:

- Employees will be offered the NJ Direct 15 plan, or its replacement. Employees may elect a higher level of coverage at the employee's expense, in addition to the Chapter 78 contribution amounts.
- Continuation of spousal coverage after the death of the retiree will no longer be offered at the County's expense.
- The County will no longer reimburse retiree Medicare Part B premiums.

- F. For all employees hired after the execution of this collective negotiations agreement:

- The County will offer the OMNIA Plan, or its replacement. The employee may elect a higher level of coverage by paying the difference between the cost of OMNIA and the selected plan at the employee's expense, in addition to the Chapter 78 contribution amounts.
- Continuation of spousal coverage after the death of the retiree is not offered at the County's expense, and has not been offered since July 1, 2011.
- The County will not reimburse retiree Medicare Part B premiums as it has not been reimbursed since 2011.

- G. An eligible employee may change his/her coverage only during the announced open enrollment period for each year after having been enrolled in the former plan for a minimum of one (1) full year. Regardless of this election, employees are specifically ineligible for any deductive reimbursement.

- H. When a member from this bargaining unit is granted the privilege of a leave of absence without pay for illness, health coverage will continue at County expense for the balance of the calendar month in which the leave

commences plus up to three (3) additional calendar months next following the month in which the leave commences. After that time has elapsed, if necessary, coverage for an additional period of eighteen (18) months may be purchased by the employee under the C.O.B.R.A. Plan.

- J. In the case of consecutive leaves of absence without pay, it is understood and agreed that the responsibilities of the County to pay for benefits remains limited to the original period of up to four (4) months.

VI. **ARTICLE 36 (SALARIES)**

A. **Salary Increases**

April 1, 2023 – Effective April 1, 2023, and retroactive thereto, all members in the bargaining unit working a forty (40) hour week shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500), or the new minimum, whichever is greater. Members working less than forty (40) hours a week shall be pro-rated.

April 1, 2024 – Effective April 1, 2024, all members in the bargaining unit working a forty (40) hour week shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500), or the new minimum, whichever is greater. Members working less than forty (40) hours a week shall be pro-rated.

April 1, 2025 – Effective April 1, 2025, all members in the bargaining unit working a forty (40) hour week shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500), or the new minimum, whichever is greater. Members working less than forty (40) hours a week shall be pro-rated.

- B. **Minimum Salaries** - All minimums shall increase by \$1,500 in each year of the contract. The new minimums are set forth in Appendix A.

VII. All other proposals by either party not set forth above are hereby withdrawn.

VIII. All portions of the expired April 1, 2020 – March 31, 2023 contract shall be amended to reflect the terms and conditions agreed upon herein, including any and all dates being changed.

- IX. All other terms and conditions of the collective negotiations agreement which expired on March 31, 2023, shall remain unchanged and in full force, unless otherwise modified above.

EXECUTION OF MOU

The undersigned hereby agree to the above terms and conditions and specifically indicated and acknowledge no other promises have been made to either party. Further, the undersigned hereby agree to take this Memorandum of Understanding back to its respective party and recommend its approval.

It is specifically understood by both parties that nothing herein is binding upon either party until such time as full approval and ratification has occurred from the membership of the Office and Professional Employees International Union Local 32 and the Ocean County Board of Commissioners.

For the OPEIU Local 32 (I.T.)

Josh Prada 12/11/23
(date)

R. Seglio 12-11-23
(date)

Joe Thain 12-11-23
(date)

For the County of Ocean

Robert Greitz 12/11/23
Robert Greitz, Director (date)
Office of Employee Relations

APPENDIX A

Information Technology Employees		Minimum <u>2023</u>	Minimum <u>2024</u>	Minimum <u>2025</u>
<u>Level</u>	<u>Titles in the Level</u>			
1	Computer Service Technician Data Processing Technician	\$48,000	\$49,500	\$51,000
2	Senior Computer Service Technician Data Processing Programmer Trainee Technician MIS	\$51,000	\$52,500	\$54,000
3	Geographic Information Systems Specialist Trainee Technical Support Specialist 2 Data Processing Programmer Senior Technician MIS	\$54,750	\$56,250	\$57,750
4	Senior Data Processing Programmer Data Processing Systems Programmer Technical Support Specialist 1 Geographic Information Systems Specialist 3	\$58,500	\$60,000	\$61,500
5	Principal Data Processing Programmer Supervising Computer Operator Senior Data Processing Systems Programmer Principal Technician MIS Geographic Information Systems Specialist 2	\$63,500	\$65,000	\$66,500
6	Data Processing Programmer/Systems Analyst Systems Analyst Telecommunications Systems Analyst	\$68,000	\$69,500	\$71,000
7	Senior Systems Analyst Sr. Telecom Systems Analyst	\$72,500	\$74,000	\$75,500
8	Principal Systems Analyst Mgmt Information Systems Specialist	\$77,000	\$78,500	\$80,000