

**MEMORANDUM OF UNDERSTANDING
BETWEEN
OCEAN COUNTY PROSECUTOR'S OFFICE
&
POLICEMEN'S BENEVOLENT ASSOCIATION
LOCAL 171**

This Memorandum of Understanding is reached this 22nd day of December, 2022, between the negotiating team of the Policemen's Benevolent Association Local 171 (PBA 171) and the negotiating representative of the Ocean County Prosecutor's Office and County of Ocean. It is expressly understood the following terms and conditions are subject to approval and ratification from the membership of the PBA 171 and the Ocean County Prosecutor's Office and Ocean County Board of Commissioners. It is expressly understood neither party is bound until ratification has occurred by the full membership and County authorities.

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

- I. **DURATION:** Four Year (July 1, 2022 – June 30, 2026)
- II. **ARTICLE 5 – SALARIES** – All salaries set for in the salary guide shall increase as follows:

July 1, 2022 – Effective July 1, 2022, and retroactive thereto, the values of all steps of the guide shall increase by 2.25%, except as required to adjust for reduction in steps. Further, the guide shall be reduced to 14 steps.

July 1, 2023 – Effective July 1, 2023, except for the minimum step (Step 1), the values of all steps of the guide shall increase

by 2.25%, except any adjustments needed based upon the reduction in steps during Year 1.

July 1, 2024 – Effective July 1, 2024, except for the minim step (Step1), the values of all steps of the guide shall increase by 2.25%, except any adjustments needed based upon the reduction in steps during Year 1.

July 1, 2025 – Effective July 1, 2025, except for the minim step (Step1), the values of all steps of the guide shall increase by 2.25%, except any adjustments needed based upon the reduction in steps during Year 1.

Minimum salary – The minimum salary shall be as follows in each of the years of the contract:

July 1, 2022 = \$46,013
July 1, 2023 = \$50,000
July 1, 2024 = \$51,125
July 1, 2025 = \$52,275

Section 1

- A. The agreed upon salary guides for the four (4) years of this agreement are attached hereto as Attachment A.
- B. The agreed upon advancement-Placement Chart is attached hereto as Attachment B.

Section 3 - Senior Investigator pay shall increase to the following:

July 1, 2023 = \$2,100
July 1, 2025 = \$2,500

- III. **ARTICLE 6 (HOLIDAYS)** – During the term of this collective negotiations agreement, the County shall have the ability/right to unilaterally increase the number of holidays provided to members of this bargaining unit. Should the County exercise this right/ability, the PBA will be afforded at least 30 days' notice of the additional holiday, which can be shortened upon mutual consent. Further, should the County exercise this right to add a holiday, the new holiday shall become a term and condition of the collective negotiations agreement and survive expiration of the collective negotiations agreement unless the PBA 171 and the County negotiate away the holiday in the future.

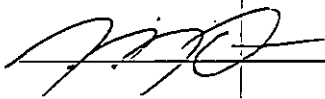
- IV. **ARTICLE 8 (OVERTIME)** – The contract shall be amended in Section 4 to reflect that any earned and unused compensatory time not used by the end of the pay period which includes December 31st shall be paid out to the officer in the pay period that encompasses January 31st.
- V. **ARTICLE 10 (STAND BY PAY)** – Stand by pay will increase to the following rates at the following times:
July 1, 2023 = \$400.00
July 1, 2024 = \$450.00
- VI. **ARTICLE 11 (HEALTH BENEFITS)** – Paragraph C. of the expired collective negotiations agreement shall be amended to read as follows:
- C. Except for those employees named in the MOA Sidebar agreement, attached hereto and incorporated herein, all employees, current and future, who retire on or after January 1, 2013, 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.
- Any member of the bargaining unit who retires after the execution of this agreement must have served a minimum of seven (7) years with the County (twenty-five (25) years total in the pension system) in order to be eligible for the lifetime health benefits upon retirement.
- VII. All other proposals by either party not set forth above are hereby withdrawn.
- VIII. All portions of the expired July 1, 2020 – June 30, 2022 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 that expired on June 30, 2022, shall remain unchanged and in full force, unless otherwise modified above.

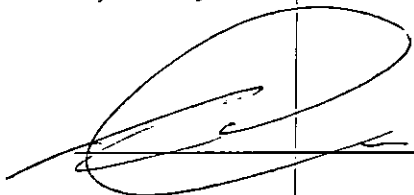
The undersigned hereby agree to the above terms and conditions and specifically indicated and acknowledge no other promises have been made to either party. Further,

the undersigned hereby agree to take this memorandum of understanding back to its respective party and recommend its approval.

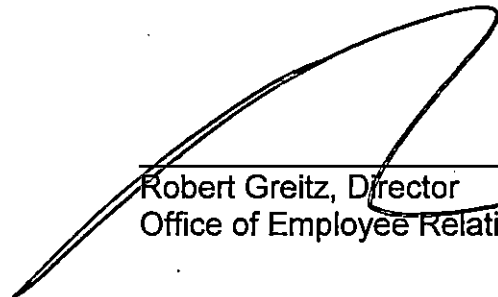
It is specifically understood by both parties that nothing herein is binding upon either party until such time as full approval and ratification has occurred from the membership of the PBA Local 171 and the appropriate and necessary County authorities, including but not limited to the Ocean County Prosecutor and Board of Commissioners.

For the PBA 171

 12-22-22
(date)

 12-22-22
(date)

**For O.C. Prosecutor Office and
County of Ocean County**

 12-22-22
Robert Greitz, Director (date)
Office of Employee Relations

PBA 171
Proesuctor Detective & Invetsigator

Salary Guides

<i>Effective July 1, 2022</i>		<i>Effective July 1, 2023</i>		<i>Effective July 1, 2024</i>		<i>Effective July 1, 2025</i>	
Step	Base	Step	Base	Step	Base	Step	Base
1	46,013	1	50,000	1	51,125	1	52,275
2	51,125	2	52,275	2	53,452	2	54,654
3	56,238	3	57,503	3	58,797	3	60,120
4	61,350	4	62,730	4	64,142	4	65,585
5	66,463	5	67,958	5	69,487	5	71,050
6	71,575	6	73,185	6	74,832	6	76,516
7	76,688	7	78,413	7	80,177	7	81,981
8	81,800	8	83,641	8	85,522	8	87,447
9	86,913	9	88,868	9	90,868	9	92,912
10	92,025	10	94,096	10	96,213	10	98,377
11	97,138	11	99,323	11	101,558	11	103,843
12	102,250	12	104,551	12	106,903	12	109,308
13	109,919	13	112,392	13	114,921	13	117,507
14	117,588	14	120,233	14	122,938	14	125,704

Base Year		Year 1 (July 1, 2022)		Year 2 (July 1, 2023)		Year 3 (July 1, 2024)		Year 4 (July 1, 2025)					
Step	Base	Step	Base	Step	Base	Step	Base	Step	Base				
								1	52,275				
							1	51,125	----->	2	54,654		
				1	50,000	----->	2	53,452	----->	3	60,120		
		1	46,013	----->	2	52,275	----->	3	58,797	----->	4	65,585	
1	45,000	----->	2	51,125	----->	3	57,503	----->	4	64,142	----->	5	71,050
2	50,000	----->	3	56,238	----->	4	62,730	----->	5	69,487	----->	6	76,516
3	55,000	----->	4	61,350	----->	5	67,958	----->	6	74,832	----->	7	81,981
4	60,000	----->	5	66,463	----->	6	73,185	----->	7	80,177	----->	8	87,447
5	65,000	----->	6	71,575	----->	7	78,413	----->	8	85,522	----->	9	92,912
6	70,000	----->	7	76,688	----->	8	83,641	----->	9	90,868	----->	10	98,377
7	75,000	----->	8	81,800	----->	9	88,868	----->	10	96,213	----->	11	103,843
8	80,000	----->	9	86,913	----->	10	94,096	----->	11	101,558	----->	12	109,308
9	85,000	----->	10	92,025	----->	11	99,323	----->	12	106,903	----->	13-14	117,507
10	90,000	----->	11	97,138	----->	12	104,551	----->	13	114,921	----->	15	125,704
11	95,000	----->	12	102,250	----->	13	112,392	----->	14	122,938	----->	15	125,705
12	100,000	----->	13	109,919	----->	14	120,233	----->	14	122,938	----->	15	125,705
13	105,000	----->	13	109,919	----->	14	120,233	----->	14	122,938	----->	15	125,705
14	110,000	----->	14	117,588	----->	14	120,233	----->	14	122,938	----->	15	125,705
15	115,000	----->	14	117,588	----->	14	120,233	----->	14	122,938	----->	15	125,705