

**MEMORANDUM OF UNDERSTANDING
BETWEEN**

**COUNTY OF OCEAN - OCEAN COUNTY CORRECTIONS
&
POLICEMEN'S BENEVOLENT ASSOCIATION
LOCAL 258**

This Memorandum of Understanding is reached this 3rd day of November, 2022, between the negotiating team of the Policemen's Benevolent Association Local 258 (PBA 258) 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 PBA 258 and the Ocean County Board of Commissioners. It is expressly understood neither party is bound until ratification has occurred by the full membership of PBA 258 and the Ocean County Commissioners.

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 (July 1, 2022 – June 30, 2025)

- II. **ARTICLE 4 (SALARIES)** – The parties agree the creation of a salary guide with a consistent and sound structure is of mutual benefit. Accordingly, the parties have agreed to the creation of a fifteen (15) step salary guide providing for consistent increments, and the elimination of the off-guide designation. (The Salary Guides is set forth in Attachment A.) All current members of the bargaining unit shall be placed on the salary guides effective Year One as set forth on Attachment B.

Minimum Salary – The minimum salary for the bargaining unit shall increase effective July 1, 2022 to \$47,000. The minimum shall increase on July 1, 2023 to \$50,000.

Salary Guide – The Salary Guide for all officer and the effective dates of the salary guides are attached to this MOU as Attachment A. Except for the increase to minimum starting salary set forth above, there shall be no changes to the values of salary guides in Years Two and Three. Members of the bargaining unit shall advance one-step on the guide each year subject to the limitations set forth in Paragraph D of the collective negotiations agreement. .

Paragraphs D, E, and F of the expired contract shall remain unchanged, except as necessary to update the dates in Paragraph F to reflect June 30, 2025.

- III. **ARTICLE 12 (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 258 and County negotiate away the holiday in the future.

- IV. **ARTICLE 9 (HOSPITAL, SURGICAL, MAJOR MEDICAL, PRESCRIPTION AND RETIREMENT BENEFITS)** – Paragraph C. of the expired collective negotiations agreement shall be amended to read as follows:

- C. 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. This “minimum of fifteen years with the County” provision does **not** apply to ordinary and accidental disability retirements.

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.

- V. **ARTICLE 7 (OVERTIME COMPENSATION)** – The prohibition on mandatory overtime set forth in Paragraph I. shall not apply to any employee who is unpaid status for any day of the workweek.

- VI. All other proposals by either party not set forth above are hereby withdrawn.
- VII. All portions of the expired April 1, 2020 – June 30, 2022 Collective negotiations agreement shall be amended to reflect the terms and conditions agreed upon herein, including any and all dates being changed.
- VIII. All other terms and conditions of the collective negotiations agreement which 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 258 and the Board of Commissioners.

For the PBA Local 258

 11/3/20
(date)

 11/3/22
(date)

 11/3/2022
(date)

For the County of Ocean

 11/3/22
Robert Greitz, Director (date)
Office of Employee Relations

SALARY GUIDE
PBA 258 - Corrections

Year 1 July 1, 2022		Year 2 July 1, 2023		Year 3 July 1, 2024	
Step	Base	Step	Base	Step	Base
1	47,000	1	50,000	1	50,000
2	52,000	2	52,000	2	52,000
3	57,000	3	57,000	3	57,000
4	62,000	4	62,000	4	62,000
5	67,000	5	67,000	5	67,000
6	72,000	6	72,000	6	72,000
7	77,000	7	77,000	7	77,000
8	82,000	8	82,000	8	82,000
9	87,000	9	87,000	9	87,000
10	92,000	10	92,000	10	92,000
11	97,000	11	97,000	11	97,000
12	102,000	12	102,000	12	102,000
13	106,000	13	106,000	13	106,000
14	110,000	14	110,000	14	110,000
15	114,000	15	114,000	15	114,000

PBA 258 (Corrections)
Advancement - Placement Chart

Base Year	Year 1 July 1, 2022	Year 2 July 1, 2023	Year 3 July 1, 2024
Step	Step	Step	Step
* 1	* 1	* 1	1
2	2	2	2
3	3	3	3
4	3	4	4
5	4	4	5
6	5	5	5
7	6	6	6
8	7	7	7
9	8	8	8
10	8	9	9
11	9	9	10
12	10	10	10
13	10	11	11
14	11	11	12
15	11	12	12
\$96,041	12	12	13
\$98,844	12	13	13
\$102,181	13	13	14
\$103,691	13	14	14
\$103,786	13	14	15

* ~~Exempt~~ as set forth in B Dot Article 4.