

MEMORANDUM OF UNDERSTANDING BETWEEN

COUNTY OF OCEAN & NJSBA Local #203 (Weights & Measurers)

This Memorandum of Understanding is reached this 26 day of March, 2024, between the negotiating team of the NJPBA Local #203 (representing Assistant Superintendents of Weights & Measures and Weights & Measurers Apprentices) 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 NJPBA Local #203 (representing Assistant Superintendents of Weights & Measures and Weights & Measurers Apprentices) and the County of Ocean. It is expressly understood neither party is bound until ratification has occurred by the full membership of the majority representative and Ocean County Board of 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:** Four Year (April 1, 2024 – March 31, 2028)
- II. **ARTICLE 8 (HOLIDAYS)** – Juneteenth shall be added as a holiday effective 2024.
- III. **ARTICLE 9 (LONGEVITY)** - Effective upon the **start of the payroll next following execution and approval of the collective negotiations agreement**, the elimination of longevity for full-time employees hired after April 1, 2013 shall be eliminated.

Thus, as of the start of the payroll next following execution and approval of the collective negotiations agreement, all full-time members of the bargaining unit shall be eligible for Longevity in accordance with the following schedule:

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 member of the bargaining unit.

- IV. **ARTICLE 19 (CLOTHING ALLOWANCE)** – There shall be an increase in the total allowance by \$100.00 in each year of the agreement, and the article shall be revised to read as follows:

It is recognized that during the performance of certain duties an employee may come into contact with materials or substances that could damage personal clothing. In an effort to eliminate damage to personal clothing and to assist employees in maintaining a professional appearance, the County, shall pay to each eligible employee a "uniform" (to defray the cost of purchasing uniforms per contract year) and "maintenance allowance", the total for both shall be as follows:

\$900.00 effective April 1, 2024
\$1,000.00 effective April 1, 2025
\$1,100.00 effective April 1, 2026
\$1,200.00 effective April 1, 2027.

The payment breakdown of the increases shall be as follows:

2024

Purchase: \$450, paid on or about April 1st
Maintenance: \$450, paid in two equal installments of \$225.00.
- The two installments are on or before June 1st, and on or before December 1st.

2025

Purchase: \$500, paid on or about April 1st
Maintenance: \$500, paid in two equal installments of \$250.00.

- The two installments are on or before June 1st, and on or before December 1st.

2026

- Purchase: \$500, paid on or about April 1st
- Maintenance: \$600, paid in two equal installments of \$300.00.
- The two installments are on or before June 1st, and on or before December 1st.

2027

- Purchase: \$600, paid on or about April 1st
- Maintenance: \$600, paid in two equal installments of \$300.00.
- The two installments are on or before June 1st, and on or before December 1st.

Eligibility for this benefit shall begin on the first of the next month following completion of an employee's original working test period. Eligible employees who work less than a full contract year shall receive this benefit on a pro-rated basis.

The appropriate style and color of uniform shall be determined by the Director of the Department of Consumer Affairs or his/her designee.

As a condition of employment and at their own expense, employees are expected to wear and maintain OSHA approved safety shoes.

It shall be the sole responsibility of the employee to purchase, wear and maintain all uniform clothing. Failure to conform to the uniform code may result in disciplinary action.

V. **ARTICLE 25 (Hospital, Surgical, Major Medical, Prescription And Retirement Benefits)** – Paragraph C. shall be amended to read as follows:

- C. 1. All employees current and future who retire on or after September 1, 2009, 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.
2. 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.
3. Effective September 1, 2009, the following changes will affect all new

hires:

- Employees will be offered the NJ Direct 15 plan, or its replacement. New Hires may elect a higher level of coverage at their own expense, in addition to any Chapter 78 contributions.
 - 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 retirees Medicare Part B Premiums.
4. For all employees hired after the execution of this collective negotiations agreement:
- Employees will be offered the OMNIA plan, or its replacement. Such employees may elect a higher level of coverage and shall pay the difference between the cost of OMNIA and the selected plan, in addition to the requirements of Chapter 78.
 - Continuation of spousal coverage after the death of the retiree is not offered at the County's expense hired after September 1, 2009.
 - The County does not reimburse retirees Medicare Part B Premiums for any employee hired after September 1, 2009.

The County shall have the option to enroll all members of the bargaining unit in the 20/35 plan through the SHBP, so long as the County combines this with a Health Reimbursement Account to cover co-pays and out-of-pocket contributions associated with 20/35 plan.

VI. **ARTICLE 29 (SALARIES)**

A. **Salary Increases**

April 1, 2024 – Effective April 1, 2024, 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, 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.

April 1, 2026 – Effective April 1, 2026, 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, 2027 – Effective April 1, 2027, 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** – The minimum salaries will increase by \$2,000 in each year of the contract. Thus, the minimum salaries shall be:

Apprentice of Weights & Measurers minimums:

April 1, 2024 = \$39,000
April 1, 2025 = \$41,000
April 1, 2026 = \$43,000
April 1, 2027 = \$45,000

Assistant Superintendent of Weights & Measurers minimums:

April 1, 2024 = \$43,500
April 1, 2025 = \$45,500
April 1, 2026 = \$47,500
April 1, 2027 = \$49,500

- C. **Bi-Lingual Stipend** – Any member of the bargaining unit who is recognized by Civil Service as being bilingual shall receive a stipend of \$2,500 per year.

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

VIII. All portions of the expired April 1, 2021 – March 31, 2024 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 will expire (or expired) on March 31, 2024, 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 NJPBA Local #203 (representing Assistant Superintendents of Weights & Measures and Weights & Measurers Apprentices) and the Ocean County Board of Commissioners.

NJPBA Local #203
(Assistant Superintendents of
Weights & Measures and Weights
& Measurers Apprentices)

For the County of Ocean



3/26/2024
(date)



Robert Greitz, Director
Office of Employee Relations
3/26/24
(date)

(date)