

**MEMORANDUM OF UNDERSTANDING
BETWEEN

COUNTY OF OCEAN
&
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 32
(REPRESENTING WHITE COLLAR SUPERVISORS)**

This Memorandum of Understanding is reached this ____ day of November, 2023, between the negotiating team of the Office and Professional Employees International Union Local 32, representing White Collar Supervisors, 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:** Four Year (April 1, 2023 – March 31, 2027)
- II. **ARTICLE 9 (HOLIDAYS)** – Juneteenth shall be added as a holiday effective 2023.
- III. **ARTICLE 10 (LONGEVITY)** - Effective the pay period which includes January 1, 2024, the elimination of longevity for full-time White collar employees hired after April 1, 2023, shall be eliminated. Thus, as of January 1, 2024, all full-time white collar supervisory employees 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 White collar supervisor employee.

IV. **ARTICLE 20 (BUFFER ZONE)** – Effective April 1, 2024, the buffer shall increase to two-thousand dollars (\$2,000).

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

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.

A. The County of Ocean currently provides medical coverage 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.

B. 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 the HMO plans are changed periodically by the plan providers and that the County has no control over or any obligations regarding such changes.

C. 1. All employees, current and future, who retire on or after July 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.

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.

2. Effective July 1, 2011, 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 expense, in addition to the requirements of Chapter 78.
- 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 Medical part B Premiums.

3. 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 by paying 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 will no longer be offered at the County's expense.
- The County will no longer reimburse retirees Medical part B Premiums.

D. 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 a deductive reimbursement.

E. 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.

F. 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 35 (SALARIES)

A. **Minimum Salaries** – The minimum salary for members of the bargaining unit working forty (40) hours per week shall be as follows:

April 1, 2023 =	\$59,000
April 1, 2024 =	\$60,500

April 1, 2025 = \$61,500
April 1, 2026 = \$62,500

Employees working less than forty (40) hours per week shall have any flat dollar adjustments prorated.

B. 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.

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.

Employees working less than forty (40) hours per week shall have any flat dollar adjustments prorated.

- VII. PASSPORT AGENT STIPEND** – Effective April 1, 2024, members of the bargaining unit who are required to obtain and maintain a Passport Agent Certification shall receive a stipend of \$1,500 per year. The stipend shall be paid in equal installments with each paycheck throughout the contract year, so long as the employee is available, willing, and able to perform the services and maintains the necessary certifications/credentials. If the employee ceases to possess the

necessary certification/credentials and/or is unable to perform such duties, the stipend shall be removed.

- VIII. All other proposals by either party not set forth above are hereby withdrawn.
- IX. 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.
- X. 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
White Collar Supervisors**

Bill Hering 11/21/23
(date)

For the County of Ocean

Robert Greitz, Director (date)
Office of Employee Relations

(date)