

**MEMORANDUM OF UNDERSTANDING
BETWEEN
COUNTY OF OCEAN
&
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 32
(WHITE COLLAR EMPLOYEES)**

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 employees) and the representative for 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 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 party for approval:

- I. **DURATION:** Four Years (April 1, 2023 – March 31, 2027)
- II. **ARTICLE 8 (HOLIDAYS)** – Effective April 1, 2023, Juneteenth shall be added to the calendar as a holiday. The Board of Commissioners shall designate the date on which Juneteenth will be observed each year.
- III. **ARTICLE 9 (LONGEVITY PAY)** – Effective the pay period which includes January 1, 2024, the elimination of longevity for full-time employees hired after April 1, 2013 shall be eliminated. Thus, as of January 1, 2024, 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 24 (PROMOTIONAL REMUNERATION)** – Effective April 1, 2024, the promotional remuneration amount shall increase to \$3,000 for the term of this collective negotiations agreement.

V. **ARTICLE 32 (HOSPITAL, SURGICAL, MAJOR MEDICAL, PRESCRIPTION, AND RETIREMENT BENEFITS)** – This article shall 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 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.
- 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, 2008 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.
- E. 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.

F. Effective September 1, 2008, 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.

G. 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 September 1, 2008 as indicated above.
- The County will not reimburse retiree Medicare Part B premiums, as it has not been reimbursed since September 1, 2008 as indicated above.

H. 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.

I. 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 (SALARY)**

- A. **Salary Increases** – Employees working a forty (40) hours workweek shall receive the following increases:

April 1, 2023 – Effective April 1, 2023, and retroactive thereto, all members in the bargaining unit shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500).

April 1, 2024 – Effective April 1, 2024, all members in the bargaining unit shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500).

April 1, 2025 – Effective April 1, 2025, all members in the bargaining unit shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500).

April 1, 2026 Effective April 1, 2026, all members in the bargaining unit shall receive an increase of 2.25%, but not less than Two Thousand Five Hundred dollars (\$2,500).

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

- B. **Bi-lingual**– The stipend set forth in paragraph F. shall be \$2,500 effective April 1, 2024.
- C. **Minimum Salaries** – The minimum salaries shall be as set forth on Appendix A attached hereto.

- 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 all necessary dates being changed.
- X. All other terms and conditions of the collective negotiations agreement that expired on March 31, 2023, shall remain unchanged and in full force, unless otherwise modified above.

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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 Board of Commissioners of the County of Ocean.

**For the OPEIU Local 32
White Collar Employees**

Bill Henning 11/21/23
(date)

For the County of Ocean

Robert Greitz, Director (date)
Office of Employee Relations

(date)

(date)

4/1/2023

4/1/2024

4/1/2025

4/1/2026

SECTION A

<u>TITLE</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>
	\$ 32,760	\$ 35,100	\$ 37,440	\$ 33,682	\$ 36,088	\$ 38,494	\$ 34,594	\$ 37,065	\$ 39,536	\$ 35,518	\$ 38,055	\$ 40,592
Binding Specialist 1												
Clerk 1												
Clerk 1 Bi-Lingual Sp/Eng												
Keyboarding Clerk 1												
Keyboarding Clerk 1 Bi-Lingual Sp/Eng												
Mail Clerk												
Printing Machine Operator Trainee												
Receptionist/Telephone Operator												
Records Support Technician 1												
Telephone Operator												

SECTION B

<u>TITLE</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>
	\$ 33,761	\$ 31,135	\$ 38,584	\$ 34,683	\$ 37,161	\$ 39,638	\$ 35,595	\$ 38,138	\$ 40,680	\$ 36,519	\$ 39,128	\$ 41,736
Account Clerk												
Aide Penal Institution												
Binding Specialist 2												
Cashier												
Clerk 2												
Clerk Driver												
Clerk Typist 2 Evidence Handling												
Inventory Control Clerk												
Keyboarding Clerk 2												
Keyboarding Clerk 2, Bi-Lingual Sp/Eng												
Keyboarding Clerk 2/Telephone Oper												
Purchasing Assistant												
Radio Dispatcher												
Radio Dispatcher Typing												
Records Support Technician 2												
Senior Mail Clerk												

SECTION C

<u>TITLE</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>
	\$ 34,744	\$ 32,188	\$ 39,707	\$ 35,666	\$ 38,213	\$ 40,761	\$ 36,578	\$ 39,190	\$ 41,803	\$ 37,502	\$ 40,180	\$ 42,859
Printing Machine Operator 1												
Senior Account Clerk												
Senior Account Clerk												
Senior Clerk Driver												
Senior Purchasing Assistant												
Senior Radio Dispatcher												

SECTION D

	4/1/2023			4/1/2024			4/1/2025			4/1/2026		
TITLE	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>
	\$ 35,745	\$ 33,261	\$ 40,851	\$ 36,667	\$ 39,286	\$ 41,905	\$ 37,579	\$ 40,263	\$ 42,947	\$ 38,503	\$ 41,253	\$ 44,003
Clerk 3												
Clerk Stenographer 3												
Clerk 3/Senior Telephone Operator												
Communications Operator, Secured Facilities												
Keyboarding Clerk 3												
Keyboarding Clerk 3, Bi-Lingual Sp/Eng												
Keyboarding Clerk 3/Purchasing Assistant												
Keyboarding Clerk 3/Telephone Operator												
Principal Account Clerk												
Principal Account Clerk Stenography												
Principal Mail Clerk												
Printing Machine Operator 2												
Probate Clerk Typing												
Purchasing Expeditor												
Records Support Technician 3												
Senior Cashier												

SECTION E

	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>
	\$ 36,746	\$ 34,333	\$ 41,995	\$ 37,668	\$ 40,358	\$ 43,049	\$ 38,580	\$ 41,335	\$ 44,091	\$ 39,504	\$ 42,325	\$ 45,147
Principal Cashier												
Principal Purchasing Assistant												
Senior Probate Clerk Typing												
Weighmaster												

SECTION F

	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>	<u>35</u>	<u>37.5</u>	<u>40</u>
	\$ 37,776	\$ 35,438	\$ 43,173	\$ 38,699	\$ 41,463	\$ 44,227	\$ 39,610	\$ 42,440	\$ 45,269	\$ 40,534	\$ 43,430	\$ 46,325
Administrative Clerk												
Administrative Secretary												
Paralegal Specialist												
Principal Court Clerk Probate												
Printer												
Printing Machine Operator 3												