



RESOLUTION

OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

March 28, 2023

Salary Resolution

Resolution 2023-03-01

IN ACCORDANCE WITH COLLECTIVE BARGAINING AGREEMENT ARTICLE V BETWEEN THE OCEAN COUNTY BOARD OF SOCIAL SERVICES AND THE COMMUNICATIONS WORKERS OF AMERICA LOCAL 1088 FOR THE PERIOD OF JANUARY 1, 2021 THRU DECEMBER 31, 2023, THE FOLLOWING EMPLOYEE(S) ARE HEREBY GRANTED ANNIVERSARY INCREMENTS AS FOLLOWS:

CWA ANNIVERSARIES - APRIL 2023

EMPLOYEE	TITLE	SALARY 3/31/2023	SALARY 4/1/2023	LNG \$ 4/1/2023	TOTAL 4/1/2023
Ciaffi, Brenda	Human Services Specialist 2	\$64,831.18	\$67,401.67		\$67,401.67
Kearns, Jennifer	Human Services Specialist 3	\$77,174.19	\$80,238.42		\$80,238.42

RETURN TO FORMER TITLE

Beucler, Jennifer, CSP019, Clerk 2, effective 03/03/23, \$41,400.88
Austin, Brian, ADM108, Messenger, effective 03/27/23, \$37,090.43

PROVISIONAL APPOINTMENTS

Johnston, Dina, ADM061, Training Technician, effective 03/02/23, \$60,943.04
Soden, Suzanne, FIS010, Investigator County Welfare Agency, effective 03/02/23, \$60,943.04
Sierra, Elizabeth, WCM007, Social Worker, effective 03/16/23, \$55,161.00
Brady, III, John, FSS001, Administrative Supervisor of Income Maintenance, effective 03/09/23, \$126,322.37
Tritto, III, John, FSS544, Administrative Supervisor of Social Work, effective 03/02/23, \$146,526.81
Matkowski, Jennifer, ADM193, Keyboarding Clerk 2, effective 03/02/23, \$38,237.00
Rispoli, Coralyn, FSS146, Keyboarding Clerk 2, effective 03/02/23, \$38,237.00
Humphreys, Eric, ADM101, Personnel Technician, effective 03/02/23, \$57,779.00

CERTIFICATION OF ELIGIBLES TO POSITIONS

Beucler, Jennifer, MAP069, Human Services Specialist 1, effective 03/02/23, \$43,900.88
Tirico, Jonathan, MAP046, Human Services Specialist 1, effective 03/02/23, \$43,820.00
Cottrell, Jake, MAP040, Human Services Specialist 1, effective 03/02/23, \$43,820.00
Austin, Brian, FSS121, Human Services Specialist 1, effective 03/03/23, \$43,820.00
Pelton, Lisa, MAP033, Human Services Specialist 1, effective 03/02/23, \$44,915.50
LaRue, Adrienne, MAP141, Human Services Specialist 3, effective 03/02/23, \$58,586.13
Frantz, Danielle, MAP060, Human Services Specialist 3, effective 03/02/23, \$57,247.28
Doka, Dan, FSS203, Human Services Specialist 3, effective 03/02/23, \$60,943.04
Barton, Crystal, MAP053, Clerk 1, effective 03/23/23, \$31,445.00
Cuavers, Clive, FSS571, Account Clerk, effective 04/10/23, \$32,906.00

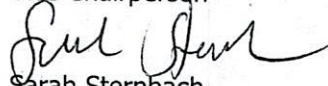
The personnel actions listed above will be implemented prior to formal approval.

BE IT FURTHER RESOLVED, that pursuant to the authorization granted by Resolution No. 2020-03-15, all terms, conditions and actions authorized in this Resolution may be immediately implemented prior to formal execution of this Resolution No. 2023-03-01. Formal execution shall be completed as soon as feasible under the circumstances presented by the COVID-19 Crisis.

We certify this to be a true copy of the
Resolution adopted by the Board of Social
Services of the County of Ocean this 28th day
of March 2023


Peter M. Hartney

Vice Chairperson


Sarah Sternbach

Secretary/Treasurer



OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

RESOLUTION

March 28, 2023

RESOLUTION ESTABLISHING SALARY AND BENEFITS FOR EXCLUDED ADMINISTRATIVE STAFF FOR 2023

Resolution No. 2022-11-33(A)

WHEREAS, the Ocean County Board of Social Services desires to grant a 2.5% increase over the 2022 salaries of the Excluded Administrative Staff, plus any longevity due eligible employees. Except as otherwise indicated, effective January 1, 2023, the annual salaries will be:

<u>NAME</u>	<u>TITLE</u>	2023 <u>SALARY</u>	LONGEVITY <u>AMOUNT</u>	TOTAL 2023 <u>BASE SALARY</u>
Bassie, Joanna L.	Asst. Training Supervisor	\$118,972.98	\$ 8,685.03	\$127,658.01
Blauser, Michelle	Asst. Adm. Supvr. of Social Work	\$119,172.05	-0-	\$119,172.05
Brady III, John	Adm. Supvr. of IM	\$126,322.37	-0-	\$126,322.37
(Provisional Promotion effective 3/9/2023)				
Brown, Mario	Fiscal Officer	\$168,424.99	\$12,295.02	\$180,720.01
(longevity increase eff. 11/23/23)			\$13,474.00	\$181,898.99
Decker, Alicia M.	Assistant Fiscal Officer	\$124,899.74	-0-	\$124,899.74
Okaly, Laurie	Asst. Chief of Adm. Services	\$119,172.05	-0-	\$119,172.05
(Provisional Promotion effective 8/5/2021)				
Ramos, Emerida	Asst. Admin. Supvr. of IM	\$116,549.68	-0-	\$116,549.68
Tritto III, John	Adm. Supvr. of Social Work	\$146,526.81	-0-	\$146,526.81
(Provisional Promotion effective 3/2/2023)				
Uberti, Jennifer	Asst. Adm. Supvr. of Social Work	\$140,306.33	\$ 10,242.36	\$150,548.69
(Retirement effective April 1, 2023)				

WHEREAS, the benefits provided to the above Excluded Administrative Staff for the period 1/1/2023 – 12/31/2023 are as follows:

Hours of Work (80 hours per pay period)

Excluded Administrative Staff listed above are exempt from the overtime/compensatory provision in the Fair Labor Standards Act.

Education

An employee may request two (2) paid professional days per year. The Board agrees to reimburse the Assistant Administrative Supervisor of Social Work and Administrative Supervisor of Social Work \$200 at the time of license renewal for a Social Worker license. Education reimbursement shall be implemented as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Office & Professional Employees International Union (OPEIU), Local 153, (Supervisory Unit).

Transportation & Reimbursement

Mileage reimbursement shall be the published Federal IRS rate for business use of a vehicle.

Bereavement Leave

Up to three (3) days per incident upon death of a member of the immediate family as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088.

Personal Leave

Four (4) days per calendar year. Personal Days will be prorated for employees at one-third (1/3) Day per month. For the purposes of charging an employee with the unearned part of his/her personal leave, an employee shall be considered to have earned the yearly allowance of four (4) personal days after the completion of nine (9) full months of service in the year the employee leaves the employ of the Board.

Sick Leave

One (1) day per month or major fraction thereof during the first calendar year of employment and fifteen (15) working days in every calendar year thereafter, which shall be credited to the employee as of the first of January of each year to be accrued at the rate of one and one-quarter (1-1/4) sick days per month. Upon proof of retirement under P.E.R.S., the employee shall receive remuneration of one-half (1/2) his/her accumulated sick leave up to \$12,000.00 grandfathered to employees hired before 3/20/97 at \$15,000.00. Employees who do not utilize any sick leave from January 1st through June 30th shall be permitted to have one (1) sick day converted to one (1) vacation day. Employees who do not utilize any sick leave from July 1st through December 31st shall be permitted to have one (1) sick day converted to one (1) vacation day. Employees are not eligible for this benefit during the calendar year of the date of hire. An employee who is laid off and subsequently rehired from a Civil Service Commission Special Reemployment List shall receive full credit for all sick leave accumulated at the time of layoff.

Vacation Leave

Vacation leave as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088.

Health Insurance

The Board shall provide medical coverage to all employees together with their eligible dependents through NJ State Health Benefits Program, Horizon Blue Cross/Blue Shield of NJ Dental Option Plan administered through Direct Dental Network and Prescription Coverage as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088. Employee contributions for the NJ State Health Benefits Program shall be pursuant to the State statutory mandates.

Holidays

New Year's Day, Martin Luther King, Jr. Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, General Election Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day.

Longevity Pay

Grandfathered to employees hired on or before 3/20/97 as follows:

7 – 11 years	3.0%
12 – 16 years	4.6%
17 – 21 years	5.7%
22 – 26 years	6.5%
27 – 31 years	7.3%
32 + years	8.0%

Employees hired after 3/20/97 are not eligible to receive Longevity.

Donated Leave

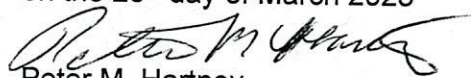
Employees suffering from a catastrophic health condition shall be entitled to participate in a donated leave program, pursuant to the donated leave policy and procedures set forth in the Board's Personnel Handbook. Individuals who are leaving the employ of the Board may elect to donate all or any part of their Sick, Vacation, and Personal time to any individual(s) who are eligible to receive Donated Leave. Employees may receive up to one hundred and eighty (180) days of donated leave and may apply for a sixty (60) day extension, at the discretion of the Board.

BE IT HEREBY RESOLVED, that the Ocean County Board of Social Services authorizes the above salary and benefit package to the Excluded Administrative Staff.

BE IT FURTHER RESOLVED, that pursuant to the authorization granted by Resolution No. 2020-03-15, all terms, conditions and actions authorized in this Resolution may be immediately implemented prior to formal execution of this Resolution No. 2022-11-33(A). Formal execution shall be completed as soon as feasible under the circumstances presented by the COVID-19 Crisis.

BE IT FINALLY RESOLVED, that authorization is granted to release this resolution prior to formal approval.

We certify this to be a true copy of a Resolution adopted by the Board of Social Services of the County of Ocean on the 28th day of March 2023


Peter M. Hartney

Chairperson


Sarah Sternbach
Secretary/Treasurer



OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

RESOLUTION

March 28, 2023

RESOLUTION ESTABLISHING SALARY AND BENEFITS FOR EXCLUDED ADMINISTRATIVE, CLERICAL, FISCAL & MAINTENANCE EMPLOYEES FOR 2023

Resolution No. 2022-11-32(C)

WHEREAS, on January 1, 2023, the Ocean County Board of Social Services desires to grant a 2.5% increase over the 2022 salaries of the Excluded Administrative, Clerical, Fiscal & Maintenance employees plus any longevity due eligible employees. Except as otherwise indicated, effective January 1, 2023, the annual salaries will be:

<u>NAME</u>	<u>TITLE</u>	<u>2023 SALARY</u>	<u>LONGEVITY AMOUNT</u>	<u>TOTAL 2023 BASE SALARY</u>
Anderson, Dawn	Principal Account Clerk	\$ 46,043.00	-0-	\$ 46,043.00
(Provisional Promotion effective 6/10/2021)				
Bullock IV, James	Accounting Assistant	\$ 44,915.50	-0-	\$ 44,915.50
Canzoneri, Mary	Secretarial Assistant	\$ 52,889.59	-0-	\$ 52,889.59
Clark, Frank	Senior Accountant	\$ 77,104.33	-0-	\$ 77,104.33
Cote, James	Accountant	\$ 56,624.08	-0-	\$ 56,624.08
(Provisional promotion effective 4/7/2022)				
Figuroa, Leslie	Accounting Assistant	\$ 44,915.50	-0-	\$ 44,915.50
Henry, John	Supervising Accountant	\$ 91,726.43	-0-	\$ 91,726.43
Hubler, Melissa	Administrative Secretary	\$ 61,653.51	-0-	\$ 61,653.51
(Provisional promotion effective 12/15/2022)				
Humphreys, Eric	Personnel Technician	\$ 57,779.00	-0-	\$ 57,779.00
(Provisional effective 3/2/2023)				
Jankowski, April	Accountant	\$ 56,624.08	-0-	\$ 56,624.08
(Provisional promotion effective 4/7/2022)				
Lowe, Raymond	Supervising Maintenance Repairer	\$ 70,496.43	-0-	\$ 70,496.43
Luft, Annaliese	Supervising Accountant	\$ 89,708.00	-0-	\$ 89,708.00
(Provisional promotion effective 12/9/2022)				
Maravelias, Colleen	Administrative Secretary	\$ 58,860.63	-0-	\$ 58,860.63
(Provisional promotion effective 11/18/2022)				
Milkovitz, Valerie J.	Senior Accountant	\$ 77,104.33	-0-	\$ 77,104.33
Minetti, David	Tech. Manag. Info. Systems	\$49,789.00	-0-	\$49,789.00
(Provisional effective 2/2/2023)				
Morris, Joseph W.	Senior Accountant	\$ 75,164.95	-0-	\$ 75,164.95
Nastasi, Joseph	Administrative Secretary	\$ 58,860.63	-0-	\$ 58,860.63
(Provisional effective 8/4/2022)				
Novak, Danielle	Legal Secretary	\$ 54,397.81	-0-	\$ 54,397.81
Paluk, Kevin	Network Administrator 1	\$ 78,105.00	-0-	\$ 78,105.00
(Provisional effective 10/13/2022)				
Plescho-Sinibaldi, Monica	Administrative Secretary	\$ 67,447.59	-0-	\$ 67,447.59
(Provisional promotion effective 11/18/2022)				
Ponce, Jasmin	Secretarial Assistant	\$ 57,223.04	-0-	\$ 57,223.04
Sommer, Lisa	Secretarial Assistant	\$ 55,390.69	-0-	\$ 55,390.69
Spacek, Dalia	Employee Benefits Clerk	\$ 58,163.70	-0-	\$ 58,163.70
Stawicki, Krysta	Tech. Manag. Info. Systems	\$ 52,161.23	-0-	\$ 52,161.23
Virgillo, Michael	Supervisor Information Technology	\$ 91,726.43	-0-	\$ 91,726.43

WHEREAS, the benefits provided to the above Excluded Administrative, Clerical, Fiscal & Maintenance employees for the period 1/1/2023 – 12/31/2023 are as follows:

Hours of Work (40 hours per week)

All hours for which an employee is deemed to be in active pay status shall be counted toward the threshold of a forty (40) hour work week. All hours in excess of forty (40) hours shall be compensated at time and a half if wages are paid, or at the Director's or Director's Designee's sole discretion. All overtime must be specifically authorized by the Director or Director's Designee. Maintenance employees required to return to work on an emergency call-out shall receive two (2) hours overtime pay at time and one-half rate for each instance in which the maintenance employee is called upon to return to work beyond the forty (40) hours. Maintenance employees are expected to report to work at their regular starting time or as advised by their supervisor when the agency has a delayed opening. Maintenance employees who report to work at their regularly scheduled time or no later than 8:30 a.m. when the agency has a delayed opening of 2 hours or more (10:30 a.m. or later), will receive a stipend of \$40.00 for each incident.

Education

An employee may request one (1) paid professional day per year. Education reimbursement shall be implemented as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Office & Professional Employees International Union (OPEIU), Local 153, (Supervisory Unit).

Transportation & Reimbursement

Mileage reimbursement shall be the published Federal IRS rate for business use of a vehicle.

Bereavement Leave

Up to three (3) days per incident upon death of a member of the immediate family as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088.

Personal Leave

Four (4) days per calendar year. Personal Days will be prorated for employees at one-third (1/3) Day per month. For the purposes of charging an employee with the unearned part of his/her personal leave, an employee shall be considered to have earned the yearly allowance of 4 personal days after the completion of nine (9) full months of service in the year the employee leaves the employ of the Board.

Sick Leave

One (1) day per month or major fraction thereof during the first calendar year of employment and fifteen (15) working days in every calendar year thereafter, which shall be credited to the employee as of the first of January of each year to be accrued at the rate of one and one-quarter (1-1/4) sick days per month. Upon proof of retirement under P.E.R.S., the employee shall receive remuneration of one-half (1/2) his/her accumulated sick leave up to \$12,000.00 grandfathered to employees hired before 3/20/97 at \$15,000.00. Employees who do not utilize any sick leave from January 1st through June 30th shall be permitted to have one (1) sick day converted to one (1) vacation day. Employees who do not utilize any sick leave from July 1st through December 31st shall be permitted to have one (1) sick day converted to one (1) vacation day. Employees are not eligible for this benefit during the calendar year of the date of hire. An employee who is laid off and subsequently rehired from a Civil Service Commission Special Reemployment List shall receive full credit for all sick leave accumulated at the time of layoff.

Vacation Leave

Vacation leave as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088.

Health Insurance

The Board shall provide medical coverage to all employees together with their eligible dependents through NJ State Health Benefits Program, Horizon Blue Cross/Blue Shield of NJ Dental Option Plan administered through Direct Dental Network and Prescription Coverage as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088. Employee contributions for the NJ State Health Benefits Program shall be pursuant to the State statutory mandates.

Holidays

New Year's Day, Martin Luther King, Jr. Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, General Election Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day

Longevity Pay

Grandfathered to employees hired on or before 3/20/97 as follows:

7 – 11 years	3.0%
12 – 16 years	4.6%
17 – 21 years	5.7%
22 – 26 years	6.5%
27 – 31 years	7.3%
32 + years	8.0%

Employees hired after 3/20/97 are not eligible to receive Longevity.

Donated Leave

Employees suffering from a catastrophic health condition shall be entitled to participate in a donated leave program, pursuant to the donated leave policy and procedures set forth in the Board's Personnel Handbook. Individuals who are leaving the employ of the Board may elect to donate all or any part of their Sick, Vacation, and Personal time to any individual(s) who are eligible to receive Donated Leave. Employees may receive up to one hundred and eighty (180) days of donated leave and may apply for a sixty (60) day extension, at the discretion of the Board.

BE IT HEREBY RESOLVED, that the Ocean County Board of Social Services authorizes the above salary and benefit package to the Excluded Administrative, Clerical, Fiscal & Maintenance employees.

BE IT FURTHER RESOLVED, that pursuant to the authorization granted by Resolution No. 2020-03-15, all terms, conditions and actions authorized in this Resolution may be immediately implemented prior to formal execution of this Resolution No. 2022-11-32(C) Formal execution shall be completed as soon as feasible under the circumstances presented by the COVID-19 Crisis.

BE IT FINALLY RESOLVED, that authorization is granted to release this resolution prior to formal approval.

We certify this to be a true copy of a
Resolution adopted by the Board of
Social Services of the County of Ocean
on the 28th day of March 2023



Peter M. Hartney
Chairperson



Sarah Sternbach
Secretary/Treasurer



OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

RESOLUTION

March 28, 2023

2023 EXCLUDE MINIMUM SALARY RESOLUTION

Resolution No. 2023-01-02(A)

WHEREAS, the Ocean County Board of Social Services desires to establish minimum base salaries for Excluded titles.

BE IT HEREBY RESOLVED that the Ocean County Board of Social Services authorizes the following to be the minimum base salaries for the titles designated below:

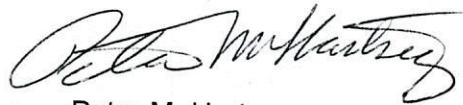
Title Code	Title	2023 Minimum
00004	Accountant	\$55,243
50451	Accounting Assistant	\$43,820
00112	Administrative Secretary	\$57,425
00211	Administrative Supervisor of Income Maintenance	\$116,267
00213	Administrative Supervisor of Social Work	\$116,267
00303	Asst. Administrative Supervisor of Income Maintenance	\$113,707
00304	Asst. Administrative Supervisor of Social Work	\$113,707
06035	Asst. Chief of Administrative Services	\$113,707
00393	Asst. Chief Investigator	\$113,707
00536	Assistant Fiscal Officer	\$113,707
00642	Asst. Personnel Technician	\$51,800
00801	Asst. Training Supervisor, CWA	\$90,146
00639	Asst. Payroll Supervisor	\$49,500
05269	Associate Counsel	\$105,000
05269	Board Counsel	\$116,267
01145	Chief Investigator, CWA	\$116,267
04503	Coordinator, Child Support Program	\$116,267
01503	Deputy Director	\$121,600
01650	Director	\$126,958
04731	Employee Benefits Clerk	\$49,224
01857	Fiscal Officer	\$116,267
01268	Keyboarding Clerk 1 (Personnel/Administrative)	\$32,906
03256	Keyboarding Clerk 2 (Personnel/Administrative)	\$38,237
02781	Keyboarding Clerk 3 (Personnel/Administrative)	\$43,820
07675	Legal Secretary	\$47,531
56492	Management Assistant	\$55,243
10107	Network Administrator I	\$76,200
02655@	Personnel Technician	\$57,779
02755	Principal Account Clerk	\$43,820

53101	Principal Technician, Management Information Systems	\$60,531
03127	Secretarial Assistant	\$49,224
03128	Secretarial Assistant/Steno	\$53,925
03169	Senior Accountant	\$72,218
03165	Senior Account Clerk	\$36,550
05269	Senior Associate Counsel	\$113,707
04730	Senior Employee Benefits Clerk	\$52,045
03405	Senior Legal Stenographer	\$45,838
03502	Senior Personnel Technician	\$60,531
53100	Sr. Technician, Management Information Systems	\$52,645
5657	Supervising Accountant	\$87,520
3969	Supervisor of Accounts	\$74,636
61454	Supervisor, Information Technology	\$87,520
7338	Supervising Maintenance Repairer	\$68,177
53096	Technical Assistant Management Information Systems	\$47,289
41135	Technical Assistant Personnel	\$53,450
53099	Technician, Management Information Systems	\$49,789
01245 (T)	Clerk 1	\$15.00/hr.
3256H (T)	Project Assistant	\$18.00/hr.

BE IT FURTHER RESOLVED, that pursuant to the authorization granted by Resolution No. 2020-03-15, all terms, conditions and actions authorized in this Resolution may be immediately implemented prior to formal execution of this Resolution No. 2023-01-02(A). Formal execution shall be completed as soon as feasible under the circumstances presented by the COVID-19 Crisis.

BE IT FINALLY RESOLVED, that authorization is granted to release this resolution prior to formal approval.

We certify this to be a true copy of a resolution adopted by the Board of Social Services, County of Ocean on the 28th day of March 2023



Peter M. Hartney
Chairperson



Sarah Sternbach
Secretary/Treasurer



OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

RESOLUTION

March 28, 2023

RESOLUTION ESTABLISHING SALARY AND
BENEFITS FOR THE DIRECTOR OF WELFARE
FOR THE YEAR 2023

Resolution No. 2022-11-31(A)

WHEREAS, the Ocean County Board of Social Services desires to grant a \$2,948.97 increase over the 2023 salary of the Director of Welfare. As indicated, effective March 30, 2023, the annual salary will be:

<u>NAME</u>	<u>TITLE</u>	<u>TOTAL ANNUAL BASE SALARY</u>
Meredith Sheehan	Director of Welfare	\$169,613.72

WHEREAS, the benefits provided to the Director of Welfare for the period 1/1/2023 – 12/31/2023 are as follows:

Hours of Work (80 hours per pay period)

The title of Director of Welfare is exempt from overtime/compensatory provision in the Fair Labor Standards Act.

Education

The Director may request two (2) paid professional days per year. The Board agrees to reimburse the Director of Welfare \$200 at the time of license renewal for a Social Worker license.

Transportation & Reimbursement

Mileage reimbursement shall be the published Federal IRS rate for business use of a vehicle.

Bereavement

Up to three (3) days per incident upon death of a member of the immediate family as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088.

Personal Leave

Four (4) days per calendar year. Personal Days will be prorated for employees at one-third (1/3) day per month. For the purposes of charging an employee with the unearned part of his/her personal leave, an employee shall be considered to have earned the yearly allowance of 4 personal days after the completion of nine (9) full months of service in the year the employee leaves the employ of the Board.

Sick Leave

One (1) day per month or major fraction thereof during the first calendar year of employment and fifteen (15) working days in every calendar year thereafter, which shall be credited to the employee as of the first of January of each year to be accrued at the rate of one and one-quarter (1-1/4) sick days per month. Upon proof of retirement under P.E.R.S., the employee shall receive remuneration of one-half (1/2) his/her accumulated sick leave up to \$12,000.00 grandfathered to employees hired before 3/20/97 at \$15,000.00. Employees who do not utilize any sick leave from January 1st through June 30th shall be permitted to have one (1) sick day converted to one (1) vacation day. Employees who do not utilize any sick leave from July 1st through December 31st shall be permitted to have one (1) sick day converted to one (1) vacation day. Employees are not eligible for this benefit during the calendar year of the date of hire. An employee who is laid off and subsequently rehired from a Civil Service Commission Special Reemployment List shall receive full credit for all sick leave accumulated at the time of layoff.

Vacation Leave

Vacation leave as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088.

Health Insurance

The Board shall provide medical coverage to all employees together with their eligible dependents through NJ State Health Benefits Program, Blue Cross/Blue Shield Dental Option Plan administered through Direct Dental Network and Prescription Coverage as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088. Employee contributions for the NJ State Health Benefits Program shall be pursuant to the State statutory mandates.

Holidays

New Year's Day, Martin Luther King's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, General Election Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day

Longevity Pay

Grandfathered to employees hired on or before 3/20/97 as follows:

7 – 11 years	3%
12 – 16 years	4.6%
17 – 21 years	5.7%
22 – 26 years	6.5%
27 – 31 years	7.3%
32 + years	8%

Employees hired after 3/20/97 are not eligible to receive Longevity

Donated Leave

Employees suffering from a catastrophic health condition shall be entitled to participate in a donated leave program, pursuant to the Donated Leave policy and procedures set forth in the Board's Personnel Handbook. Individuals who are leaving the employ of the Board may elect to donate all or any part of their Sick, Vacation, and Personal time to any individual(s) who are eligible to receive Donated Leave. Employees may receive up to one hundred and eighty (180) days of donated leave and may apply for a sixty (60) day extension, at the discretion of the Board.

BE IT HEREBY RESOLVED, that the Ocean County Board of Social Services authorizes the above salary and benefit package to the Director of Welfare.

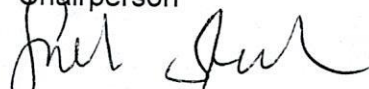
BE IT FURTHER RESOLVED, that pursuant to the authorization granted by Resolution No. 2020-03-15, all terms, conditions and actions authorized in this Resolution may be immediately implemented prior to formal execution of this Resolution No. 2022-11-31(A). Formal execution shall be completed as soon as feasible under the circumstances presented by the COVID-19 Crisis.

BE IT FINALLY RESOLVED, that authorization is granted to release this Resolution prior to formal approval.

We certify this to be a true copy of a Resolution adopted by the Board of Social Services of the County of Ocean on the 28th day of March 2023



Peter M. Hartney
Chairperson



Sarah Sternbach
Secretary/Treasurer



OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

RESOLUTION

March 28, 2023

RESOLUTION ESTABLISHING SALARY AND BENEFITS FOR THE DEPUTY DIRECTOR OF WELFARE FOR THE YEAR 2023

Resolution No. 2022-11-30(A)

WHEREAS, the Ocean County Board of Social Services desires to grant a \$7,943.62 increase over the 2023 salary of the Deputy Director of Welfare. As indicated, effective March 30, 2023, the annual salary will be:

<u>NAME</u>	<u>TITLE</u>	<u>BASE SALARY</u>
Jennifer Hagendoorn	Deputy Director of Welfare	\$140,337.34

WHEREAS, the benefits provided to the Deputy Director of Welfare for the period 1/1/2023 – 12/31/2023 are as follows:

Hours of Work (80 hours per pay period)

The title of Deputy Director of Welfare is exempt from overtime/compensatory provision in the Fair Labor Standards Act.

Education

The Deputy Director of Welfare may request two (2) paid professional days per year. The Board agrees to reimburse the Deputy Director of Welfare \$200 at the time of license renewal for a Social Worker license.

Transportation & Reimbursement

Mileage reimbursement shall be the published Federal IRS rate for business use of a vehicle.

Bereavement

Up to three (3) days per incident upon death of a member of the immediate family as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088.

Personal Leave

Four (4) days per calendar year. Personal Days will be prorated for employees at one-third (1/3) day per month. For the purposes of charging an employee with the unearned part of his/her personal leave, an employee shall be considered to have earned the yearly allowance of 4 personal days after the completion of nine (9) full months of service in the year the employee leaves the employ of the Board.

Sick Leave

One (1) day per month or major fraction thereof during the first calendar year of employment and fifteen (15) working days in every calendar year thereafter, which shall be credited to the employee as of the first of January of each year to be accrued at the rate of one and one-quarter (1-1/4) sick days per month. Upon proof of retirement under P.E.R.S., the employee shall receive remuneration of one-half (1/2) his/her accumulated sick leave up to \$12,000.00 grandfathered to employees hired before 3/20/97 at \$15,000.00. Employees who do not utilize any sick leave from January 1st through June 30th shall be permitted to have one (1) sick day converted to one (1) vacation day. Employees who do not utilize any sick leave from July 1st through December 31st shall be permitted to have one (1) sick day converted to one (1) vacation day. Employees are not eligible for this benefit during the calendar year of the date of hire. An employee who is laid off and subsequently rehired from a Civil Service Commission Special Reemployment List shall receive full credit for all sick leave accumulated at the time of layoff.

Vacation Leave

Vacation leave as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088.

Health Insurance

The Board shall provide medical coverage to all employees together with their eligible dependents through NJ State Health Benefits Program, Blue Cross/Blue Shield Dental Option Plan administered through Direct Dental Network and Prescription Coverage as enumerated in the current Collective Bargaining Agreement between the Ocean County Board of Social Services and the Communications Workers of America, Local 1088. Employee contributions for the NJ State Health Benefits Program shall be pursuant to the State statutory mandates.

Holidays

New Year's Day, Martin Luther King's Birthday, Presidents Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, General Election Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day

Longevity Pay

Grandfathered to employees hired on or before 3/20/97 as follows:

7 – 11 years	3%
12 – 16 years	4.6%
17 – 21 years	5.7%
22 – 26 years	6.5%
27 – 31 years	7.3%
32 + years	8%

Employees hired after 3/20/97 are not eligible to receive Longevity

Donated Leave

Employees suffering from a catastrophic health condition shall be entitled to participate in a donated leave program, pursuant to the Donated Leave policy and procedures set forth in the Board's Personnel Handbook. Individuals who are leaving the employ of the Board may elect to donate all or any part of their Sick, Vacation, and Personal time to any individual(s) who are eligible to receive Donated Leave. Employees may receive up to one hundred and eighty (180) days of donated leave and may apply for a sixty (60) day extension, at the discretion of the Board.

BE IT HEREBY RESOLVED, that the Ocean County Board of Social Services authorizes the above salary and benefit package to the Deputy Director of Welfare.

BE IT FURTHER RESOLVED, that pursuant to the authorization granted by Resolution No. 2020-03-15, all terms, conditions and actions authorized in this Resolution may be immediately implemented prior to formal execution of this Resolution No. 2022-11-30(A). Formal execution shall be completed as soon as feasible under the circumstances presented by the COVID-19 Crisis.

BE IT FINALLY RESOLVED, that authorization is granted to release this Resolution prior to formal approval.

We certify this to be a true copy
of a Resolution adopted
by the Board of Social Services
of the County of Ocean
on the 28th day of March 2023



Peter M. Hartney
Chairperson



Sarah Sternbach
Secretary/Treasurer