



OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

RESOLUTION

December 12, 2023

Salary Resolution

Resolution 2023-12-01

2024 RESOLUTION FOR CWA 1088

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, 2024 THRU DECEMBER 31, 2024, THE FOLLOWING ARE SALARIES FOR 2023 WITH JANUARY 1, 2024 ANNIVERSARY INCREMENTS AS APPLICABLE:

EMPLOYEE	TITLE	SALARY 12/31/2023	SALARY 1/1/2024	LNG \$ 1/1/2024	TOTAL 1/1/2024
Bottazzi, Marie	Social Service Technician	\$54,996.04	\$54,996.04		\$54,996.04
Caufield, Elizabeth	Clerk 2	\$51,931.21	\$51,931.21		\$51,931.21
Ciaffi, Brenda	Human Services Specialist 2	\$67,401.67	\$67,401.67		\$67,401.67
Cottrell, Dianne	Human Services Specialist 2	\$59,980.84	\$59,980.84		\$59,980.84
Donnon, Leigh	Clerk 3	\$55,539.68	\$55,539.68		\$55,539.68
Faulkner, Apolonia	Human Services Specialist 1	\$58,282.42	\$58,282.42		\$58,282.42
Kearns, Jennifer	Human Services Specialist 3	\$80,238.42	\$80,238.42		\$80,238.42
Kowalski, Susanne	Human Services Specialist 2	\$70,075.00	\$72,855.25		\$72,855.25
Martin, Debra	Clerk 2	\$49,955.72	\$51,931.21		\$51,931.21
McCall, Lauren	Clerk 2	\$51,931.21	\$51,931.21		\$51,931.21
Mojica, Maribel	Clerk 2 BS&E	\$48,501.76	\$50,419.09		\$50,419.09
Montes de Oca, Marlene	Human Services Specialist 2 BS&E	\$76,447.53	\$76,447.53		\$76,447.53
Morales, Nelida	Human Services Specialist 2 BS&E	\$73,529.10	\$76,447.53		\$76,447.53
Murphy, Tara	Human Services Specialist 3	\$74,227.82	\$77,174.19		\$77,174.19
Rodriguez, Jennifer	Human Services Specialist 2	\$70,075.00	\$72,855.25		\$72,855.25
Sanders, Patricia	Human Services Specialist 2 BS&E	\$76,447.53	\$76,447.53		\$76,447.53
Sprinkle, June	Keyboarding Clerk 3	\$56,062.66	\$58,282.42		\$58,282.42
Vernon, Laura	Human Services Specialist 2	\$70,075.00	\$72,855.25		\$72,855.25

EMPLOYEES REACHING MAX SALARY
1/01/2024

Giglio, Kristen	Human Services Specialist 2	\$72,855.25	\$75,631.05		\$75,631.05
Lopez, Nancy	Human Services Specialist 3	\$80,238.42	\$83,293.90		\$83,293.90

2024 RESOLUTION FOR CWA 1088A

EMPLOYEE	TITLE	SALARY 12/31/2023	SALARY 1/1/2024	LNG \$ 1/1/2024	TOTAL 1/1/2024
Acker, Lois	Senior Messenger	\$57,620.93	\$57,620.93		\$57,620.93
Ackerman, Joan	Clerk 2	\$39,573.88	\$39,573.88		\$39,573.88
Adorno-Hernandez, C.	Human Services Specialist 2 BS&E	\$86,956.84	\$86,956.84		\$86,956.84
Adubato, Denise	Human Services Specialist 2	\$52,671.68	\$52,671.68		\$52,671.68
Albis, Anji	Human Services Specialist 1	\$80,484.82	\$80,484.82		\$80,484.82
Alvarez, Sandra	Social Service Aide	\$32,906.00	\$32,906.00		\$32,906.00
Amo, Melissa	Human Services Specialist 3	\$58,586.12	\$58,586.12		\$58,586.12
Anastasio, Raelyn	Human Services Specialist 2	\$52,671.68	\$52,671.68		\$52,671.68
Apraez-Velasco, Mayra	Human Services Specialist 2 BS&E	\$59,190.16	\$59,190.16		\$59,190.16

Araujo, Jessica	Human Services Specialist 3	\$62,755.17	\$62,755.17	\$62,755.17
Arias, Lina	Human Services Specialist 3 BS&E	\$93,488.36	\$93,488.36	\$93,488.36
Arroyo, Natasha	Human Services Specialist 1 BS&E	\$49,367.01	\$49,367.01	\$49,367.01
Austin, Brian	Messenger	\$37,090.43	\$37,090.43	\$37,090.43
Barcz, Lori	Human Services Specialist 2	\$58,438.57	\$58,438.57	\$58,438.57
Barrett, Gabriele	Social Worker	\$65,989.88	\$65,989.88	\$65,989.88
Bauer, Brian	Clerk 2	\$65,151.15	\$65,151.15	\$65,151.15
Bearden, Katherine	Telephone Operator	\$33,406.00	\$33,406.00	\$33,406.00
Benningfield, Kathleen	Senior Receptionist	\$66,346.97	\$66,346.97	\$66,346.97
Beucler, Jennifer	Clerk 2	\$41,400.88	\$41,400.88	\$41,400.88
Bieth, Kimberly	Human Services Specialist 2	\$55,269.93	\$55,269.93	\$55,269.93
Blake, Christine	Human Services Specialist 2	\$56,564.54	\$56,564.54	\$56,564.54
Blauser, Noah	Human Services Specialist 2	\$54,006.87	\$54,006.87	\$54,006.87
Block, Lisa	Human Services Specialist 2	\$57,493.43	\$57,493.43	\$57,493.43
Borozny, Carolyn	Human Services Specialist 3	\$60,943.04	\$60,943.04	\$60,943.04
Bourne Solomon, R.	Human Services Specialist 3	\$85,168.01	\$85,168.01	\$85,168.01
Bovan, Shaquinta	Human Services Specialist 2	\$52,390.90	\$52,390.90	\$52,390.90
Brady, Lauren	Human Services Specialist 3	\$89,043.69	\$89,043.69	\$89,043.69
Brescher, Bianca	Social Service Aide	\$31,445.00	\$31,445.00	\$31,445.00
Brevogel, Amanda	Human Services Specialist 2	\$52,671.68	\$52,671.68	\$52,671.68
Brower, Heidi	Human Services Specialist 2	\$90,142.68	\$90,142.68	\$90,142.68
Brown, Meghan	Human Services Specialist 2	\$52,671.68	\$52,671.68	\$52,671.68
Campbell, Lydia	Human Services Specialist 3	\$75,897.95	\$75,897.95	\$75,897.95
Cancel, Raquel	Human Services Specialist 2 BS&E	\$59,190.16	\$59,190.16	\$59,190.16
Cannon, Nicole	Human Services Specialist 2	\$54,006.87	\$54,006.87	\$54,006.87
Capasso, Nicholas	Human Services Specialist 2	\$50,287.00	\$50,287.00	\$50,287.00
Carabetta, Anthony	Human Services Specialist 3	\$58,377.02	\$58,377.02	\$58,377.02
Carle, Francine	Senior Investigator CWA	\$105,232.37	\$105,232.37	\$105,232.37
Carr, Caitlin	Clerk 1	\$32,231.13	\$32,231.13	\$32,231.13
Cassano, Patricia	Principal Account Clerk	\$44,915.50	\$44,915.50	\$44,915.50
Castillo, Beatrice	Human Services Specialist 2	\$50,287.00	\$50,287.00	\$50,287.00
Catenacci-Haug, Erica	Clerk 3	\$42,976.10	\$42,976.10	\$42,976.10
Cathcart, Alisha	Clerk 1	\$35,328.46	\$35,328.46	\$35,328.46
Cherego, Joceline	Human Services Specialist 3 BS&E	\$98,135.55	\$98,135.55	\$98,135.55
Cheung, Anna	Keyboarding Clerk 1	\$33,272.77	\$33,272.77	\$33,272.77
Clark, Marianne	Human Services Specialist 2	\$55,269.93	\$55,269.93	\$55,269.93
Concannon-Triolo, Nickolette	Clerk 1	\$31,445.00	\$31,445.00	\$31,445.00
Condit, Danielle	Human Services Specialist 3 BS&E	\$64,833.34	\$64,833.34	\$64,833.34
Connors, Austina	Clerk 2	\$41,400.88	\$41,400.88	\$41,400.88
Coon, Coleen	Clerk 2	\$41,400.88	\$41,400.88	\$41,400.88
Copeland, Karen	Social Worker	\$105,627.26	\$105,627.26	\$7,710.79 \$113,338.05
	<i>longevity increase 1/23/24 (eff. Date 2/1/24)</i>	\$105,627.26	\$105,627.26	\$8,450.18 \$114,077.44
Cottrell, Natalie	Clerk 2	\$39,573.88	\$39,573.88	\$39,573.88
Cuavers, Clive	Account Clerk	\$32,906.00	\$32,906.00	\$32,906.00
D'Amato, John	Human Services Specialist 3	\$93,551.52	\$93,551.52	\$93,551.52
Deaugustines, Brian	Senior Training Technician	\$68,514.24	\$68,514.24	\$68,514.24
Deborger, Shrene	Human Services Specialist 2	\$54,006.87	\$54,006.87	\$54,006.87
DeGregorio, Rachel	Human Services Specialist 2	\$50,287.00	\$50,287.00	\$50,287.00
DeGregorio, Toni	Human Services Specialist 3	\$57,247.29	\$57,247.29	\$57,247.29
Delikat, Victoria	Clerk 2	\$59,061.45	\$59,061.45	\$59,061.45
Devito, David	Human Services Specialist 3	\$78,231.23	\$78,231.23	\$78,231.23
Dew, Cherisse	Human Services Specialist 2	\$51,544.18	\$51,544.18	\$51,544.18
Doka, Daniel	Human Services Specialist 3	\$60,943.04	\$60,943.04	\$60,943.04
Doughty, Donna	Clerk 1	\$31,445.00	\$31,445.00	\$31,445.00
Eastburn, Pamela	Clerk 2	\$65,151.15	\$65,151.15	\$65,151.15
Edwards, Christina	Human Services Specialist 2	\$52,671.68	\$52,671.68	\$52,671.68
Edwards, Victoria	Human Services Specialist 2	\$51,544.18	\$51,544.18	\$51,544.18
Egbert, Michele	Human Services Specialist 2	\$90,142.68	\$90,142.68	\$90,142.68
Ehrenkranz, Olivia	Clerk 1	\$31,445.00	\$31,445.00	\$31,445.00
Endreson, Christina	Human Services Specialist 2	\$90,142.68	\$90,142.68	\$90,142.68
Faruolo, Arlene	Clerk 2	\$36,550.00	\$36,550.00	\$36,550.00
Fender, Joy	Receptionist	\$37,476.67	\$37,476.67	\$37,476.67
Fernandez, Renee	Clerk 2	\$38,591.25	\$38,591.25	\$38,591.25
Fernandez-Antine, M.	Clerk 2 BS&E	\$44,667.76	\$44,667.76	\$44,667.76
Fitzpatrick, Terri	Human Services Specialist 2	\$57,493.43	\$57,493.43	\$57,493.43
Flannery, Margaret	Receptionist	\$36,317.48	\$36,317.48	\$36,317.48
Ford, Lisa	Human Services Specialist 3	\$85,168.01	\$85,168.01	\$85,168.01

Ford, Thomas	Human Services Specialist 3	\$95,890.30	\$95,890.30		\$95,890.30
Franceschini, Summer	Human Services Specialist 2	\$56,564.54	\$56,564.54		\$56,564.54
Franklin, Angela	Clerk 3	\$43,900.88	\$43,900.88		\$43,900.88
Frantz, Danielle	Human Services Specialist 3	\$57,247.28	\$57,247.28		\$57,247.28
Gardner, Andrea	Human Services Specialist 2	\$52,671.68	\$52,671.68		\$52,671.68
Garey, Patricia	Senior Telephone Operator	\$68,352.30	\$68,352.30		\$68,352.30
Genovese, Amanda	Clerk 1	\$31,445.00	\$31,445.00		\$31,445.00
Giersch, Kori	Human Services Specialist 2	\$54,006.87	\$54,006.87		\$54,006.87
Gordon, Heather	Human Services Specialist 2	\$52,671.68	\$52,671.68		\$52,671.68
Grant, Sarah	Human Services Specialist 2	\$54,006.87	\$54,006.87		\$54,006.87
Grasso, Danielle	Receptionist	\$32,906.00	\$32,906.00		\$32,906.00
Haggerty, Diana	Human Services Specialist 2	\$50,287.00	\$50,287.00		\$50,287.00
Hancock, Robert	Human Services Specialist 2	\$58,438.57	\$58,438.57		\$58,438.57
Harris-Morton, Vanessa	Human Services Specialist 2	\$58,438.57	\$58,438.57		\$58,438.57
Hernandez, Steven	Investigator CWA	\$64,007.02	\$64,007.02		\$64,007.02
Herring, James	Clerk 3	\$74,261.10	\$74,261.10	\$5,421.06	\$79,682.16
Hesslein, Tara	Human Services Specialist 2	\$54,006.87	\$54,006.87		\$54,006.87
Higgins, Nicole	Human Services Specialist 3	\$60,844.64	\$60,844.64		\$60,844.64
Hinsinger, Alysssa	Human Services Specialist 2	\$55,853.43	\$55,853.43		\$55,853.43
Hodgdon, Laura	Social Worker	\$65,989.88	\$65,989.88		\$65,989.88
Hoffman, Andrew	Human Services Specialist 2	\$53,424.93	\$53,424.93		\$53,424.93
Hoffmann, Elizabeth	Human Services Specialist 2	\$54,006.87	\$54,006.87		\$54,006.87
Holick, Amanda	Human Services Specialist 1	\$46,043.00	\$46,043.00		\$46,043.00
Howell, Lynsey	Senior Receptionist	\$40,103.23	\$40,103.23		\$40,103.23
Hummer, Kathleen	Clerk 2	\$56,352.99	\$56,352.99		\$56,352.99
Iacurci, Robyn	Social Service Aide	\$33,871.13	\$33,871.13		\$33,871.13
Ibrahim, Julie	Human Services Specialist 3	\$95,890.30	\$95,890.30		\$95,890.30
Igoe, Jillian	Human Services Specialist 3	\$85,168.01	\$85,168.01		\$85,168.01
Iorio, Casey	Human Services Specialist 1	\$43,820.00	\$43,820.00		\$43,820.00
Jarkezan, Marisa	Human Services Specialist 1	\$43,820.00	\$43,820.00		\$43,820.00
Johnson, Ashlyn	Human Services Specialist 1	\$43,820.00	\$43,820.00		\$43,820.00
Johnston, Dina	Training Technician	\$60,943.04	\$60,943.04		\$60,943.04
Johnston, Patricia	Human Services Specialist 2 BS&E	\$56,505.98	\$56,505.98		\$56,505.98
Kaczmarek, Ronald	Human Services Specialist 3	\$58,586.12	\$58,586.12		\$58,586.12
Kandil, Laura	Clerk 2	\$41,400.88	\$41,400.88		\$41,400.88
Kanterezhi, Yevgeniya	Human Services Specialist 2	\$52,671.68	\$52,671.68		\$52,671.68
Keeley, Maria	Clerk 1	\$31,445.00	\$31,445.00		\$31,445.00
Keita, Tabettha	Social Worker	\$55,161.00	\$55,161.00		\$55,161.00
Kelleher, Caroline	Human Services Specialist 2	\$52,671.68	\$52,671.68		\$52,671.68
Kendrick, Skie	Human Services Specialist 1	\$46,043.00	\$46,043.00		\$46,043.00
Kerwin, Holly	Human Services Specialist 2	\$57,493.43	\$57,493.43		\$57,493.43
Kolojeski, Theresa	Human Services Specialist 1	\$51,047.36	\$51,047.36		\$51,047.36
Korch III, Walter	Human Services Specialist 3	\$93,591.58	\$93,591.58		\$93,591.58
Krause, Evelyn	Human Services Specialist 2 BS&E	\$55,212.79	\$55,212.79		\$55,212.79
Krukowski, Charlene	Human Services Specialist 2	\$54,006.87	\$54,006.87		\$54,006.87
Lang, Tammy	Human Services Specialist 2	\$52,671.68	\$52,671.68		\$52,671.68
Lara, Nerissa	Social Worker	\$93,551.52	\$93,551.52		\$93,551.52
Laratta, Virginia	Human Services Specialist 2	\$88,592.31	\$88,592.31		\$88,592.31
Larue, Adrienne	Human Services Specialist 3	\$58,586.13	\$58,586.13		\$58,586.13
Leeman, Jennifer	Clerk 2	\$57,620.93	\$57,620.93		\$57,620.93
LeFevre, Bonnie	Clerk 1	\$31,455.00	\$31,455.00		\$31,455.00
Leifert, Christinya	Human Services Specialist 2	\$52,671.68	\$52,671.68		\$52,671.68
Lenz, Deborah	Human Services Specialist 3	\$101,664.41	\$101,664.41	\$7,421.50	\$109,085.92
	<i>longevity increase 12/10/24 (eff. Date 12/19/24)</i>	\$101,664.41	\$101,664.41	\$8,133.15	\$109,797.57
Leon, Diana	Human Services Specialist 2 BS&E	\$56,505.98	\$56,505.98		\$56,505.98
Lessard, Anna	Human Services Specialist 2	\$55,552.88	\$55,552.88		\$55,552.88
Libot, Jaclyn	Human Services Specialist 3	\$85,168.01	\$85,168.01		\$85,168.01
Lopez, Mary	Human Services Specialist 3 BS&E	\$58,525.56	\$58,525.56		\$58,525.56
MacCrate, Alisa	Social Worker	\$95,890.30	\$95,890.30		\$95,890.30
Malangone, Erica	Clerk 1	\$31,445.00	\$31,445.00		\$31,445.00
Manczak, Karen	Human Services Specialist 2	\$95,909.80	\$95,909.80	\$7,672.78	\$103,582.58
Marion, Brock	Clerk 1	\$31,445.00	\$31,445.00		\$31,445.00
Martinez-Caldwell, Jeanette	Human Services Specialist 2	\$52,390.90	\$52,390.90		\$52,390.90
Martinez-Itak, Karina	Human Services Specialist 2 BS&E	\$86,956.84	\$86,956.84		\$86,956.84
Massari, Mary	Clerk 2	\$36,550.00	\$36,550.00		\$36,550.00
Matkowski, Jennifer	Keyboarding Clerk 2	\$38,237.00	\$38,237.00		\$38,237.00
McAllister, Sherry	Clerk 2	\$39,573.88	\$39,573.88		\$39,573.88

McConville, Barbara	Human Services Specialist 2	\$75,631.05	\$75,631.05	\$75,631.05
McConville, Kevin	Clerk 1	\$31,445.00	\$31,445.00	\$31,445.00
McCoy, Mario	Human Services Specialist 2	\$50,287.00	\$50,287.00	\$50,287.00
McCoy, Susan	Human Services Specialist 3	\$58,586.12	\$58,586.12	\$58,586.12
McPherson, Tiffany	Social Worker	\$87,084.29	\$87,084.29	\$87,084.29
Meyers, Eva	Human Services Specialist 2 BS&E	\$55,212.79	\$55,212.79	\$55,212.79
Mianulli, Molly	Social Service Aide	\$32,906.00	\$32,906.00	\$32,906.00
Miller, Casi	Human Services Specialist 3	\$87,084.29	\$87,084.29	\$87,084.29
Miller, Vincent	Messenger	\$37,090.43	\$37,090.43	\$37,090.43
Modugno, Vincent	Messenger	\$34,241.15	\$34,241.15	\$34,241.15
Monticello, Tara	Keyboarding Clerk 1	\$33,973.23	\$33,973.23	\$33,973.23
Monzo, Jillian	Human Services Specialist 1	\$43,820.00	\$43,820.00	\$43,820.00
Morey, Alexander	Human Services Specialist 2	\$52,671.68	\$52,671.68	\$52,671.68
Morris, Brandon	Human Services Specialist 2	\$50,287.00	\$50,287.00	\$50,287.00
Morris, Corine	Social Service Technician	\$75,252.04	\$75,252.04	\$5,493.40
	<i>longevity increase 8/27/24 (eff. Date 8/29/24)</i>	\$75,252.04	\$75,252.04	\$6,020.16
Mulewski, Linda	Clerk 2	\$40,476.10	\$40,476.10	\$40,476.10
Nasce, Amanda	Clerk 1	\$32,546.24	\$32,546.24	\$32,546.24
Negrete Ramirez, Mayra	Human Services Specialist 2 BS&E	\$53,982.65	\$53,982.65	\$53,982.65
Oliver, Jennifer	Human Services Specialist 2	\$57,493.43	\$57,493.43	\$57,493.43
Olson, Toni	Human Services Specialist 3	\$60,844.64	\$60,844.64	\$60,844.64
Parker, Amber	Clerk 3	\$43,900.88	\$43,900.88	\$43,900.88
Partazana, Robyn	Human Services Specialist 3	\$58,586.12	\$58,586.12	\$58,586.12
Pedroza, Veronica	Principal Account Clerk	\$44,915.50	\$44,915.50	\$44,915.50
Pelton, Lisa	Human Services Specialist 1	\$44,915.50	\$44,915.50	\$44,915.50
Persichetti, Patricia	Human Services Specialist 3	\$62,755.17	\$62,755.17	\$62,755.17
Plungis, Tracie	Human Services Specialist 2	\$56,564.54	\$56,564.54	\$56,564.54
Porzio, Carmen	Keyboarding Clerk 2	\$38,237.00	\$38,237.00	\$38,237.00
Porzio, Cristina	Human Services Specialist 2	\$50,287.00	\$50,287.00	\$50,287.00
Proseco, Kimberly	Human Services Specialist 2	\$51,544.18	\$51,544.18	\$51,544.18
Quinde, Ronald	Human Services Specialist 3 BS&E	\$65,215.92	\$65,215.92	\$65,215.92
Quinde, Vicky	Human Services Specialist 2 BS&E	\$57,831.50	\$57,831.50	\$57,831.50
Rabito, Michele	Human Services Specialist 3	\$93,551.52	\$93,551.52	\$93,551.52
Rae, Lauren	Keyboarding Clerk 1	\$32,906.00	\$32,906.00	\$32,906.00
Raffo, Angelina	Clerk 2	\$38,591.25	\$38,591.25	\$38,591.25
Raimann, Christine	Clerk 2	\$38,591.25	\$38,591.25	\$38,591.25
Ramirez Siller, Kriscia	Human Services Specialist 2 BS&E	\$56,505.98	\$56,505.98	\$56,505.98
Rawlins, Tracy	Keyboarding Clerk 2	\$41,346.60	\$41,346.60	\$41,346.60
Rayborn, Joseph	Clerk 1	\$31,445.00	\$31,445.00	\$31,445.00
Reilly, Jason	Human Services Specialist 2	\$50,287.00	\$50,287.00	\$50,287.00
Reilly, Kaila	Human Services Specialist 3	\$57,247.29	\$57,247.29	\$57,247.29
Reynolds, Jessica	Human Services Specialist 3	\$58,586.12	\$58,586.12	\$58,586.12
Reynolds, Terri	Senior Receptionist	\$40,103.23	\$40,103.23	\$40,103.23
Richardson, Eva	Clerk 1	\$31,445.00	\$31,445.00	\$31,445.00
Riehl, Francis	Human Services Specialist 2	\$80,851.88	\$80,851.88	\$80,851.88
Rispoli, Coralyn	Human Services Specialist 1	\$43,820.00	\$43,820.00	\$43,820.00
Rudnicki, Louise	Social Worker	\$61,943.09	\$61,943.09	\$61,943.09
Ryan, Rayon	Clerk 2	\$39,573.88	\$39,573.88	\$39,573.88
Salas, Melissa	Human Services Specialist 2	\$52,671.68	\$52,671.68	\$52,671.68
Santora, Maryanne	Clerk 3	\$45,158.23	\$45,158.23	\$45,158.23
Savage, Renee	Investigator CWA	\$93,551.52	\$93,551.52	\$93,551.52
Saverino, Karyn	Human Services Specialist 2	\$82,873.16	\$82,873.16	\$82,873.16
Scerbo Jr., Robert	Human Services Specialist 2	\$57,493.43	\$57,493.43	\$57,493.43
Schoeneberg III, John	Clerk 3	\$43,900.88	\$43,900.88	\$43,900.88
Schuller, Karenia	Clerk 2	\$37,280.77	\$37,280.77	\$37,280.77
Schwarzenbach, M.	Human Services Specialist 3	\$58,586.12	\$58,586.12	\$58,586.12
Seremba, Joanna	Human Services Specialist 2	\$54,006.87	\$54,006.87	\$54,006.87
Sheehan, Donna	Social Worker	\$87,084.29	\$87,084.29	\$87,084.29
Slusarski, Nicole	Human Services Specialist 2	\$57,829.42	\$57,829.42	\$57,829.42
Smith, Brendalee	Clerk 1	\$34,735.43	\$34,735.43	\$34,735.43
Smith, Michelle	Human Services Specialist 2	\$57,493.43	\$57,493.43	\$57,493.43
Soden, Suzanne	Investigator CWA	\$60,943.04	\$60,943.04	\$60,943.04
Solomon, Wendy	Human Services Specialist 2 BS&E	\$56,505.98	\$56,505.98	\$56,505.98
Sousa, Maria	Reptionist/Telephone Operator BS&E	\$40,257.49	\$40,257.49	\$40,257.49
Southworth, Jenise	Keyboarding Clerk 1	\$35,471.14	\$35,471.14	\$35,471.14
Sternberg, Alan	Human Services Specialist 2	\$54,006.87	\$54,006.87	\$54,006.87
Streeter, Valerie	Human Services Specialist 2	\$50,287.00	\$50,287.00	\$50,287.00

Strychowski, Dianne	Clerk 2	\$36,550.00	\$36,550.00		\$36,550.00
Tarpey, Stephanie	Clerk 2	\$41,400.88	\$41,400.88		\$41,400.88
Tirico, Jonathan	Human Services Specialist 1	\$43,820.00	\$43,820.00		\$43,820.00
Tompkins, Letitia	Human Services Specialist 2	\$55,269.93	\$55,269.93		\$55,269.93
Toth, Stephen	Human Services Specialist 3	\$101,664.41	\$101,664.41	\$7,421.50	\$109,085.92
	<i>longevity increase 8/27/24 (eff. Date 8/29/24)</i>	\$101,664.41	\$101,664.41	\$8,133.15	\$109,797.57
Tsang, Aiwan	Human Services Specialist 2	\$57,493.43	\$57,493.43		\$57,493.43
Tschirpke, Katherine	Clerk 2	\$36,550.00	\$36,550.00		\$36,550.00
Tutela, Leah	Human Services Specialist 2	\$57,493.43	\$57,493.43		\$57,493.43
Vandenberge, Michelle	Human Services Specialist 1	\$46,043.00	\$46,043.00		\$46,043.00
VanNess, Kyle	Human Services Specialist 3	\$58,586.12	\$58,586.12		\$58,586.12
Vazquez, Irene	Human Services Specialist 2 BS&E	\$100,635.86	\$100,635.86		\$100,635.86
Velasco, Adgianne	Human Services Specialist 2 BS&E	\$59,190.16	\$59,190.16		\$59,190.16
Velasco, Daniela	Human Services Specialist 2 BS&E	\$57,831.50	\$57,831.50		\$57,831.50
Verge, Betsy	Human Services Specialist 2	\$84,944.99	\$84,944.99		\$84,944.99
Vogel, Heather	Clerk 2	\$37,900.22	\$37,900.22		\$37,900.22
Vogel, Sharon	Clerk 2	\$63,239.73	\$63,239.73		\$63,239.73
Vorrasi, Alexandria	Human Services Specialist 2	\$52,671.68	\$52,671.68		\$52,671.68
Welsh, Monique	Social Service Technician	\$57,940.04	\$57,940.04		\$57,940.04
West, Ashley	Human Services Specialist 2	\$55,269.93	\$55,269.93		\$55,269.93
West-Bethune, Julie	Clerk 1	\$35,328.45	\$35,328.45		\$35,328.45
Wojtaszek, Tracy	Human Services Specialist 2	\$55,269.93	\$55,269.93		\$55,269.93
Wolkofsky, Laura	Clerk 2	\$62,051.45	\$62,051.45		\$62,051.45
Wong, Billie	Clerk 2	\$63,239.73	\$63,239.73		\$63,239.73
Yost, Kinsey	Clerk 2	\$55,112.95	\$55,112.95		\$55,112.95

KEY
BS&E - Bilingual Spanish and English

IN ACCORDANCE WITH COLLECTIVE BARGAINING AGREEMENT ARTICLE V, COMPENSATION BETWEEN THE OCEAN COUNTY BOARD OF SOCIAL SERVICES AND THE OFFICE OF PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, SUPERVISORY EMPLOYEE(S) FOR THE PERIOD OF JANUARY 1, 2024 THRU DECEMBER 31, 2026, THE FOLLOWING ARE SALARIES EFFECTIVE JANUARY 1, 2024:

OPEIU SUPERVISORS SALARY CALCULATIONS FOR 01/01/2024

EMPLOYEE	TITLE	SALARY 12/31/2023	SALARY 1/1/2024	LNG \$ 1/1/2024	TOTAL 1/1/2024
Allen, Leslie	Human Services Specialist 4	\$87,520.00	\$87,520.00		\$87,520.00
Balbuena, Melissa	Human Services Specialist 4	\$102,769.63	\$102,769.63		\$102,769.63
Balbuena, Sebastian	Human Services Specialist 4 BS&E	\$100,186.28	\$100,186.28		\$100,186.28
Booker, David	Human Services Specialist 4	\$99,407.06	\$99,407.06		\$99,407.06
DeFeo, Donna	Clerk 4	\$79,734.81	\$79,734.81		\$79,734.81
D'Delia, Denise	Human Services Specialist 4 BS&E	\$108,086.89	\$108,086.89		\$108,086.89
Dixon, Kelli	Social Work Supervisor	\$108,945.76	\$108,945.76		\$108,945.76
Farenga, Tuesday	Human Services Specialist 4	\$106,398.03	\$106,398.03		\$106,398.03
Guidry, Kara	Human Services Specialist 4	\$89,708.00	\$89,708.00		\$89,708.00
Hagaman, Corey	Supervising Data Control Clerk	\$69,881.18	\$69,881.18		\$69,881.18
Henry, Amanda	Human Services Specialist 4	\$93,790.28	\$93,790.28		\$93,790.28
Kelly Jr., Edward	Human Services Specialist 4	\$106,398.03	\$106,398.03		\$106,398.03
Kirk, Ashley	Human Services Specialist 4	\$104,568.10	\$104,568.10		\$104,568.10
Lovell, Anne	Human Services Specialist 4	\$87,520.00	\$87,520.00		\$87,520.00
Lynn, Heather	Social Work Supervisor	\$93,790.28	\$93,790.28		\$93,790.28
McGowan, Christine	Human Services Specialist 4	\$104,568.10	\$104,568.10		\$104,568.10
Mendoza, Ivan	Human Services Specialist 4	\$89,708.00	\$89,708.00		\$89,708.00
Milian, Karla	Human Services Specialist 4	\$87,520.00	\$87,520.00		\$87,520.00
Miller, Brooke	Human Services Specialist 4	\$96,135.03	\$96,135.03		\$96,135.03
Pepito, Teodoro	Human Services Specialist 4 BS&E	\$91,245.50	\$91,245.50		\$91,245.50
Provencher, Nicole	Human Services Specialist 4	\$91,726.43	\$91,726.43		\$91,726.43
Pultro, Denise	Human Services Specialist 4	\$98,538.63	\$98,538.63		\$98,538.63
Rebnicky, Stacy	Social Work Supervisor	\$93,790.28	\$93,790.28		\$93,790.28
Schleper, Bridget	Human Services Specialist 4	\$91,726.43	\$91,726.43		\$91,726.43
Simone, Stacey	Human Services Specialist 4	\$101,002.09	\$101,002.09		\$101,002.09
Tirico, Debra	Human Services Specialist 4	\$108,945.76	\$108,945.76		\$108,945.76
Toth, Diane	Human Services Specialist 4	\$112,238.66	\$112,238.66	\$7,295.51	\$119,534.17
	<i>longevity increase 7/16/24 (eff. Date 7/18/24)</i>	\$112,239.66	\$112,239.66	\$8,193.50	\$120,433.15

KEY:
BS&E - Bilingual

IN ACCORDANCE WITH COLLECTIVE BARGAINING AGREEMENT ARTICLE V, COMPENSATION BETWEEN THE OCEAN COUNTY BOARD OF SOCIAL SERVICES AND THE OFFICE OF PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 153, ADMINISTRATIVE, CLERICAL, FISCAL AND MAINTENANCE EMPLOYEE(S) FOR THE PERIOD OF JANUARY 1, 2024 THRU DECEMBER 31, 2026, THE FOLLOWING ARE SALARIES EFFECTIVE JANUARY 1, 2024:

ACFM SALARY CALCULATIONS FOR 01/01/2024

EMPLOYEE	TITLE	SALARY	SALARY	LNG \$	TOTAL
		12/31/2023	1/1/2024	1/1/2024	1/1/2024
Biernat, Paul	Senior Maintenance Repairer	\$46,179.22	\$46,179.22		\$46,179.22
Charterina, Mary Jo	Secretarial Assistant	\$52,889.37	\$52,889.37		\$52,889.37
Flohs, Nikki	Senior Account Clerk	\$36,549.92	\$36,549.92		\$36,549.92
Kaywork, Pamela	Secretarial Assistant	\$58,163.47	\$58,163.47		\$58,163.47
Miele, Justin	Bldg.Maint.Wrkr/Security Guard	\$44,456.94	\$44,456.94		\$44,456.94
Nixon, Michael	Senior Maintenance Repairer	\$42,736.18	\$42,736.18		\$42,736.18
Roberts, Michael	Senior Security Guard	\$54,438.63	\$54,438.63		\$54,438.63
Spaziano, Penny	Secretarial Assistant	\$49,223.80	\$49,223.80		\$49,223.80
Titus, Kelly	Secretarial Assistant	\$58,163.70	\$58,163.70		\$58,163.70

KEY
Bldg. Maint. Wrkr - Building Maintenance Worker

CERTIFICATION OF ELIGIBLES TO POSITIONS

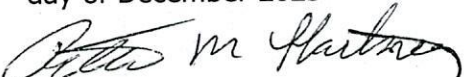
Lovell, Anne, CSP002, Human Services Specialist 4, effective 11/30/23, \$87,520.00
Allen, Leslie, FSS501, Human Services Specialist 4, effective 12/07/23, \$87,520.00
Brady, III, John, FSS001, Administrative Supervisor of Income Maintenance Position, effective 12/07/23, \$126,322.37
Tritto, III, John, FSS544, Administrative Supervisor of Social Work, effective 12/07/23, \$146,526.81
Okaly, Laurie, ADM057, Assistant Chief of Administrative Services, effective 12/08/23, \$119,172.05
Hagendoorn, Jennifer, ADM002, Deputy Director, effective 12/07/23, \$140,337.34
Plescho-Sinibaldi, Monica, ADM165, Administrative Secretary, effective 12/07/23, \$67,447.59
Canzoneri, Mary, ADM008, Administrative Secretary, effective 12/08/23, \$57,425.00
Spaziano, Penny, FSS210, Secretarial Assistant, effective 12/07/23, \$49,223.80
Jackson, Tyquesha, ADM191, Clerk 1, effective 12/11/23, \$31,445.00
Pascual, Marissa, ADM171, Clerk 1, effective 12/11/23, \$31,445.00
Kidd, Gina, FIS073, Keyboarding Clerk 1, effective 12/11/23, \$32,906.00

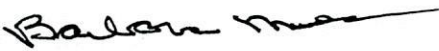
RETURN TO FORMER TITLE

Millian, Karla, FSS025, Human Services Specialist 3 Bilingual in Spanish and English, effective 12/07/23, \$62,532.47

The personnel actions listed above will be implemented immediately.

We certify this to be a true copy of the Resolution Adopted by the Board of Social Services of the County of Ocean this 12th day of December 2023


Peter M. Hartney
Chairperson


Barbara A. Miles
Vice Chairperson



OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

RESOLUTION

December 12, 2023

RESOLUTION ESTABLISHING SALARY AND BENEFITS
FOR EXCLUDED ADMINISTRATIVE, CLERICAL,
FISCAL & MAINTENANCE EMPLOYEES FOR 2024

Resolution No. 2023-11-35(A)

WHEREAS, on January 1, 2023, the Ocean County Board of Social Services desires to grant a 2.5% increase over the 2023 salaries of the Excluded Administrative, Clerical, Fiscal & Maintenance employees plus any longevity due eligible employees. Except as otherwise indicated, effective January 1, 2024, the annual salaries will be:

NAME	TITLE	2024 SALARY	LONGEVITY AMOUNT	TOTAL 2024 BASE SALARY
Bolkas, John	Assist. Personnel Technician	\$ 53,095.00	-0-	\$ 53,095.00
Bullock IV, James	Accounting Assistant	\$ 46,038.39	-0-	\$ 46,038.39
Canzoneri, Mary	Administrative Secretary	\$ 54,211.83	-0-	\$54,211.83
(Promotion effective 12/08/2023)		\$ 58,860.63	-0-	\$58,860.63
Clark, Frank	Senior Accountant	\$ 79,031.94	-0-	\$79,031.94
Cote, James	Accountant	\$ 58,039.68	-0-	\$58,039.68
Hagaman, Ruth	Tech. Assist. Manag. Info. Systems	\$ 48,800.69	-0-	\$48,800.69
(Provisional Promotion effective 4/13/2023)				
Henry, John	Supervising Accountant	\$ 94,019.59	-0-	\$94,019.59
Hubler, Ashley	Secretarial Assistant	\$ 52,871.45	-0-	\$ 52,871.45
Humphreys, Eric	Personnel Technician	\$ 59,223.48	-0-	\$ 59,223.48
Jankowski, April	Accountant	\$ 58,039.68	-0-	\$58,039.68
Kumitis, Catherine	Secretarial Assistant	\$ 50,454.60	-0-	\$50,454.60
Lowe, Raymond	Supervising Maintenance Repairer	\$ 72,258.84	-0-	\$72,258.84
Luft, Annaliese	Supervising Accountant	\$ 91,950.70	-0-	\$91,950.70
Maravelias, Colleen	Accountant Position	\$ 63,952.08	-0-	\$63,952.08
Milkovitz, Valerie J.	Senior Accountant	\$ 79,031.94	-0-	\$79,031.94
Minetti, David	Tech. Manag. Info. Systems	\$ 51,033.73	-0-	\$51,033.73
(Provisional effective 2/2/2023)				
Morris, Joseph W.	Senior Accountant	\$ 77,044.07	-0-	\$77,044.07
Nastasi, Joseph	Administrative Secretary	\$ 60,332.15	-0-	\$ 60,332.15
(Provisional effective 8/4/2022)				
Novak, Danielle	Legal Secretary	\$ 55,757.76	-0-	\$55,757.76
Paluk, Kevin *	Network Administrator 1	\$ 84,157.63	-0-	\$84,157.63
(Provisional effective 10/13/2022)				
Plescho-Sinibaldi, Monica	Administrative Secretary	\$ 69,133.78	-0-	\$69,133.78
(Permanent effective 12/07/2023)				
(Provisional promotion effective 11/18/2022)				
Sommer, Lisa	Secretarial Assistant	\$ 56,775.46	-0-	\$ 56,775.46
Spacek, Dalia	Employee Benefits Clerk	\$ 59,617.79	-0-	\$ 59,617.79
Stawicki, Krysta	Senior Tech. Manag. Info Systems	\$ 57,318.92	-0-	\$57,318.92
(Provisional promotion effective June 22, 2023)				
	Tech. Manag. Info. Systems			
Toro, Samantha	Accounting Assistant	\$ 44,915.50	-0-	\$ 44,915.50
Virgillo, Michael	Supervisor Information Technology	\$ 94,019.59	-0-	\$ 94,019.59

* Includes salary adjustment

WHEREAS, the benefits provided to the above Excluded Administrative, Clerical, Fiscal & Maintenance employees for the period 1/1/2024 – 12/31/2024 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 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 12th day of December 2023



Peter M. Hartney
Chairperson



Barbara A. Miles
Vice Chairperson



OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

RESOLUTION

December 12, 2023

RESOLUTION ESTABLISHING SALARY AND BENEFITS
FOR EXCLUDED ADMINISTRATIVE STAFF FOR 2024

Resolution No. 2023-11-34(A)

WHEREAS, the Ocean County Board of Social Services desires to grant a 2.5% increase over the 2023 salaries of the Excluded Administrative Staff, plus any longevity due eligible employees. Except as otherwise indicated, effective January 1, 2024, the annual salaries will be:

<u>NAME</u>	<u>TITLE</u>	<u>2024 SALARY</u>	<u>LONGEVITY AMOUNT</u>	<u>TOTAL 2024 BASE SALARY</u>
Blauser, Michelle	Asst. Adm. Supvr. of Social Work	\$122,151.35	-0-	\$122,151.35
Brady III, John	Adm. Supvr. of IM	\$129,480.43	-0-	\$129,480.43
(Permanent effective 12/07/2023) (Provisional Promotion effective 3/9/2023)				
Brown, Mario	Fiscal Officer	\$172,635.61	\$13,810.85	\$186,446.46
(Longevity increase eff. 11/23/23)				
Decker, Alicia M.	Assistant Fiscal Officer	\$128,022.23	-0-	\$128,022.23
Okaly, Laurie	Asst. Chief of Adm. Services	\$122,151.35	-0-	\$122,151.35
(Permanent effective 12/08/2023) (Provisional Promotion effective 8/5/2021)				
Ramos, Emerida	Asst. Admin. Supvr. of IM	\$119,463.42	-0-	\$119,463.42
Tritto III, John	Adm. Supvr. of Social Work	\$150,189.98	-0-	\$150,189.98
(Permanent effective 12/07/2023) (Provisional Promotion effective 3/2/2023)				

WHEREAS, the benefits provided to the above Excluded Administrative Staff for the period 1/1/2024 – 12/31/2024 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.

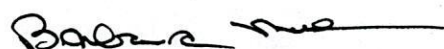
BE IT HEREBY RESOLVED, that the Ocean County Board of Social Services authorizes the above salary and benefit package to the Excluded Administrative Staff.

BE IT 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 12th day of December 2023



Peter M. Hartney
Chairperson



Barbara A. Miles
Vice Chairperson



OCEAN COUNTY BOARD OF SOCIAL SERVICES

1027 Hooper Avenue
Toms River, New Jersey

RESOLUTION

December 12, 2023

RESOLUTION ESTABLISHING SALARY AND BENEFITS
FOR THE DEPUTY DIRECTOR OF WELFARE
FOR THE YEAR 2024

Resolution No. 2023-11-32(A)

WHEREAS, the Ocean County Board of Social Services desires to grant a 2.5% increase over the 2023 salary of the Director of Welfare, plus any longevity due eligible employee. Except as otherwise indicated, effective January 1, 2024, the annual salary will be:

<u>NAME</u>	<u>TITLE</u>	<u>TOTAL ANNUAL BASE SALARY</u>
Jennifer Hagendoorn (Permanent effective 12/07/2023) (Provisional Promotion effective 08/02/2022)	Deputy Director of Welfare	\$143,845.77

WHEREAS, the benefits provided to the Deputy Director of Welfare for the period 1/1/2024 – 12/31/2024 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

Not Applicable

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 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 12th day of December 2023



Peter M. Hartney
Chairperson



Barbara A. Miles
Vice Chairperson