

BENEFITS AGREEMENT
BETWEEN THE
GLOUCESTER COUNTY PROSECUTOR,
THE COUNTY OF GLOUCESTER,
AND
STEVEN J. INGRAM

This Benefits Agreement between Gloucester County Prosecutor Andrew B. Johns, the County of Gloucester, and Gloucester County Chief of County Detectives Steven J. Ingram memorializes the terms, conditions and benefits relating to the employment of Chief Steven J. Ingram.

1. Chief of County Detectives Steven J. Ingram (hereinafter "Ingram") shall at no time receive less base compensation, or percentage pay increases than those granted to the Investigator's/Detective's of the Gloucester County Prosecutor's Office who hold positions of rank that are subordinate to Ingram's rank. Notwithstanding the prior provision, Ingram's compensation may not exceed that of the County Prosecutor.
2. Retirement – Retirement benefits that shall accrue to Ingram shall be at least the same and no less than that provided in the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
3. Leaves of Absence and Other Leave – Ingram is entitled to at least as much time for leaves of absence and other leave and no less than provided in the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
4. Holidays – Ingram shall be entitled to a minimum of thirteen (13) paid holidays per year, in accordance with the schedule to be determined by the Gloucester County Prosecutor. Additional holidays shall be granted as legally mandated or by determination of the Gloucester County Prosecutor or the County of Gloucester.
5. Reimbursement for Expenses – Ingram's reimbursement benefits shall be no less than those provided in the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
6. Grievance Procedure – Ingram's grievance procedure shall be the same procedure documented and utilized as that which is provided in the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.

7. Waiver Clause – The parties agree that all negotiable items have been negotiated and that this agreement constitutes the full agreement of the parties on those items.
8. Retention of Benefits – The County Prosecutor and the County of Gloucester agree that all health benefits, terms and conditions of employment relating to the status of Ingram not covered by this Benefits Agreement shall be maintained at no less than that of the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
9. Vacation Schedule – Ingram's vacation benefits shall be no less than that of the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
10. Reimbursement of unused vacation time – Said benefit shall be no less than that of the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
11. Salary – Salary will be set and established through the Salary Ordinance of the County of Gloucester.
12. Personal days – Ingram's Personal day benefits shall be no less than that of the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
13. Sick Days – Ingram's sick leave with pay benefits, reimbursement for unused sick leave benefits, and bereavement leave benefits shall be at least the same and no less than that of the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
14. Medical Insurance – Ingram's medical insurance benefits under this agreement and upon retirement, which include medical, vision, prescription, and dental insurance, shall be at least the same and no less than that of the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
15. General provisions – As outlined in the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
16. Management rights – As outlined in the current collective bargaining agreement with the Superior Officers of the Gloucester County Prosecutor's Office.
17. Duration – This agreement shall be effective as of June 27, 2025, and shall remain in full force and effect until December 31, 2025. It shall be automatically renewed from year-to-year thereafter unless any party shall notify the others in writing that they desire to

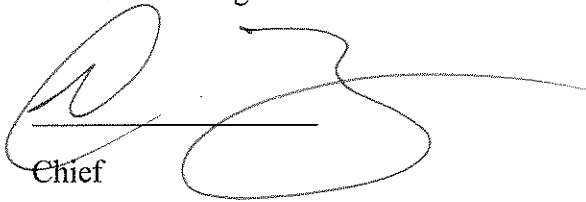
modify the agreement. In the event of such notification, this agreement shall remain in force and be effective during the period of negotiations.

18. Fully Negotiated Agreement – This writing contains the entire agreement between the parties and shall not be changed, enlarged, diminished or modified in any way except as herein granted without expressed written approval of the parties.

Authorized signatures memorializing agreement

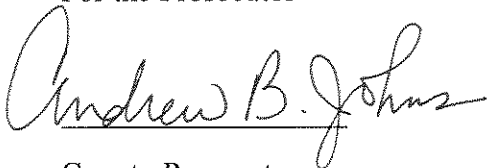
In witness thereof:

For Steven J. Ingram


Chief

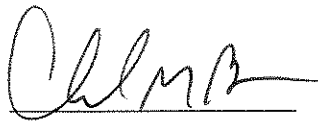
8/25/25
Date

For the Prosecutor


County Prosecutor

8/25/25
Date

For the County


Gloucester County

8/25/25
Date