

AGREEMENT

between

**COMMUNICATIONS WORKERS OF AMERICA LOCAL 1036
ASSISTANT PROSECUTORS RANK AND FILE UNIT**

and

**THE CUMBERLAND COUNTY PROSECUTOR
AND THE CUMBERLAND COUNTY BOARD
OF COUNTY COMMISSIONERS**

June 23, 2021 – December 31, 2025

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PREAMBLE

THIS AGREEMENT made this 23rd day of June, 2021, by and between the Cumberland County Prosecutor (hereinafter referred to as the "Prosecutor" or "Employer"), together with the Cumberland County Board of County Commissioners (hereinafter referred to as the "County"), and the Communication Workers of America, Assistant Prosecutors Rank and File Unit (hereinafter referred to as the "Union").

WHEREAS, said Union has been selected as the exclusive bargaining agent by the Employees hereinafter to be defined; and

WHEREAS, said Union has been in negotiations with the Prosecutor and the County; and

WHEREAS, the Union and the Prosecutor and the County have agreed upon certain terms of employment as a result of the negotiations carried on pursuant to law;

NOW, THEREFORE, subject to law as herein provided, the parties hereto, in consideration of the following mutual promises, covenants, and agreements contained herein do herein establish the following terms and conditions which shall govern the activities of the parties and all affected Employees:

ARTICLE 1: RECOGNITION

1. The Prosecutor and the County hereby recognize the Union as the sole and exclusive bargaining agent for all Assistant Prosecutors, excluding the First Assistant Prosecutor, the Executive Assistant Prosecutor, Trial Chief, Senior Trial Attorneys and ~~or~~ Team Leaders. The Union and each Employee covered by this Agreement expressly acknowledge the special employment relationship that exists whereby each covered person's employment is "at will" and that each covered Employee serves at the pleasure of the Prosecutor. Nothing herein shall be construed to abrogate state law and statute which defines "at will" employment, and, which vests the Prosecutor with legal powers and responsibilities in the exercise of its law enforcement and police power that cannot be bargained away.
2. Whenever titles are used in this Agreement, they shall be understood to include the plural as well as the singular and to include males and females. Except as otherwise specifically noted, a reference to "Employees" or to "Assistant Prosecutors" shall refer to all Employees in the Union covered by this Agreement.

ARTICLE 2: MANAGEMENT RIGHTS

1. All of the rights, power and authority possessed by the Prosecutor prior to the signing of this Agreement, including and not limited to the right to terminate “at will” Assistant Prosecutors, are retained exclusively by the Prosecutor, subject only to such limitations as are specifically provided in this Agreement. It is expressly acknowledged by the Union and the Employees that the Prosecutor has special legal powers which cannot be abridged or otherwise bargained away.
2. The Prosecutor hereby retains and reserves, without limitation, all powers, rights, authority, duties and responsibilities conferred and vested by the laws of the State of New Jersey, the Constitution of the State of New Jersey and the Constitution of the United States of America, including but without limitation the following rights, privileges and functions:
 - a. The executive management and administrative control of the Cumberland County Prosecutor’s Office, its properties and facilities, the activities of its Employees related to their employment, and the right to impose reasonable rules and regulations governing employment.
 - b. The right to hire all Employees, determine their qualifications and the conditions for their continued employment, their dismissal or demotion, the increase or decrease of salaries, promotion, reassignment and transfer of all such Employees.
 - c. The right to make reasonable rules or procedures, to determine schedules of work, as well as duties, responsibilities and assignments of all Employees, and to decide the number of Employees needed for any particular unit or assignment and to be in sole charge of the quality and quantity of work required.
 - d. The right to determine if, how and when automobiles will be assigned among Assistant Prosecutors, it being further understood that no non-supervisory Assistant Prosecutors covered by this Agreement shall be assigned an automobile and that, to the limited extent that an automobile may be utilized (i.e. see Article 6 only), no County issued automobile may be used in any manner or at any time for personal use.
 - e. The right to terminate or suspend, with or without pay, any Employee with or without cause. There is no right of appeal.
 - f. The right to direct and assign the Employees, to plan, direct and control operations, to introduce new or different methods of operations in all respects to carry out the ordinary and customary functions of management as allowed by law and this Agreement.
 - g. This Article 2 shall not be modified or altered in substance, scope or application.

ARTICLE 3: NON-DISCRIMINATION

The Employer and the Union agree that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, color, national origin, religion, marital, parental or birth status, political affiliation or Union membership.

ARTICLE 4: UNION DUES

1. **Dues Deductions.** The Employer agrees to make payroll deductions of Union dues when authorized to do so by the Employee(s) on the appropriate form. The Union shall certify the amount of such deductions to the Employer. The Employer shall remit the dues to the Union by the tenth calendar day after deductions are made, together with a list of employees from whose pay such deductions were made. Said employee list shall include names, address, and amount of dues deducted and submitted for that period. Dues deductions for employees in the bargaining units shall not be made for any other employee organization. Dues deductions and employee lists shall be sent to: CWA Local 1036, 1 Lower Ferry Road, West Trenton, NJ 08628.
2. **Withdrawal of Dues Check Off.** In the event any Employee withdraws his/her authorization for dues deduction by notice to the Prosecutor's Office, such dues shall be halted as of the earlier of the next January 1 or July 1 following the date on which notice of withdrawal was filed, pursuant to N.J.S.A. 52:14-15.9e.
3. **Deduction of Representation Fees.** For all employees in the bargaining unit who do not pay dues in accordance with Section 1 above, the Employer shall instead deduct a representation fee equal to eighty-five percent (85%) of regular dues as certified by the Union pursuant to N.J.S.A. 34:13A-5.5 et seq., to be remitted to the Union in the same manner as regular dues in accordance with the aforementioned law and pursuant to the rules and regulations of the Public Employment Relations Commission, the Union shall establish a demand-and-return system.
4. **No Other Employer Obligation.** It is agreed that the County and Employer shall have no other obligation or liability, financial or otherwise, in connection with such fees, and that once the funds deducted are remitted to the Union, the disposition of such funds shall be the sole and exclusive responsibility of the Union.
5. **Hold Harmless.** The Union hereby indemnifies, saves and holds the Employer and the County harmless against any and all claims, demands, causes of action or other forms of liability of any kind and nature whatsoever, without limitation, arising from or relating to any action taken by the Employer and the County under this Article 4. The Union shall be responsible to reimburse the Employer and the County for all reasonable attorney(s) fees and

costs incurred of any kind and nature whatsoever, in any legal matter or actions or omissions arising out of this Article 4.

ARTICLE 5: PROFESSIONAL MEMBERSHIPS

1. It shall be the responsibility of the Employer to pay the fees and costs associated with dues for membership in and cost of meetings of the Cumberland County Bar Association and attendance at the annual Convention and College sponsored by the County Prosecutor's Association for New Jersey, as approved in the sole discretion of the Prosecutor, and dues for membership in the New Jersey Assistant Prosecutor's Association.
2. The Prosecutor shall make direct electronic payment on behalf of Assistant Prosecutors (Employees) for the annual fee due for Attorney Registration payable by all attorneys in the State of New Jersey.

ARTICLE 6: EDUCATION AND TRAINING

Employees covered by this Agreement who attend approved legal education or training courses, shall receive mileage reimbursement at the standard County rate or shall be provided a County vehicle to attend such training. If County vehicles are provided, the Employees shall be required, to the extent reasonable and feasible, to car pool. Any out-of-state travel expenses, including but not limited to airfare, lodging, etc. must be pre-approved by the Prosecutor. The Prosecutor shall pay for the full cost of registration and attendance at legal education or training courses. Employees shall receive regular pay for the hours spent attending the training or legal education. Employees must receive approval from the Prosecutor prior to attending said training or legal education to receive the above benefits.

ARTICLE 7: HOURS OF WORK

1. Assistant Prosecutors are professional employees and may be expected to work more than the general office hours set forth in Article 7.2 herein below without additional compensation as necessary to fulfill professional responsibilities and when as directed by the Prosecutor and/or her designee to accomplish specific assignments of a priority nature.
2. General office hours are Monday through Friday from 8:30am to 4:30pm.

ARTICLE 8: OFFICE ENVIRONMENT

1. Health and Safety.

- a. The Employer shall at all times maintain safe and healthy working conditions for all Employees covered by this Agreement.
- b. A designated bargaining unit representative shall bring any health and safety concerns to the Prosecutor, or her designee, as the need arises. The parties agree to meet to discuss the concerns within five (5) business days.

2. Office Reference Books.

The Employer agrees to provide each Employee covered by this Agreement with legal reference books and online legal research sources necessary to the responsibilities of Assistant Prosecutors.

3. Meetings with the Prosecutor.

There shall be a meeting between the Prosecutor, or her designee, and the Employees covered by this Agreement on a quarterly basis, if requested in writing by either party, to discuss the general environment and any labor-management issues of the Cumberland County Prosecutor's Office. Such a meeting shall be scheduled by the Union and the Prosecutor through the Chief of Staff. Nothing herein shall preclude the Union from requesting, in writing, additional meetings.

4. Standard Operating Procedures.

- a. The Employer shall provide notice and copy to the Union if Standard Operating Procedures are updated, created, or eliminated.
- b. The Employer will provide notice to the Union of any new hire, promotion, demotion, resignation or retirement, upon approval of such action by the County.

ARTICLE 9: EMPLOYEE SAFETY

The Employer and the Union recognize that the Employees covered by this Agreement, by the very nature of their duties, can be exposed to personal risk in the performance of said duties. Therefore, the Employer and the Union commit to maintain open communication regarding issues affecting Employee safety. This shall include, but not be limited to, building security, parking lot security, security in areas where Employees regularly travel to perform their duties, such as to and from the courthouse, and safety to and from the workplace from home. The Employer and the Union agree to consult and work with appropriate outside governmental agencies on security issues when the need arises.

ARTICLE 10: VACATIONS

1. Full-time employees shall be entitled to vacation with pay as follows:
2. Employees with less than one full year of service will receive one (1) working day for each month of service. Vacation days must be accrued and will not be advanced.
3. Vacation time will be accrued as follows:

Completion of 1 full year of service through 5 full years of service: 12 days

Completion of 5 full years of service through 12 full years of service: 15 days

Completion of 12 full years of service through 20 full years of service: 20 days

Completion of more than 20 full years of service: 25 days

Any new employee hired on or after January 1, 2018 shall receive twenty (20) vacation days per year after the completion of twenty (20) years of service as provided in N.J.A.C. 4:6-1-2(b)(3).

4. Employees may take vacations in periods of one-half ($\frac{1}{2}$) day increments with the approval of the Prosecutor.
5. If there is a conflict in a particular work area in which multiple employees are requesting the same vacations day(s), the senior employee shall have preference. Vacations shall be granted on a first come basis provided work requirements shall be met.
6. Employees shall be notified within ten (10) working days of submitting their vacation requests if the request was granted by their supervisor.
7. An employee may carry over up to five (5) unused vacation leave days from one year to the next.

ARTICLE 11: HOLIDAYS

1. The official paid holidays, which are recognized holidays for the purposes of this Agreement are as follows:

New Years Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	General Election Day
Good Friday	Veterans Day
Memorial Day	Thanksgiving Day
Juneteenth	Christmas
Fourth of July	

2. In addition to the aforementioned holidays, the County will grant a holiday when the Governor, in his role as Chief Executive of the State of New Jersey, declares a holiday.

ARTICLE 12: SICK LEAVE

1. Sick leave may be utilized by all full-time employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease or to care for an ill family member.
2. Each employee will be granted annual sick leave as follows:
3. One working day for each full month of service during the remaining months of the first calendar year of employment and fifteen (15) working days (1¹/₄ per month) for each calendar year thereafter. If an employee begins work after the fifth day of the month, sick leave is not earned for that month.
4. In all cases of illness, whether of short or long term, the employee is required to notify his or her superior of the reason for the absence at the earliest possible time but in no event less than his usual possible reporting time, or other time as required, or necessitated by the circumstances. An employee's failure to so notify his or her supervisor may be cause for denial of the use of sick leave for that absence and constitute cause of disciplinary action.
5. An employee may use sick leave for periods of less than a full work day for any appropriate and approved reason or becoming ill while working.
6. When sick leave balances are exhausted, the Employer, at its discretion, may allow an employee to utilize vacation or other accrued leave for an employee's time off due to an illness or injury.
7. Employees transferring from one position to another within Cumberland County government will retain accumulated sick leave.

ARTICLE 13: PERSONAL DAYS

Personal Leave:

1. All employees covered in the contract shall be granted an annual allowance of four (4) days personal leave with pay. Newly hired employees shall be credited with the right to use such four (4) personal days at the rate of one (1) day for each three (3) months of service. Those leaving the employment of the Prosecutor who have then exceeded the use of personal days shall have the compensation for same deducted on a prorated basis from their last employment check; provided, however, that this shall not apply to retirees.
2. Personal leave shall not be cumulative and any such leave credit remaining unused by an employee at the end of the calendar year or upon separation shall be canceled. The employee must notify his supervisor at least forty-eight (48) hours in advance except in a case of bona fide emergency, whereby the supervisor may waive this requirement. Such personal day will be granted if there is no undue burden upon work requirements. The Employer will make every reasonable effort to grant employees the personal days off requested.
3. Priority in granting such request for personal leave:
 - (a) Emergencies
 - (b) Observation of religious or other days of celebration
 - (c) Employee personal business
4. Personal leave may be taken in conjunction with other types of paid leave.

ARTICLE 14: BEREAVEMENT LEAVE

1. All full-time employees shall be granted a leave of absence not exceeding three (3) working days from the date of death to the day of the funeral because of death of a member of their immediate family; and where the funeral services take place out of State, the leave of absence shall not exceed four (4) working days. Where the body of the deceased is transported into the State of New Jersey, the three (3) days shall be interpreted to mean working days; the three (3) days shall be computed from the time the body of the deceased arrives in New Jersey.
2. Immediate family is defined as father, mother, son, daughter, husband, wife, grandmother, grandfather, grandchildren, brother, sister, mother-in-law and father-in-law, step-mother, step-father, step-son, step-daughter and members of the family living in the same household with the employee. Proof of death may be required.
3. Employees may be permitted with prior approval by the Employer to utilize another type of benefit leave time (such as vacation, personal days or sick) in conjunction with bereavement leave.

ARTICLE 15: OTHER PAID LEAVE FROM WORK

1. **Emergency Leave.** Whenever the Prosecutor for weather or other reasons, closes the office early or requires that no Employees report to work, those Employees covered by this Agreement will be paid their regular rate of pay and will not be required to use personal, sick or vacation time.
2. **Jury Duty.** Employees covered by this Agreement who are called for jury duty shall not suffer loss of pay for such necessary service. An Employee shall be required to turn over or reimburse the Cumberland County Prosecutor's Office for any per diem fee received for jury duty in such cases.

ARTICLE 16: MILITARY LEAVE

Employees covered by this Agreement who are part of a military service, including the New Jersey National Guard or United States Armed Forces Reserves, shall be entitled to such leave provisions as may be required by law.

ARTICLE 17: FAMILY LEAVE

The Employer and the Union agree that the provisions of the Family and Medical Leave Act (FMLA), the New Jersey Family Leave Act (FLA), and the NJ Paid Family Leave Act shall be abided by during the term of this contract. Leave time taken under statutory entitlements cannot be stacked or taken consecutively but shall be counted concurrently as time available under the FMLA, FLA, and sick leave as allowed by law.

ARTICLE 18: WORKER'S COMPENSATION BENEFITS

1. When an Employee is incapacitated because of a compensable occupational injury, including injury incurred while acting under the authority of N.J.S.A. 2A:158-18, (as determined by a physician designated by the County or the Employer's worker's compensation insurance carrier, representative or administrator), the Employee will be paid his/her full base salary for the initial thirty (30) days of job-related disability without loss of accumulated sick leave benefit time.
2. If the Employee remains incapacitated due to an occupational injury or disease beyond the initial thirty (30) day period the Employee will be entitled to worker's compensation benefits as set forth by N.J.S.A. 34:15-1 et seq.
3. If the Employee remains incapacitated after the initial thirty (30) day period, the County will continue to remit pension contributions for the Employee during said worker's compensation leave.

ARTICLE 19: UNION RIGHTS AND ACCESS

1. **Union Stewards and Representatives.** The Union has the sole right and discretion to designate employees who are authorized to serve as the Union's representatives, including Stewards and Alternates and Local Executive Board members. The Union will specify the responsibilities and authority of its representatives to act on behalf of the Union. The Union will provide the Employer with a complete list of its Stewards, Alternates, and Union representatives. The Union shall designate as Stewards up to two employees within the bargaining unit. Notice of designation shall be provided to the Prosecutor and County in writing.
2. **Union Leave.** The Employer shall, upon written request from the Union, make reasonable accommodations to allow no more than two designated members of the Union to attend outside Union business such as conventions, meetings and other legitimate activities for not more than three (3) business day each per year. Such designated members shall be appointed by the Union. All expenses incurred during such events will be the responsibility of the Union, except for salaries which shall be paid during such activities.
3. **Union Communication and Information.**
 - a. Reasonable space will be provided by the Employer for Union materials to be posted on centrally located bulletin boards at such work sites as shall be mutually agreed upon. This space shall be designated solely for Union use.
 - b. Union representatives whose names have been provided in advance to the Employer shall be admitted to the premises of the Employer on Union business. Requests for visits shall be given with reasonable advance notice to the Employer and shall not be unreasonably denied. Union representatives shall be permitted access to office areas designated by the Prosecutor with the limitation that confidentiality of office operations shall be preserved at all times.
4. **Notice.** The Employer will provide notice to the local union president (or designated union representatives) of any new hire, resignation, retirement, promotion or demotion affecting bargaining unit members.

ARTICLE 20: PERSONNEL RECORDS

1. Upon reasonable advance written request to the Prosecutor or her designee, an Employee covered by this Agreement may arrange for the inspection of and, in fact inspect all of his/her non-confidential personnel records including copies of any non-confidential disciplinary documents which are placed in the personnel file. Copies of all records requested shall be provided to the Employee. Any reproduction costs shall be paid by the Employee.
2. No adverse document shall be placed in any employee's personnel file unless a copy is also provided simultaneously to the employee.

ARTICLE 21: GRIEVANCE PROCEDURE

1. **Definition.** A grievance is a claimed breach, misinterpretation or improper application of the terms of this Agreement. No grievance shall be permitted relating to the dismissal, demotion, discipline, transfer or reduction in salary of an Employee.
2. The purpose of the Grievance Procedure is to secure prompt and equitable resolutions to problems regarding the administration of this Agreement or other terms and conditions of employment.
3. **General Procedures.**
 - a. Grievances may be filed by the Union on behalf of an individual employee or a group of employees, and shall be governed by the procedures set forth herein. The Union may submit a grievance within twenty (20) calendar days of the occurrence giving rise to the grievance. The burden of proof in the grievance procedure rests with the grievant or the Union.
 - b. The Union may not amend the grievance during any step of the procedure.
 - c. Meetings and/or hearings shall be scheduled by the Employer after consultation with the Union as to availability of mutually convenient dates and times within the time limits set forth herein.
 - d. The number of days indicated at each step of the grievance procedure shall be considered the maximum. The parties by written consent may alter the time limits.
 - e. The lack of response by the Employer within the prescribed time periods, unless time limits have been extended by mutual, written agreement, should be construed as a negative response.
 - f. At each step of the procedure, all grievance decisions shall be in writing. The Employer shall provide both the grievant and the Union with a copy of the grievance decision at each step of this procedure.
 - g. Any employee scheduled by the parties during his/her working hours to participate in grievance procedures shall suffer no loss in pay or benefits for appearances in grievance hearings. There shall be no claim for compensatory time in the event the grievance hearing extends beyond the employee's normal work day.
 - h. Where the employee or the Union requests employee witnesses, permission for a reasonable number of witnesses required during the grievance proceedings will be granted. A witness at such proceedings will be permitted to appear without loss of pay for the time of appearance and without payment for travel time if during his/her normal scheduled working hours. There shall be no claim of compensatory time in the event the grievance hearing extends beyond the witness's normal work day.

- i. The Employer, at any step of the grievance process, may consolidate two or more grievances on the same issue and process them as a group grievance.
- j. A Preliminary Informal Procedure shall be recognized. A Member may orally present and discuss a grievance with his/her immediate supervisor on an informal basis. A verbal disposition of the grievance shall be given to the grievant within five business days. An employee has the option of having a Union Representative present for the discussion. However, the Union shall not be bound by any informal settlement between the employee and his/her supervisor. This informal step does not preclude or mitigate the employee or Union from utilizing the full formal grievance procedure described in this article.

4. Formal Grievance Procedure.

- a. The grievant, through the Union, may present the grievance in writing to the Prosecutor within twenty (20) calendar days of the date the grievant knew or should have known of the occurrence giving rise to the grievance.
- b. If a grievance is filed by an employee, the Union shall be notified by the Prosecutor within five (5) business days.
- c. A “step one” meeting shall be scheduled between the Union Representative and the Prosecutor within twenty (20) business days of receipt of the grievance, at which witnesses may be presented, examined, and cross-examined. A written disposition of the grievance shall be given to the grievant and the Union within ten (10) business days of the meeting.

5. Arbitration.

- a. A grievance which is not satisfactorily resolved at “step one” may be appealed to arbitration only by the Union through its designee within fifteen (15) calendar days from the date the Union received the Prosecutor’s written disposition of the grievance. If no written decision is received within the allotted timeframe in this Article, then a grievance may be appealed within thirty (30) calendar days from the conclusion of the procedure. If mutually agreed, a pre-arbitration conference may be scheduled for the purpose of attempting to settle the matter and to frame the issue or issues absent a settlement.
- b. The parties herewith agree to utilize the panel of arbitrators maintained by the New Jersey Public Employment Relations Commission (“PERC”) and shall follow the procedures set forth by PERC for grievance arbitration matters. The arbitrator shall be confined to the Agreement and shall not have the power to add to, subtract from, or modify the provisions of the Agreement.
- c. The decision of the arbitrator shall be final and binding consistent with applicable law and this Agreement. The fees and expense of the arbitrator shall be divided equally between the Employer and the moving party. Any other cost of the arbitration proceeding, including the cost of recording, shall be borne by the moving party.

- d. The arbitrator shall hold the hearing at a time and place convenient to the parties within thirty (30) calendar days of his/her acceptance to act as arbitrator and shall issue his/her decision within thirty (30) calendar days after the close of the hearing.

ARTICLE 22: SALARIES AND WAGES

1. Bargaining Unit Members will receive annual salaries as attached in Exhibit A, captioned "CWA Cost of Contract Proposal". Employees will advance a step annually. An employee at top step or above will receive the across the board increases indicated. All increases shall be paid January 1st of each year. Step advancement following the term of the Agreement shall be governed by applicable law.

ARTICLE 23: COUNTY HEALTH BENEFITS

1. Effective November 1, 2017, Horizon OMNIA shall be established as the base plan. All employees enrolling in health benefits shall be enrolled in the base plan. Employees shall have the option of choosing, as an alternative to OMNIA, between the following medical benefits plans offered by the County: (1) Horizon Blue Cross Blue Shield of New Jersey Direct Access (D/A) Plan; (2) Horizon Blue Cross Blue Shield of New Jersey Point of Service (POS) Plan; (3) Horizon EPO; and, (4) EPO HSA Design II. (A summary of all current plans is attached hereto as Exhibit B and made a part hereof.)
2. Employees shall contribute toward all medical benefits in accordance with the requirement of Chapter 78, P.L. 2011 (Chapter 78). If an employee chooses another plan offered by the County, as identified below, the employee will be responsible for the difference in premium paid by the County (between the OMNIA plan and the plan chosen by the employee) in addition to the applicable Chapter 78 contribution for the base plan.
3. Prescription plan co-pays for all County offered health insurance plans shall be \$10.00 for generic prescriptions, \$25.00 for name brand prescriptions and \$50.00 for non-preferred brand name drugs. The stated co-pay shall cover up to a 30-day supply of the prescription; however, where the mail order prescription plan is utilized, the stated co-pay shall cover up to a 90-day supply of the prescription. Employees shall contribute toward their prescription benefits in accordance with the requirement of Chapter 78.
4. The County shall have the right to substitute a different insurance carrier or plan to implement a self-insured health benefits plan that provides eligible employees and eligible family members with benefits that are equivalent to or better than the benefits provided under OMNIA, the D/A Plan, POS Plan, Horizon EPO or EPO HSA Design II (whichever is being replaced) now in effect [as modified above].
5. In the event that the County seeks to make any subsequent changes in the delivery of health care benefits during the remainder of this Agreement, the County agrees and acknowledges that any such changes are negotiable and will provide the Union with thirty (30) days of notice before any such change is to take place, in order to permit the Union and the County to meet and discuss the proposed change and the effect of such change on bargaining unit employees.
6. When an employee has dependent(s) covered under the County Health Benefits Plan and such dependent(s) subsequently become ineligible to participate in the County Health Benefits Plan due to death, divorce, otherwise, the employee shall, within thirty (30) days of

the event triggering the dependent's ineligibility, notify the County Department of Personnel & Human Resources of the change in coverage. If the employee fails to give said notification, the employee shall reimburse the County for expenditures made relating to the insurance coverage of said dependent(s) during the period of ineligibility. Moreover, the employee's failure to provide timely notice is grounds for discipline by the Employer.

7. The County dental plan level shall be 50/50 of covered benefit limits, with an employee contribution governed by Chapter 78. Such plan may be replaced by a plan that is equal to or better than the plan in effect at the time of the parties' execution of this Agreement.
8. The County shall continue optical coverage equivalent to or better than the current plan with an employee contribution governed by Chapter 78.
9. Retiree health benefits shall be provided in accordance with County Policy 2.11 (Health Benefits Insurance), as qualified by any requirements per state and federal law as existed in 2012. Any employee hired prior to 12/31/17 shall be eligible for retiree benefits under County Policy 2.11. There shall be no 80/20 retiree health benefits for any new employee hired after 1/1/18 once said employee reaches Medicare eligibility.
10. Employees will be required to make the same percentage contribution as required under Chapter 78 until successor legislation is enacted or a successor contract is negotiated.
11. The Emergency Room co-pay for all health insurance plans shall be \$100.00. The co-payment shall be waived if the patient is admitted to the hospital.

ARTICLE 24: LIFE INSURANCE

1. The Employer shall provide full-time Employees with life insurance coverage. The County Employee Group Life Insurance Policy Death Benefit shall be in the amount of \$7,500.00.
2. When an authorized Leave of Absence without pay due to illness or other emergency leave is granted, life insurance shall be continued for the first thirty (30) days of said leave.
3. When an employee is injured on the job, life insurance benefits may be continued by the Employer in its discretion for a period not to exceed one year from the date of the injury provided said injury is recognized as eligible for worker's compensation.

ARTICLE 25: WORK CONTINUITY

The Employees covered by this Agreement agree that, for the life of this Agreement, there will be no strike, slow down, sick out, or other concerted action, nor will there be any individual action, the purpose of which is to induce the Employee to engage in such prohibited activity.

ARTICLE 26: SEVERABILITY

If any provision of this Agreement is determined to be invalid by operation of law, or by a court or by any other legal tribunal of competent jurisdiction as to any or all Employees, such provision shall be inoperative. All other provisions of this Agreement not declared inoperative shall continue in full force and effect.

ARTICLE 27: FULLY NEGOTIATED AGREEMENT

1. The within Agreement is the complete and final Agreement reached between the parties and it contains the resolution of all issues which were the subject of negotiation. During the term of this Agreement, neither party will be entitled to and/or required to negotiate with respect to any matter which could have been the subject of negotiation, whether or not covered by this Agreement, and/or whether or not within the knowledge of or contemplation of either or both parties at the time they negotiated or duly executed it.
2. This Agreement or any provision thereof may not be modified in whole or in part by the parties unless done so by them in a writing that has been duly reviewed and executed by both parties.

ARTICLE 28: TERM OF AGREEMENT

This Agreement shall be effective immediately on the date of signing below, and shall continue in full force and effect through December 31, 2025. The parties shall commence negotiations on a successor Agreement pursuant to regulations of the Public Employment Relations Commission. The terms and conditions of this Agreement shall carry over and remain in full force and effect until such date as a successor Agreement shall be ratified.

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to affix their signatures this 23rd day of June, 2021.

For the County:

For the Union:

Joseph Derella 6-22-21
Joseph Derella Date
Cumberland County Commissioner Director

Adam Liebtog 6/15/21
Adam Liebtog, CWA, Local 1036 Date

Kim Wood 6-22-21
Kim Wood Date
Cumberland County Administrator

Holly A. Fanelle 6/17/21
Holly A. Fanelle, Asst. Prosecutor Date

For the Prosecutor:

Jennifer Webb-McRae 6/23/21
Jennifer Webb-McRae Date
Cumberland County Prosecutor

EXHIBIT A

CWA 1036 Cost of Contract Proposal

Position Id	Descript	Initials	Pre-Contact Base	Market Adjust	2.5%		2.0%		2.0%		TOTAL CONTRACT	Annual Avg %
					2022	Step	2023	Step	2024	Step		
Assistant Prosecutor		M P	76,205	4,424	82,534	Off	84,185	Off	85,869	Off	87,586	3.7%
Assistant Prosecutor		J M	74,460	4,423	80,745	Off	82,360	Off	84,007	Off	85,687	3.8%
Assistant Prosecutor		K B	66,757	4,423	72,849	8	75,500	9	78,000	10	81,000	5.3%
Assistant Prosecutor		J K	61,019	4,423	66,967	4	69,500	5	72,000	6	74,500	5.5%
Assistant Prosecutor		J R	61,019	4,423	66,967	4	69,500	5	72,000	6	74,500	5.5%
Assistant Prosecutor		H F	61,019	4,423	66,967	4	69,500	5	72,000	6	74,500	5.5%
Assistant Prosecutor		A A	61,019	4,423	66,967	4	69,500	5	72,000	6	74,500	5.5%
Assistant Prosecutor		D M	61,019	4,423	66,967	4	69,500	5	72,000	6	74,500	5.5%
Assistant Prosecutor		A Z	61,019	4,423	66,967	4	69,500	5	72,000	6	74,500	5.5%
Assistant Prosecutor		C D	59,823	4,423	65,742	3	68,000	4	70,500	5	73,000	5.5%
Assistant Prosecutor		Z G	59,823	4,423	65,742	3	68,000	4	70,500	5	73,000	5.5%
Assistant Prosecutor		R G	58,650	4,423	64,539	2	66,500	3	69,000	4	71,500	5.5%
Assistant Prosecutor		K D	58,650	4,423	64,539	2	66,500	3	69,000	4	71,500	5.5%
Assistant Prosecutor			57,500	(57,500)								
			877,982		898,492		928,045		958,876		990,273	
					20,510		29,553		30,831		31,397	
					2.3%		3.3%		3.3%		3.3%	
												3.1%

	Step Guide	
	2023	2025
1	65,000	67,000
2	66,500	68,500
3	68,000	70,000
4	69,500	71,500
5	71,000	73,000
6	72,500	74,500
7	74,000	76,100
8	75,500	77,700
9	77,000	79,300
10	78,500	81,000

Current starting aslary \$57,500 will increase to \$61,250 for 2022.

All employees hired in 2021 will increase to \$61,250 in 2022.

All employees hired in 2021 or 2022 will be placed on step one (1) of the guide (\$65,000) in 2023.

Prosecutor retains the right to hire, in her sole discretion, a new employee at a higher salary based upon prior experience.

EXHIBIT B

HORIZON DIRECT ACCESS \$20

HORIZON POS DESIGN 10

HORIZON EPO

HORIZON OMNIA *

EFO ISA Design 11

Physical Rehabilitation Facility Services	80% Limit 60 days per benefit period 60% after deductible 60% after deductible	100% Limit 60 days per benefit period 60% after deductible 60% after deductible	100% Limit 60 days per benefit period 60% after deductible 60% after deductible	100% Limit 60 days per benefit period 60% after deductible 60% after deductible	100% after \$15 copay 100% after \$15 copay 100% after \$15 copay	100% after \$15 copay 100% after \$15 copay 100% after \$15 copay	100% after deductible 100% after deductible 100% after deductible	100% after deductible 100% after deductible 100% after deductible
Private Duty Nursing	100% after office copy 100% after office copy 100% after office copy	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after deductible 100% after deductible 100% after deductible	100% after deductible 100% after deductible 100% after deductible
Short-term Therapeutic Physical, Occupational, Speech, Occupational Therapy	100% after office copy 100% after office copy 100% after office copy	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after deductible 100% after deductible 100% after deductible	100% after deductible 100% after deductible 100% after deductible
Skilled Nursing Facility/ Extended Care Center	100% after office copy 100% after office copy 100% after office copy	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after deductible 100% after deductible 100% after deductible	100% after deductible 100% after deductible 100% after deductible
Therapeutic Manipulation (Chiropractic Care)	100% after office copy 100% after office copy 100% after office copy	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after deductible 100% after deductible 100% after deductible	100% after deductible 100% after deductible 100% after deductible
Remedial Vision Care (Exam & Hardware)	100% after office copy 100% after office copy 100% after office copy	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after deductible 100% after deductible 100% after deductible	100% after deductible 100% after deductible 100% after deductible
Prescription Drugs	100% after office copy 100% after office copy 100% after office copy	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after \$10 copay 100% after \$10 copay 100% after \$10 copay	100% after deductible 100% after deductible 100% after deductible	100% after deductible 100% after deductible 100% after deductible

* Reflects preliminary OMHA plan summary as of November 21, 2011. Final benefit summary will be provided upon receipt.