

**MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF BERGEN  
AND THE UNITED SERVICE WORKERS UNION, IUJAT, AND ITS LOCAL 655  
AMENDMENT TO MAY 21, 2010 AGREEMENT**

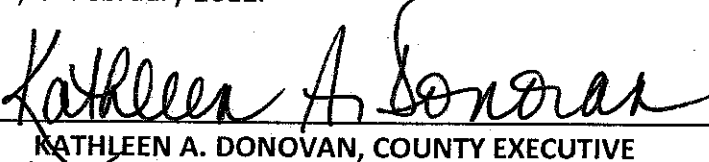
WHEREAS THE COUNTY OF BERGEN (PREVIOUS ADMINISTRATION) AND THE UNION (UNITED SERVICE WORKERS AND ITS LOCAL 655) hereinafter referred to as the 'Parties' had previously met on/or about May 21, 2010 and had consented to a fourteen (14) step Agreement on that same date, there has now been a mutual consideration to reconvene, that is the Employer and the same Bargaining Unit, and revisit that prior Agreement.

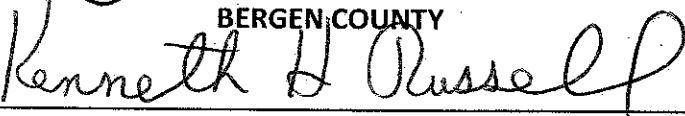
After formal review and negotiation on January 18, 2011, **IT IS HEREBY AGREED** by and between **THE COUNTY OF BERGEN AND THE UNITED SERVICE WORKERS AND ITS LOCAL 655** for the good and sufficient considerations set forth, as follows:

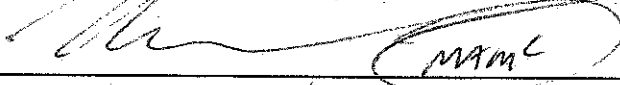
1. **COUNTY** as used herein shall at all times mean the **COUNTY OF BERGEN**, its executive, administrators, directors, officials, attorneys and successors, whether in their individual or official capacities or any other entity connected therewith;
2. **UNION** as used herein, shall mean the **UNITED SERVICE WORKERS AND ITS LOCAL 655 AND THEIR ENTIRE MEMBERSHIP**, their officials, administrators and representatives;
3. The Parties have recommended to one another that they convene to discuss and to potentially enact changes to the May 21, 2010 Agreement;
4. The Parties have met, pursuant to their desire to possibly amend the May Agreement, and with the intention to administer changes to said Agreement; and
5. The same Parties have amicably resolved their separate presentations through the negotiation process as follows:
  - a. After discussion and consideration, the Parties have agreed to eliminate Step # 7 of the prior Agreement, one which relates to unpaid furlough days for the membership throughout the calendar year 2011, and with such action precluding any unpaid furlough time during that same year (employee members who may have utilized 2011 furlough days to date shall be reimbursed for said days);
  - b. The Parties, after discussion and consideration, have agreed to eliminate Step # 8 of the prior Agreement, one which relates to additional compensatory days (x 5) throughout the year 2012, and with such action precluding any added compensatory time during that same year (2012);
  - c. This revised Settlement Agreement contains the full and final agreement between the Parties and may not be modified further, altered, changed or

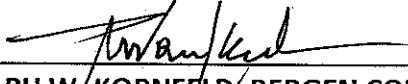
- terminated, except upon the express prior written consent of all of the Parties to this revised Memorandum of Agreement, which consent must be duly executed by the Employer and affected Labor Group Officials;
- d. This Agreement shall be governed and construed in accordance with the laws of the State of New Jersey;
  - e. This Agreement shall become effective upon execution by the Parties and only after formal authorization by the Employer's County Executive and the Union Local's membership;
  - f. This newly revised Memorandum of Agreement and all the terms, covenants and conditions herein shall be binding upon the Parties and inure to the benefit of their officials, officers, directors, representatives, employees, attorneys or any other applicable entity;
  - g. By their signatures below, the Parties acknowledge that they have thoroughly reviewed this Memorandum of Agreement independently or with counsel and/or legal representative of their choosing before signing it; and
  - h. The terms and conditions which now discontinue and delete Step # 7 (furlough days) and Step # 8 (compensatory days) from the May 21, 2010 prior Agreement are fully understood and voluntarily accepted by the Parties.

**IN WITNESS WHEREOF, THE BERGEN COUNTY EXECUTIVE AND THE AFFECTED UNION REPRESENTATIVE AND THE LOCAL'S PRESIDENT** have hereunto set their hands below on this 2<sup>nd</sup> day of February 2011.

BY:   
KATHLEEN A. DONOVAN, COUNTY EXECUTIVE  
BERGEN COUNTY

BY:   
KENNETH RUSSELL, PRESIDENT – UNITED SERVICE  
WORKERS, IUJAT; LOCAL 655

BY:   
KEVIN E. BOYLE, PUBLIC SECTOR COORDINATOR  
UNITED SERVICE WORKERS, IUJAT

BY:   
RALPH W. KORNFELD, BERGEN COUNTY DIRECTOR OF  
PERSONNEL (WITNESS THERTO)