

R.98-0082
2-4-98

MEMORANDUM OF AGREEMENT

The County of Essex (the "County") and Essex County Sheriff's Superior Officer's Association (hereinafter "SOA"), having engaged in collective negotiations, hereby mutually agree as follows with respect to modification of the collective negotiations agreement and any related Memorandum of Agreement which expired on December 31, 1994:

1. Term: 1/1/95 to 12/31/98.
2. Wages:
 - a) Effective 1/1/95, a 0% across-the-board increase;
 - b) Effective 1/1/96, a 0% across-the-board increase;
 - c) Effective 7/1/97, a 6% across-the-board increase;
 - d) Effective 7/1/98, a 6% across-the-board increase;

The increase set forth in paragraph 2(c) shall be retroactive to 7/1/97.

3. Effective upon the execution of the Memorandum of Agreement, the starting salary for employees promoted into the bargaining unit and current employees upon promotion will be at the step one salary scale. The Step 1 salary scales are as follows:

| | <u>7/1/97</u> | <u>7/1/98</u> |
|-------------|---------------|---------------|
| Sergeants | \$50,645 | \$53,684 |
| Lieutenants | \$55,711 | \$59,054 |
| Captain | \$64,070 | \$67,914 |

4. Current employees, who are at Steps 2 and 3 of the salary scale as of January 15, 1998, shall advance to top pay effective February 1, 1998, and thereafter shall advance to top pay one year after any further promotions.

5. Current employees, who are at Step 1 of the salary scale as of January 15, 1998, shall advance to top pay effective July 1, 1998, and thereafter shall advance to top pay one year after any further promotions.

6. Employees hired into the bargaining unit between February 1, 1998 and June 30, 1998, shall advance to top pay following their hiring dated as follows:

- a. February 1998 - the first day of the month following the sixteenth (16th) month anniversary;
- b. March 1998 - the first day of the month following their fifteenth (15th) month anniversary;
- c. April 1998 - the first day of the month following their fourteenth (14th) month anniversary;
- d. May 1998 - the first day of the month following their thirteenth (13th) month anniversary;
- e. June 1998 - the first day of the month following their twelfth (12th) month anniversary.

Thereafter, they shall advance to top pay one year after any further promotions.

7. Employees hired into the bargaining unit on or after July 1, 1998, shall advance to top pay one year after their appointment and, thereafter, one year after any further promotions.

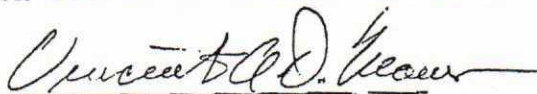
8. The parties agrees that all issues which formed the subject matter of this interest arbitration are resolved and thereby the record is closed. Notwithstanding the above, the parties agree to finalize a complete collective Bargaining Agreement as soon as possible.

9. All conditions of the contract which expired on 12/31/94 shall remain in full force and effect except as modified herein.

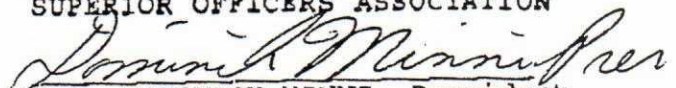
10. This Memorandum of Agreement is contingent upon approval and ratification by the Essex County Board of Chosen Freeholders, the Essex County Executive, the Essex County Sheriff and the members of the SOA. The parties' representatives agree to recommend the terms of this Agreement to their respective constituencies.

11. The Memorandum of Agreement represents the complete and final Agreement between the parties. All proposals, whether written or oral, presented by either party during the course of negotiations shall be deemed withdrawn and not a part of this Agreement. This Agreement cannot be modified except by a writing signed by both the undersigned parties.

FOR COUNTY OF ESSEX, NEW JERSEY


By: Vincent A. DiMauro
County Administrator

FOR ESSEX COUNTY SHERIFF'S
SUPERIOR OFFICERS ASSOCIATION



By: DOMENICK MINNI, President


IN WITNESS WHEREOF, the parties have, by their authorized representative, set their hands and seals this 10th day of February, 1998.


FOR ESSEX COUNTY SHERIFF'S
SUPERIOR OFFICERS ASSOCIATION


Dominick Minni, President

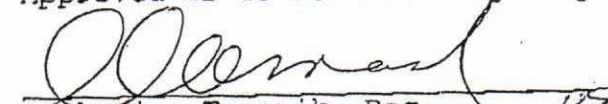
FOR COUNTY OF ESSEX, NEW JERSEY


James W. Treffinger
County Executive


Armando B. Fontoura
Sheriff


Adrienne Davis, Clerk to
the Board of Chosen Freeholders

Approved as to Form and Legality:


Catherine Tamasik, Esq. DS
County Counsel