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SHERIFF'S SUPERIOR OFFICERS' ASSOCIATION
MEMORANDUM OF AGREEMENT

The Essex County Sheriff (the "Sheriff") and the Essex County Sheriff's Superior Officers Association (the "Association"), having engaged in collective negotiations, hereby mutually agree as follows with respect to modification of the Collective Bargaining Agreement and any related Memoranda of Agreement which expired on December 31, 1998:

1. Term: 1/1/99 to 12/31/2001.

2. Wages:
 - A) Effective 3/1/99, a 5% across the board increase (to be added to the base salaries in place as of 12/31/98); and
 - B) Effective 1/1/2000, a 5% across the board increase (to be added to the base salaries in place as of 12/31/99); and
 - C) Effective 1/1/2001, a 5% across the board increase (to be added to the base salaries in place as of 12/31/2000).

3. Retiree Health Insurance:
 - A) The Sheriff will provide health benefits as described in Section 1 below to employees who retire and fulfill all the requirements and criteria of Section 2 below.

Section 1.

a) The coverage outlined in this provision is for the eligible retiree and his/her dependents as defined in the Plan documents governing this benefit and subject to any conditions and stipulations set forth herein. Upon the death of the retiree, all coverage pursuant to this provision shall be terminated at the end of the calendar month in which the covered retired employee died.

b) All coverage provided pursuant to this provision shall be limited to the County Point of Service Plan or the County offered Health Maintenance Organizations (HMOs). The County reserves the right to amend or change this coverage and the Plan to any extent necessary, including changing the service provider, provided the level of coverage provided to retirees will be at the same level as contained in the current Plan document on the date this agreement is signed.

c) The Sheriff will provide Prescription Drug Plan benefits to eligible retirees at the same level as provided to active employees.

d) At such time as the eligible retiree becomes Medicare eligible, the eligible retirees will assume the cost of any Medicare coverage. It is expressly understood that the Sheriff will only provide supplemental coverage to Medicare.

Section 2: In order to be eligible for the health benefits described in Section 1 of this Article, the employee who retires must:

a) Have twenty-five (25) years or more of service credit in any of the following: the State Public Employment Retirement System of New Jersey (PERS); the Essex County Employment Retirement System (ERS); the Police and Fire Retirement System of New Jersey

(PFRS); or the consolidated Police and Firemen's Pension Fund (CPFPPF); and

- b) Be actively employed with the County of Essex on the date this provision was made part of the agreement; and
- c) Have a total of ten (10) years of employment service with the County of Essex prior to his/her retirement; and
- d) Have been a employee of the County of Essex immediately prior to his/her retirement; and
- e) Not elect a vested and deferred retirement; and
- f) Not elect or take a disability retirement with less than twenty-five (25) years of service credit in PERS, ERS, PFRS, or CPFPPF; and
- g) Not receive payments or stipends of any kind for premiums, charges or the like for retiree medical benefits from any employer; and
- h) Not receive health benefits coverage from a source other than Essex County; and
- i) Not be eligible to receive health benefits coverage from a source other than Essex County; and

- j) Not be an active employee who is eligible for retiree health benefits initially provided by a non-County operated predecessor to a current Essex County agency, for example, the Essex County Welfare Board; and
- k) Not be a retired employee of a non-County operated predecessor to a current Essex County agency, for example, the Essex County Welfare Board, who is currently receiving health benefits from that predecessor agency.

Notwithstanding the requirements set forth in Section 1 above, and subject to all remaining terms, conditions and eligibility requirements contained in Section 2, employees who elected retirement between January 1, 1998 and the date this provision was made part of the Agreement shall be eligible for coverage outlined in this provision, provided that the first date of retirement occurred between January 1, 1998 and the date this provision was made part of the Agreement.

In the event that a retiree ceases to be eligible for, or to receive, health benefits from an employer or source other than Essex County and he/she then meets all the requirements of Section 2, he/she shall be entitled to the benefits described in Section 1 of this provision.

4. All terms and conditions of the contract which expired on 12/31/98 shall remain in full force and effect except as modified herein.

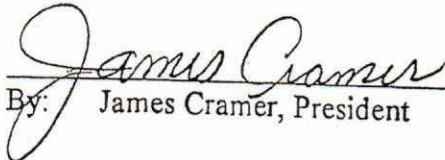
5. This Memorandum of Agreement is contingent upon approval and ratification by the Essex County Sheriff, the Essex County Sheriff's Superior Officers

Association, the Essex County Executive and the Essex County Board of Chosen Freeholders. The parties' representatives agree to recommend the terms of this Agreement to their respective constituencies.

6. This Memorandum of Agreement represents the complete and final Agreement between the parties, and is contingent upon the approvals and ratifications set forth in paragraph 5 above. 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 of the undersigned parties.

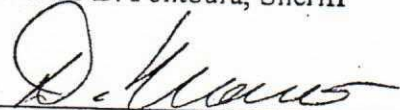
IN WITNESS WHEREOF, the parties have, by their authorized representatives,
set their hands and seals this 14th day of July, 1999.


FOR THE ASSOCIATION


By: James Cramer, President

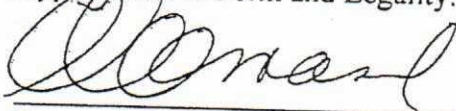
FOR THE COUNTY OF ESSEX


Armando B. Fontoura, Sheriff


By: James Treffinger
Essex County Executive


By: Adrienne Davis, Clerk to the
Board of Chosen Freeholders

Approved as to Form and Legality:


By: Catherine Tamasik, Esq.
County Counsel
