

H-08-0436
6-5-08.

MEMORANDUM OF AGREEMENT
BETWEEN THE ESSEX COUNTY SHERIFF AND THE ESSEX COUNTY
SUPERIOR OFFICERS ASSOCIATION, FOP LODGE 138

The Essex County Sheriff (the "Sheriff") and the Essex County Superior Officers Association, FOP Lodge 138 (the "Union"), 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, 2005:

1. The terms of the prior Collective Negotiations Agreement and related Memoranda of Agreement between the parties shall remain in full force and effect except as herein modified.
2. Term. The term of the new agreement shall be for a period of two (2) years from January 1, 2006, through December 31, 2007.
3. Wages:
 - A) Effective January 1, 2006, a 4% across the board increase (to be added to the base salaries in place as of December 31, 2005); and
 - B) Effective January 1, 2007, a 4% across the board increase (to be added to the base salaries in place as of December 31, 2006).
4. Holidays. Section 7 of Article VI shall be changed to read as follows: In the event an employee covered by this agreement is required to work on a legal holiday or a day declared to be a holiday by the Board of Chosen Freeholders of the County of Essex or the Governor, the employee shall be paid an extra day's pay for each holiday worked. Payments shall be made within thirty (30) days of the holiday worked.
5. Hospitalization, Medical, Surgical and Major Medical Insurance.

Effective as soon as is administratively feasible, Article IX shall be modified as follows:

Prescription co-pay shall be increased to \$10 for generic drugs and \$25 for name brand and non-generic drugs. The mail order program shall remain in effect.

6. Section 125 Cafeteria Plan. The County shall have the authority to implement a new provision that would allow unit employees to participate in its Section 125 Cafeteria Plan.
7. Development Fund. The annual contribution to the fund shall be increased by \$100 effective January 1, 2007. The new contribution shall be \$350.
8. Work Schedule. There will be a joint scheduling committee which will meet and discuss the feasibility of any proposed change to the existing work schedule including its implementation and administration and any compensation related issues.
9. Education Benefits. Effective January 1, 2008, the Education Benefits provision shall be modified by increasing the 30 credit level by \$85.00 for each rank, the 60 credit level by \$169.00 for each rank and by creating a Bachelor's degree level at \$1,750 above the 60 credit level for each rank.

The following benefits shall be frozen at the following amounts effective January 1, 2008:

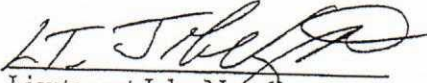
	<u>30 Credit Level</u>	<u>60 Credit Level</u>	<u>BA level</u>
Sergeant	\$2,139	\$4,276	\$6,026
Lieutenant	\$2,434	\$4,866	\$6,616
Captain	\$2,788	\$5,574	\$7,324

The current practice regarding payment procedure shall continue.

The College credits earned must be from a fully-accredited college accredited by the institutional agency – Middle States Association of Colleges & Schools, or the New England, Great Lakes, Plains, Southeast, Southwest, Rocky Mountains or Far West geographical regions.


IN WITNESS WHEREOF, the parties have by their authorized representatives,
set their hands and seals this ____ day of May 2008.

FOR THE UNION



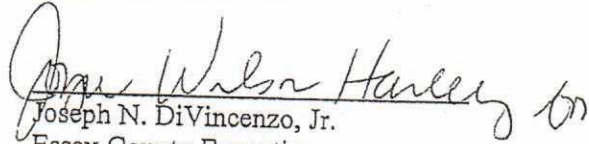
Lieutenant John Napolitano
President
FOP Lodge 138

FOR THE ESSEX COUNTY SHERIFF

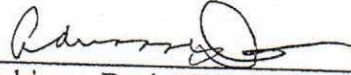


Armando B. Fontoura
Sheriff

FOR THE COUNTY

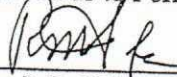


Joseph N. DiVincenzo, Jr.
Essex County Executive



Adrienne Davis, Clerk of the
Board of Chosen Freeholders

Approved as to Form:



Harry J. Del Plato, Esq
Essex County Counsel