

2-0005 STORAGE  
12-00

Middlesex  
1972

SHERIFFS OFFICERS  
COURTS

RESOLUTION

WHEREAS, negotiations were conducted pursuant to the Public Employment Relations Commission with Policemens Benevolent Association Local No. 165; and

WHEREAS, agreement has been reached between the representatives of the County of Middlesex and the representatives of said employees group, which agreement is in accordance with the attached; and

WHEREAS, it is the opinion of the Board of Chosen Freeholders that said agreement is in the best interest of the County of Middlesex;

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders that the attached agreement between the County of Middlesex and the Policemens Benevolent Association Local No. 165 as bargaining agent for the employees covered by the attached agreement, shall be and is hereby approved, and

BE IT FURTHER RESOLVED that the Director of this Board shall be and is hereby authorized to enter into an agreement with the above mentioned parties as attached hereto, and the Clerk of this Board shall be and is hereby directed to attest said agreement and to affix thereto the corporate seal of the County of Middlesex and

BE IT FURTHER RESOLVED that a certified copy of this resolution be forwarded to the Director of Personnel and Employee Relations.

Dated:

County of Middlesex, Dept. of Social Services  
Mary E. Hussey  
A. St. Clark

THIS AGREEMENT made the 20<sup>th</sup> day of April, 1972, between the COUNTY OF MIDDLESEX, a Municipal Corporation, by its Board of Chosen Freeholders (hereinafter known as the Employer,) and Policemens Benevolent Association Local No. 165 (hereinafter known as the Association,) and the Sheriff of Middlesex County, as employer of Policemens Benevolent Association Local 165, (hereinafter known as the Sheriff;)

WHEREAS, the Association has been selected as the bargaining agent by the employees hereinafter to be defined, in accordance with Chapter 303 of the Laws of 1968, and said Association has been recognized as such by the Employer and by the Sheriff, and

WHEREAS, said Association has been in negotiation with the Employer and Sheriff pursuant to Chapter 303 of the Laws of 1968; and

WHEREAS, the parties 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 hereby establish the following terms and conditions which shall govern the activities of the parties and all affected employees;

1. RECOGNITION: The Association is hereby designated as the bargaining agent for all employees employed by the County of Middlesex in the following job titles:

Sheriff's Officers  
Sheriff's Officers Sergeants  
Sheriff's Officers Lieutenants  
Sheriff's Officers Captains

provided, however, that those officers above, who serve in the jail, are specifically excluded as members of said bargaining unit.

2. ASSOCIATION REPRESENTATIVES. The Association shall have the right to designate such members of the Association as it deems necessary as Association Representatives and they shall not be discriminated against due to their legitimate Association activities.

3. DUES CHECKOFF. The Employer agrees to deduct from the earnings of each employee Association dues when said employee has properly authorized such deduction in writing. The deduction formula is to be agreed upon subsequently.

4. WAGES AND PAY PERIODS. Effective January 1, 1972 wage increase in accordance with Appendix A attached which the parties acknowledge and agree adjusts the salaries of the Association members in a fair and equitable manner. The parties further acknowledge that the aggregate salary as set forth in Appendix A paid to the members of the Association has been increased 5.5% above the aggregate salary paid to the members of the Association during the previous year.

In accordance with the longevity resolution as amended by the Board of Chosen Freeholders all employees are entitled to receive longevity based upon their base salary as of December 31, 1970.

All employees shall be entitled to receive an annual Uniform Maintenance Allowance of \$150.00. The \$150.00 is to be paid \$75.00 June 30th and \$75.00 at the last pay period in December and said maintenance allowance is to be pro-rated at the rate of \$12.50 per month.

All personnel shall be paid overtime at the rate of one and one-half times their normal hourly rate for the performance of any emergency or riot duty when said duty is approved by the Assignment Judge. All personnel working overtime shall be paid at the rate of one and one-half times their normal hourly rate of pay

Any employee working on a holiday will also be paid time and one-half. It is agreed and understood among the parties that over-time shall commence at 4:30 p.m.

5. MEDICAL BENEFITS. All employees shall be covered by Blue Cross, Blue Shield, Rider J, and Major Medical, at the Employer's expense.

6. HOLIDAYS. The present holiday schedule in effect is to be adhered to and also to be observed are any other holidays declared by legally constituted authorities of the County, State or Federal Government.

7. BEREAVEMENT. All employees shall receive three (3) days leave in the event of the death of a spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, aunt, uncle, brother, brother-in-law, sister, sister-in-law, grandparent, grandchild, and any other member of the immediate household, such leave being separate and distinct from any other leave time.

8. VACATIONS. All employees shall be granted vacation leave based upon the following, from the date they are hired:

<u>Years of Service</u>	<u>Amount of Vacation</u>
Less than one year	One working day for each month of service
One to nine years	Twelve working days during each year of service
Ten to nineteen years	Sixteen working days during each year of service
Twenty years or more	Twenty working days during each year of service

9. SICK LEAVE. Sick leave shall accumulate at the rate of one and one-quarter ( $1\frac{1}{4}$ ) days per month in the first year of service, commencing in the first month of major portion thereof, from date of hire. It is assumed that the employee shall remain in the service of the County for the remainder of the calendar year, and the total number of sick days, pro-rata, shall be credited to

the employee. If separation occurs before the end of the year, and more sick leave has been taken than appropriated on a pro-rata basis, the per diem rate of pay for the excess days shall be deducted from the final pay. Sick leave shall accumulate year-to-year with an additional fifteen (15) days credited to the employee at the beginning of each successive calendar year. All other proper and authorized leaves as provided in the rules of the Department of Civil Service, shall be recognized and constitute a part of this agreement.

Days lost due to injury or illness arising out of or caused by County employment for which the employee has a claim for workmen's compensation shall not be charged to sick leave. Paid holidays occurring during a period of sick leave shall not be chargeable to sick leave.

10. ADHERENCE TO CIVIL SERVICE RULES. The Employer and the Association understand and agree that all rules promulgated by the New Jersey Department of Civil Service concerning any matter whatever not specifically covered in this Agreement shall be binding upon both.

11. DISTRIBUTION OF SALARY APPROPRIATION. The Employer, the Board of Freeholders, and P.B.A. 165 agree that the membership of the P.B.A. shall, in 1973, have the option to distribute any salary appropriation made available to them by the Freeholders, in accordance with the wishes of the majority of the P.B.A. membership.

12. GRIEVANCE PROCEDURE. Definition: A grievance is any dispute between the parties concerning the application or interpretation of final agreement reached through these negotiations or any complaint by an employee as to any action or non-action taken towards him which violates any right arising out of his employment. Any employee wishing to process his own grievance may do so, but no settlement shall be made inconsistent with the terms of final agreement reached.

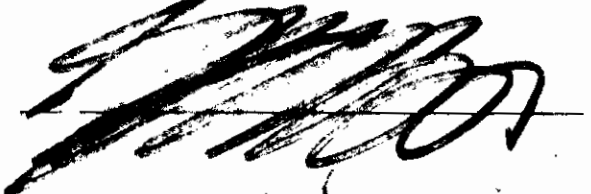
Step 1. The employee Association shall present the employee's grievance or dispute to the employee's immediate supervisor within ten (10) working days of its occurrence, or ten (10) working days after the employee becomes aware of the event. The supervisor shall attempt to adjust the matter and shall respond to the employee within three (3) working days.


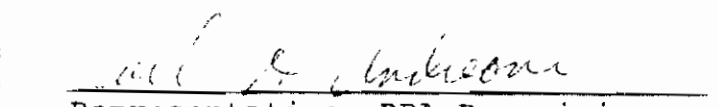
Step 2. If the grievance has not been settled, it shall be presented in writing by the council representative to the department head within five (5) working days after the supervisor's response is due. The department head shall respond to the council representative in writing within five (5) working days.


Step 3. If the grievance still remains unadjusted or unanswered by the department head, it shall be presented by the council representative to George L. Burton, Jr., Personnel Director, in writing within seven (7) working days after the response of the department head is due. The Personnel Director shall respond in writing to the council representative within ten (10) working days. The council may request a meeting with the Personnel Director within five (5) working days after receiving the answer from the department head.

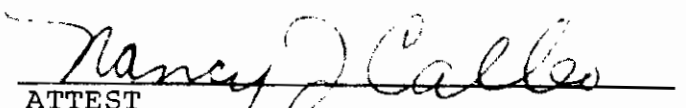
Step 4. If no settlement of the grievance has been reached between the parties, either one or both may move the grievance to arbitration within thirty (30) days of receiving the answer from the Personnel Director.

COUNTY OF MIDDLESEX

  
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Daniel  
President PBA Local 165

  
\_\_\_\_\_  
ATTEST  
  
\_\_\_\_\_  
Representative, PBA Bargaining  
Committee

  
\_\_\_\_\_  
Sheriff, County of Middlesex

  
\_\_\_\_\_  
ATTEST

2-0018

12-00

Memorandum of Agreement between Board of Chosen Freeholders,  
County of Middlesex and P. B. A. Local 165 dated the 18<sup>TH</sup> day  
of February, 1970.

WHEREAS, P. B. A. Local 165 is the exclusive bargaining  
representative for the Sheriff's Officers of Middlesex County and;

WHEREAS, said Local P. B. A. 165 has been in negotiation  
pursuant to Chapter 303, Laws of 1968 of the State of New Jersey  
with the Middlesex County Board of Chosen Freeholders as the respon-  
sible fiscal agency concerning salaries and the allocation of funds  
for certain overtime payments and fringe benefits and;

WHEREAS, the said Middlesex County Board of Chosen  
Freeholders and Local P. B. A. 165 have agreed upon the salary  
ranges and the allocation of certain funds for overtime and  
other fringe benefits for the calendar year 1969 and the calendar  
year 1970.

NOW THEREFORE, the parties agree as follows:

1. The salary range for Sheriff's Officers effective  
January 1, 1970 are as follows:

- a. Sheriff's Officers (\$6,684 - 8,688)
- b. Sheriff's Officer Sergeant (\$7,369 - 9,577)
- c. Sheriff's Officer Lieutenant (\$8,124 - 10,560)
- d. Sheriff's Officer Captain (\$8,957 - 11,645)

2. For the year 1970 all Sheriff's Officers, except  
those who perform jail duties, will receive three (3) increments  
of \$334.00 per increment for a total of \$1,002.00.

3. For the year 1970 all Sheriff's Officers Sergeants, except those who perform jail duties, will receive three (3) increments of \$368.00 per increment for a total of \$1,104.00.

4. For the year 1970 all Sheriff's Officers Lieutenants, except those who perform jail duties, will receive three (3) increments of \$406.00 per increment for a total of \$1,218.00.

5. All Sheriff's Officers Captain, except those who perform jail duties, effective January 1, 1970, will receive three (3) increments of \$448 per increment, which total is \$1,344.

6. All Sheriff's Officers, who perform jail duties, effective January 1, 1970 will receive three and a half increments (3-1/2) at \$334 per increment which total is \$1,169.

7. All Sheriff's Officers Sergeants, who perform jail duties, effective January 1, 1970, will receive three and a half increments (3-1/2) at \$368 per increment which total is \$1,288.

8. All Sheriff's Officers Lieutenants, who perform jail duties, effective January 1, 1970, will receive three and a half increments (3-1/2) at \$406 per increment which total is \$1,421.

9. All Sheriff's Officers Captains, who perform jail duties, effective January 1, 1970, will receive three and a half (3-1/2) increments at \$448 per increment which total is \$1,568.

10. In addition to those positions specifically referred to in paragraphs six through nine, all other jail personnel, tha'



is Warden, Deputy Warden, Chief ID Officer, Senior ID Officer, Chief Clerk, Food Service Supervisor, Food Service Worker Foreman, and the Head Cook, will receive three and a half (3-1/2) increments effective January 1, 1970.


11. Each person holding the title of Sheriff's Officer as of December 31, 1969 will receive one (1) increment of \$289.00 retroactive to January 1, 1969.

12. Each person holding the title of Sheriff's Officer Sergeant as of December 31, 1969 will receive one (1) increment of \$318.00 retroactive to January 1, 1969.

13. Each person holding the title of Sheriff's Officer Lieutenant as of December 31, 1969 will receive one (1) increment of \$351.00 retroactive to January 1, 1969.

14. Each person holding the title of Sheriff's Officer Captain as of December 31, 1969 will receive one (1) increment of \$387.00 retroactive to January 1, 1969.

15. All Sheriff's Officers; Sheriff's Officers, Sergeants; Sheriff's Officers, Lieutenant; and Sheriff's Officers, Captains; will receive a uniform allowance of \$100.00 for the year 1970.

 This uniform allowance will be paid to the above listed persons **UPON THE ADOPTION OF THE 1970 COUNTY BUDGET.** ~~with their final check which will be paid in mid-December, 1970.~~

16. All Court personnel when held over by the Court for the performance of Court duties will receive overtime payments at the rate of one and one-half times their hourly rate of pay. All Jail personnel when held over or called in beyond the normal

scheduled working day will receive one and one-half their hourly rate of pay.

All other personnel will receive Compensatory time off at the rate of one and one-half times their normal time for all work performed beyond their normal work day.

All personnel shall be paid overtime at the rate of one and one-half times their normal hourly rate for the performance of any emergency or riot duty when such duty is approved by the Assignment Judge.

17. This Agreement applies to all Sheriff's Officers on the payroll as of December 31, 1969 and this Agreement is to become effective immediately upon execution by all the parties hereto.

The parties further agree that this Agreement is binding as set out herein; however in the event that the general salary increase granted by the Middlesex County Board of Chosen Freeholders to the substantial body of employees of Middlesex County for 1970 should be higher than the settlement herein, the settlement herein shall be adjusted to conform thereto.

Nothing herein shall be construed to mean that P.B.A. Local 165 has bargained for terms and conditions of employment insofar as grievance procedure or work rules of any sort are concerned, it being recognized that P. B. A. Local 165 has preserved its rights to bargain for the year 1970 with the Sheriff of Middlesex County and the Assignment Judge or Administrative Director of the Court as the case may be or even with the Middlesex County Board of Chosen Freeholders or whichever of the three is the actual

effective employer for any segment of the employees covered by this Agreement as far as grievance procedure, work rules and terms and conditions of employment are concerned.

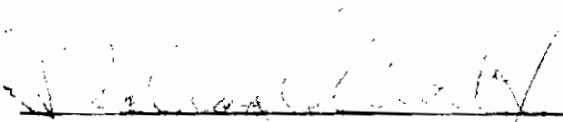
~~18. All Sheriff's Officers, Sheriff's Officers, Sergeants, Sheriff's Officers, Lieutenant, and Sheriff's Officers, Captains, will receive a uniform allowance of \$100.00 for the year 1969. This uniform allowance will be paid to the above listed persons upon the signing of this Agreement.~~

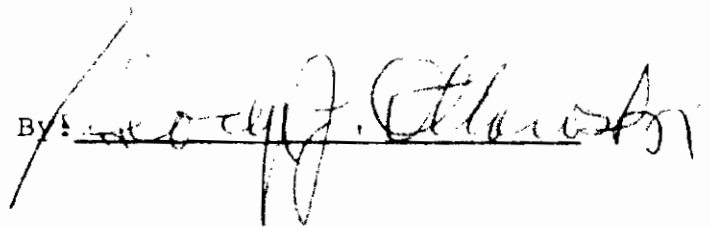


IN WITNESS WHEREOF, the parties have caused this instrument to be executed the day and year first above written.

ATTEST:

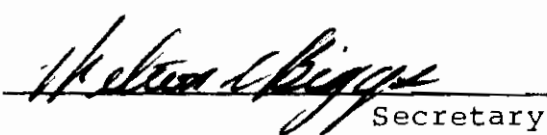
BOARD OF CHOSEN FREEHOLDERS OF MIDDLESEX COUNTY

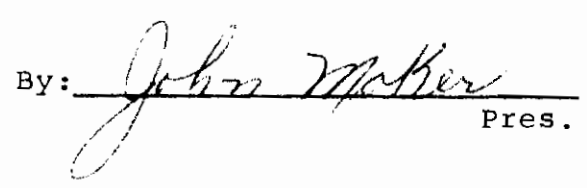
  
Secretary

By: 

ATTEST:

P. B. A. LOCAL #165

  
Secretary

By:   
Pres.

2-0005  
12-00

RESOLUTION

1973-1974

WHEREAS, the PBA 165 is the exclusive bargaining agent for the SHERIFF'S OFFICERS COURTS; and

WHEREAS, said PBA 165 and representatives of the County of Middlesex have completed negotiations pursuant to Chapter 303, Laws of 1968 of the State of New Jersey (Public Employment Relations Commission); and

WHEREAS, agreement has been reached between the representatives of the County of Middlesex and the representatives of said employees group amending the previous contract between the parties, which agreement is in accordance with the attached; and

WHEREAS, it is the opinion of the Board of Chosen Freeholders that said agreement is in the best interest of the County of Middlesex;

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders that the attached agreement between PBA 165 and the County of Middlesex, shall be and is hereby approved; and

BE IT FURTHER RESOLVED that the Director of this Board shall be and is hereby authorized to enter into an agreement with the above mentioned parties as attached hereto, and the Clerk of this Board shall be and is hereby directed to attest said agreement and to affix thereto the corporate seal of the County of Middlesex; and

BE IT FURTHER RESOLVED that the Salary Schedule adopted by resolutions of the Board on January 1, 1972 and March 30, 1972 as subsequently amended, shall be and is hereby amended in accordance with said agreement, attached hereto; and

BE IT FURTHER RESOLVED that this resolution shall take effect immediately and be retroactive to January 1, 1973; and

BE IT FURTHER RESOLVED that a certified copy of this resolution be forwarded to the Director of Personnel and Employee

Relations, the County Treasurer, County Comptroller, Budget  
Director and New Jersey Department of Civil Service.

Dated: July 5, 1944

I, Mary C. Hudson, Asst. Clerk of the Board of Chosen  
Freeholders of the County of Essex, State  
of New Jersey, do hereby certify that the above is  
a true copy of a Resolution adopted at a meeting of  
the Board held on July 5, 1944.

Mary C. Hudson  
Asst. Clerk

THIS AGREEMENT made the 5th day of July 1973, between the COUNTY OF MIDDLESEX, a Municipal Corporation by its Board of Chosen Freeholders (hereinafter known as the Employer), and Policemens Benevolent Association Local No. 165 (hereinafter known as the Association), and the Sheriff of Middlesex County, as employer of Policemens Benevolent Association Local 165, (hereinafter known as the Sheriff);

WHEREAS, the Association has been selected as the bargaining agent by the employees, hereinafter to be defined, in accordance with Chapter 303 of the Laws of 1968, and said Association has been recognized as such by the Employer and by the Sheriff, and

WHEREAS, said Association has been in negotiation with the Employer and Sheriff pursuant to Chapter 303 of the Laws of 1968; and

WHEREAS, the parties 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 hereby establish the following terms and conditions which shall govern the activities of the parties and all affected employees:

1. RECOGNITION: The Association is hereby designated as the bargaining agent for all employees employed by the County of Middlesex in the following job titles:

Sheriff's Officers  
Sheriff's Officers Sergeants  
Sheriff's Officers Lieutenants  
Sheriff's Officers Captains

provided, however, that those officers above who serve in the jail are specifically excluded as members of said bargaining unit.

2. ASSOCIATION REPRESENTATIVES: A- The Association shall have the right to designate such members of the Association as it deems necessary as Association Representatives and they shall not be

discriminated against due to their legitimate Association activities.

B- The elected representative of the PBA Local 165, consisting of 1 State delegate and 2 convention delegates will be granted a leave of absence with pay for a period not to exceed 5 days to attend the annual PBA convention.

C- A certificate of attendance to the convention shall, upon request, be submitted by the representatives so attending.

D- In addition, the duly elected State delegate or the president's designee will be permitted to attend the State PBA monthly meetings with pay.

3. DUES CHECKOFF: The Employer agrees to deduct from the earnings of each employee Association dues when said employee has properly authorized such deduction in writing. The deduction formula is to be agreed upon subsequently.

4. WAGES AND PAY PERIODS: A- Effective January 1, 1973 and ending December 31, 1973 the following pay schedule is adopted. New employees will start at the minimum of the pay schedule.

NOTE: All employees will be slotted according to County submittal to the Association dated May 1, 1973 and will be upgraded annually to the next class of pay.

**Sheriff's Officer Court**

Starting salary	\$7369.00
Completion of 1st year	7958.00
Completion of 2nd year	8614.00
Completion of 3rd year	9191.00
Completion of 4th year	9725.00
Completion of 5th year	10313.00

**Sheriff's Officer Court-Sergeant**

Starting salary	\$10,000
Completion of 1st year	10,500
Completion of 2nd year	11,000
Completion of 3rd year	11,500

**Sheriff's Officer Court-Lieutenant**

Starting Salary	\$11,000
Completion of 1st year	11,500
Completion of 2nd year	12,000
Completion of 3rd year	12,500

**Sheriff's Officer Court-Captain**

Starting salary	\$12,500
Completion of 1st year	13,000
Completion of 2nd year	13,500
Completion of 3rd year	14,000

It is understood when a person is promoted in rank, he/she will receive the next pay step in that rank which is greater than his present salary, and will be upgraded annually until reaching maximum pay.

B- In accordance with the longevity resolution as amended by the Board of Chosen Freeholders all employees are entitled to receive longevity based upon their base salary as of December 31, 1972.

C- All employees shall receive an annual uniform maintenance allowance of \$150.00. The \$150.00 allowance is to be paid following the adoption of the contract. Employees leaving County employment before completing a years employment will have deducted from their last pay the amount accruing to the County at the rate of \$12.50 per month for each month less than the year.

D- All employees covered by the Association will receive overtime pay at the rate of one and one-half times their normal hourly rate when assigned by the Sheriff or his delegate to work beyond their normal work hours or on holidays covered by the contract. Overtime will start at 4:30 P.M. for court personnel.

E- Sheriff's Officers when assigned to work through their normal lunch period will receive a labor lunch period or premium pay.



F- Stand by or on call time is defined as that period of time during which an officer is waiting for a possible call back to duty. Assignment of standby can only be made by the Sheriff or his delegate. Compensation for standby time will consist of:

1. Zero to 4 hours, time and one-half for 4 hours.
2. More than 4 hours, time and one-half for 8 hours.

The Sheriff or his delegate may assign the standby officer to other County duties during standby time.

5. MEDICAL BENEFITS: A- All employees shall be covered by Blue Cross, Blue Shield, Rider J and Major Medical, at the Employer's expense.

B- All employees shall be covered by the New Jersey Dental Service Plan as outlined by the Procedures Covered under the Basic Contract, Option A, Riders 1, 2 & 3, at the Employer's expense, as soon as said plan becomes effective. Family coverage (Rider 4) is available to all employees at their expense provided all requirements of the Carrier are met.

6. HOLIDAYS: The present holiday schedule in effect is to be adhered to and also to be observed are any other holidays declared by legally constituted authorities of the County, State or Federal Government.

7. BEREAVEMENT: All employees shall receive three (3) days leave in the event of the death of a spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, sister, sister-in-law, aunt, uncle, brother, brother-in-law, grandparent, grandchild, and any other member of the immediate household, such leave being separate and distinct from any other leave time.

8. VACATIONS: All employees shall be granted vacation leave based upon the following, from date they are hired:

<u>Years of Service</u>	<u>Amount of Vacation</u>
Less than one year	One working day for each month of service.
One to nine years	Twelve working days during each year of service.
Ten to nineteen years	Sixteen working days during each year of service.
Twenty years or more	Twenty working days during each year of service.

9. SICK LEAVE: A- Sick leave shall accumulate at the rate of one and one-quarter ( $1\frac{1}{4}$ ) days per month in the first year of service, commencing in the first month or major portion thereof from date of hire. It is assumed that the employee shall remain in the service of the County for the remainder of the calendar year, and the total number of sick days, pro-rata, shall be credited to the employee. If separation occurs before the end of the year, and more sick leave has been taken than appropriated on a pro-rata basis, the per diem rate of pay for the excess days shall be deducted from the final pay. Sick leave shall accumulate year-to-year with an additional fifteen (15) days credited to the employee at the beginning of each successive calendar year. All other proper and authorized leaves as provided in the rules of the Department of Civil Service, shall be recognized and constitute a part of this agreement.

B- Days lost due to injury or illness arising out of or caused by County employment for which the employee has a claim for workmens compensation shall not be charged to sick leave. Paid holidays occurring during a period of sick leave shall not be chargeable to sick leave.

C- Injury Leave: All of the requirements of N.J.S. 34:15-1 shall govern and control the Injury Leave and Compensation Benefits including the requirements for reimbursement and the basis for not granting an Injury Leave as more fully set forth in the Codified General Resolutions of the County of Middlesex 4-2.4 and 4-2.6 or any amendments or supplements thereto.

10. ADHERENCE TO CIVIL SERVICE RULES: The Employer and the Association understand and agree that all rules promulgated by the New Jersey Department of Civil Service concerning any matter whatever not specifically covered in this Agreement shall be binding upon both.

11. GRIEVANCE PROCEDURE: Definition: A grievance is any dispute between the parties concerning the application or interpretation of final agreement reached through these negotiations or any complaint by an employee as to any action or non-action taken towards him which violates any right arising out of his employment. Any employee wishing to process his own grievance may do so, but no settlement shall be made inconsistent with the terms of final agreement reached.

Step 1. The employee's Association shall present the employee's grievance or dispute to the employee's immediate supervisor within ten (10) working days of its occurrence, or ten (10) working days after the employee becomes aware of the event. The supervisor shall attempt to adjust the matter and shall respond to the employee within three (3) working days.

Step 2. If the grievance has not been settled, it shall be presented in writing by the Association representative to the department head within five (5) working days after the supervisor's response is due. The department head shall respond to the Association representative in writing within five (5) working days.

Step 3. If the grievance still remains unadjusted or unanswered by the department head, it shall be presented by the Association representative to the Personnel Director, in writing, within seven (7) working days after the response of the department head is due. The Personnel Director shall respond in writing to the Association representative within ten (10) working days.

The Association may request a meeting with the Personnel Director within five (5) working days after receiving the answer from the department head.

Step 4. If no settlement of the grievance has been reached between the parties, either or both may move the grievance to arbitration within thirty (30) days of receiving the answer from the Personnel Director.

12. SAVINGS CLAUSE: It is mutually understood and agreed that all benefits currently enjoyed by employees shall remain in effect and become a part of this Agreement.

13. MANAGEMENT RIGHTS: All of the rights, power and authority possessed by the Employer prior to the signing of this agreement are retained exclusively by the Employer only to such limitations as are specifically provided in this agreement.

14. NO STRIKE, NO LOCKOUT: Neither the Union nor the Employer or employee shall instigate, sponsor, promote, engage in or condone any strike, concerted work stoppage, lock-out or any other intentional interruption of work. (In accordance with New Jersey Statutes Annotated, Constitution of the State of New Jersey, Article 1, Paragraph 19.)

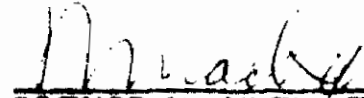
15. DURATION OF CONTRACT: It is hereby agreed by the Employer and the Association that this contract shall remain in effect from January 1, 1973 until December 31, 1974.

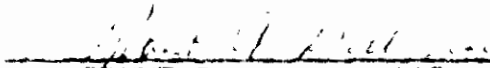
This agreement may be reopened by either party for the sole purpose of renegotiating wages and longevity, upon notice in writing at least 60 days and no more than 120 days prior to December 31, 1973.


COUNTY OF MIDDLESEX  
by its board of Chosen Freeholders

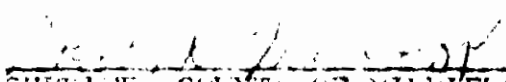
ATTEST:

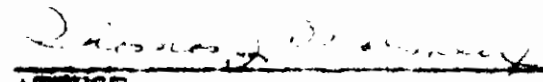
  
\_\_\_\_\_  
PETER DALY CAMPBELL, DIRECTOR

  
\_\_\_\_\_  
RICHARD M. MACK, JR. CLERK

  
\_\_\_\_\_  
PRESIDENT PBA LOCAL 165

  
\_\_\_\_\_  
REPRESENTATIVE, PBA BARGAINING  
COMMITTEE

  
\_\_\_\_\_  
SHERIFF, COUNTY OF MIDDLESEX

  
\_\_\_\_\_  
ATTEST