

AGREEMENT

BETWEEN

COUNTY OF MIDDLESEX

And

THE SHERIFF'S OFFICERS OF MIDDLESEX COUNTY

P.B.A. LOCAL 165

JANUARY 1, 2005 TO DECEMBER 31, 2008

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
Accumulated Sick Time Payoff upon Retirement-----	28
Adherence to New Jersey State Department of Personnel Rules-----	28
Arbitration-----	30
Bereavement-----	24-25
Bullet Proof Vests-----	19
Dues Check-Off-----	10-11
Duration of Contract-----	41
Employee's Rights-----	31-36
Clock-In-----	34
Court House Security-----	35
Extradition Duty-----	34
False Arrest Insurance-----	34
Field Training Officers-----	36
In-Service Educational Training-----	35
Pay Day-----	33
Post of Jobs-----	31-32
Rest Period-----	33
Sick day Call-In-----	33
Transfer Benefits-----	33
Transfer to Sheriff's Officer Title-----	36
Work Schedule Change-----	33
Grievance Procedure-----	29-31
Holidays-----	22-23
Holiday Pay-----	23
Just Cause-----	40
Longevity-----	22
Maintenance and Modification of Work Rules-----	5
Maintenance of Benefits-----	4
Management Rights-----	39
Medical Benefits-----	20-21c
Dental Plan-----	20
Drug Prescription Plan-----	21
Extended Medical Benefits-----	21
Health Maintenance Organizations (H.M.O.)-----	20
Payment of Traditional Medical Coverage for Retirees-----	21
Vision Care Program-----	21
Military Leave-----	28
Non-Discrimination Clause-----	40
No Strike Lockout-----	40
Off-Duty Weapon-----	17a
Overtime-----	12-15

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
P.B.A. Representative/Association Business-----	5-6
Personal Days-----	24
Personnel File-----	18-19
Police Equipment-----	17-18
Preamble-----	2
Promotion-----	9
Pregnancy Leave-----	28
Qualifications of Employment-----	18
Recognition-----	4
Representation in Lieu of Dues-----	10-11
Retention of Civil Rights-----	7
Salary Schedule Appendix I-----	48
Savings Clause-----	39
Senior Officer Pay-----	7a
Separability and Saving Clause-----	39
Sheriff's Department Vehicles-----	39
Sheriff's Investigations-----	37-38
Shift Differential-----	-9
Sick Leave-----	26-28
Transportation of Prisoners-----	38
Tuition Aid Policy-----	7
Uniforms-----	16-17
Vacation-----	25-26
Wages and Pay Periods-----	7-9
Appendix I-----	
Exhibit A - Salary Schedule Guide for Employees hired on or before December 31, 2006.-----	41b
Exhibit B – Salary Schedule Guide for Employees hired on or after January 1, 2007-----	41b
Appendix II – Addendum to Contract between – Medical Benefits-----	42- 42b
Appendix III - Opinion and Award Before Robert L. Mitrani, Arbitrator-----	43- 46
Appendix IV – Medical Benefits-----	47 - 51

AGREEMENT

THIS AGREEMENT made this day of between the COUNTY OF MIDDLESEX, a Municipal Corporation, by its Board of Chosen Freeholders, hereinafter known as the Employer, and the POLICEMAN'S BENEVOLENT ASSOCIATION LOCAL NO. 165, hereinafter known as the P.B.A., which includes Sheriff's Officers of the Courts, Transportation, Investigations, Identification, Process Servers, Administrative, Communications, and the Sheriff of Middlesex County as Employer of POLICEMAN'S BENEVOLENT ASSOCIATION LOCAL NO. 165.

PREAMBLE

WHEREAS, it is the intention of the parties of this Agreement to set forth the entire agreement of the parties with respect to matters within the scope of negotiations and all matters and subjects that have been agreed upon between the Employer and the P.B.A. LOCAL 165.

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein containment, the parties do mutually covenant and agree as follows:

