



State of New Jersey  
OFFICE OF THE GOVERNOR  
OFFICE OF EMPLOYEE RELATIONS  
PO Box 228  
TRENTON NJ 08625-0228

RICHARD J. CODEY  
Acting Governor

KEVIN P. MCGOVERN  
Director

January 28, 2005

Lieutenant Jeffrey Smith, President  
New Jersey Superior Officers Association  
Fraternal Order of Police, Lodge 183  
P. O. Box 273  
Richwood, New Jersey 08074

Re: 1999-2003 contract

Dear Lieutenant Smith:

I received your January 5, 2005 letter regarding the printing of the 1999-2003 collective bargaining agreement between the State of New Jersey and the New Jersey Superior Officers Association, FOP 183. After much consideration, we have decided to have 700 of the contracts printed by the New Jersey Department of Treasury Print Shop.

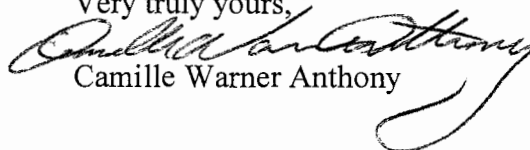
I received a copy of the Association logo, which I will forward to the Print Shop. The name of your bargaining unit will be printed as the New Jersey Superior Officers Law Enforcement Association Inc., affiliated with New Jersey State Fraternal Order of Police as New Jersey Superior Officers Lodge 183.

The following typographical errors were corrected. In Article XI, B. the area where half of a line is blank has been corrected. After the phrase "reduction in grade", the word "or" was replaced with the word "for" in Article XI, J.

The current rate of mileage reimbursement for employees in certain titles who have not been provided transportation has been changed to reflect the current rate of .27 cents per mile in Article XIII, F.

The corrections noted in my April 20, 2004 letter have already been made. Since it appears that we have reached agreement on the language of the contract, I will send the draft contract to the Treasury Print Shop. If you have any further concerns or questions, please contact me as soon as possible.

Very truly yours,

  
Camille Warner Anthony