

12/04

MEMORANDUM OF AGREEMENT made this 23rd day of December 2004 by **and between the COUNTY OF NASSAU**, a municipal corporation having its principal place of business at One West Street, Mineola, New York (hereinafter "COUNTY") **and the POLICE BENEVOLENT ASSOCIATION OF THE NASSAU COUNTY POLICE DEPARTMENT**, County of Nassau, an employee organization having its principal place of business at 89 East Jericho Turnpike, Mineola, New York (hereinafter "PBA").

WITNESSETH:

WHEREAS, the County is a public employer as defined in the New York State Civil Service law; and

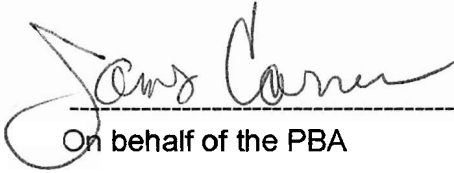
WHEREAS, the PBA is an employee organization as defined in said law; and

WHEREAS, the parties have been theretofore entered into a Collective Bargaining Agreement, which remains in full force and effect unless modified by the arbitration award dated August 29, 1997 and the arbitration award dated September 14, 2003

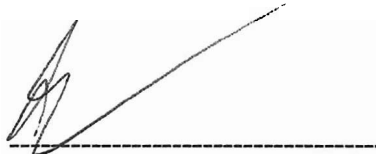
NOW, THEREFORE, it is agreed by and between the parties as follows;

1. For the year 2004 only, every effort will be made to conduct firearms training by the end of the year.
2. If training cannot be completed by the end of the year an extension will be granted one time to train by January 31, 2005.
3. Each Month starting in the year 2005 a list of Police Officers trained in Firearms recertification shall be supplied to the PBA with breakdown by commands.
4. If Firearms recertification for Police Officers is not completed by the end of 2005 or any year thereafter, the Department will send those Police Officers for recertification on overtime by January 31 of the following year.

5. The end of year date for completion of Firearms shall be extended the number of working days equivalent to the total number of closures of the range due to extraordinary circumstances such as weather, safety, special maintenance, and the like. Additionally, the recertification on overtime provision (paragraph 4 above) shall not apply to those members who were not certified in the year due to special circumstances such as failure to pass the course, sick leave, military leave, child care leave, emergency leave, other special excusals, restricted assignment and the like.



On behalf of the PBA



On behalf of the Police Department
and the County of Nassau

DAVID GREENE