

**AGREEMENT**

**BETWEEN**

**CITY OF LINDEN**

**AND**

**LINDEN POLICE SUPERIOR OFFICERS'  
ASSOCIATION, INC.**

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**JANUARY 1, 2009 THROUGH DECEMBER 31, 2013**

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**ARTICLE I**

**PARTIES TO THE AGREEMENT**

This Agreement is made effective the first day of January, 2009 between the CITY OF LINDEN, New Jersey, (hereinafter referred to as the "City") and the LINDEN POLICE SUPERIOR OFFICERS' ASSOCIATION, INC. (hereinafter referred to as the "LPSOA") representing all full-time sworn police superior officers of the City through the rank of Deputy Chief represents the complete and final understanding of all bargainable issues between the City and the LPSOA.

**ARTICLE II**

**RECOGNITION**

**A. Unit to be Recognized**

The City hereby recognizes the LPSOA as the exclusive majority representative within the meaning of N.J.S.A. 34:12A1.1, et seq., as amended for all permanent police superior officers employed by the City through the rank the Deputy Chief. Should a dispute arise as to the employees who constitute an appropriate unit, the matter shall be submitted to the Public Employment Relations Commission (PERC) or its designee for resolution. This shall be done provided the parties are unable to settle the matter between them.

**B. Area of Negotiation**

The City and the LPSOA recognize that cooperation between the City and the superior officers of the Police Department has been established and that such cooperation rests squarely on mutual understanding arrived at through collective negotiation.

(37½) hours per week in any eight (8) consecutive week calendar period.

b. The foregoing hours of employment shall revert to four (4) days on, two (2) days off, eight (8) hours per day work scheduled, only if the City determines it is in its best interest to do so. In that event, the City must give the LPSOA thirty (30) days prior written notice.

c. Subject to the prior approval of the Chief or his designee, each sergeant working in the Patrol Division shall be assigned on the rank seniority preference to one (1) of up to six (6) daily shifts of ten and three quarter (10 ¾) hours each. Only the Sergeant assigned to the 0930 hours to 2015 hours shift, shall be permitted to change the start and end time of this shift to 0730 hours to 1815 hours, which shall be done in the best interest of the Department to provide complete and adequate coverage to the citizens of the City.

d. Subject to the approval of the Chief or his designee, each Lieutenant working in the Patrol Division shall be assigned on rank seniority preference to one (1) of up to three (3) shifts of ten and three quarter (10 ¾) hours each.

e. Upon completing a temporary assignment, each superior officer shall return to his original shift schedule.

2. The hours of employment for all superior officers of the Department other than those assigned to the Patrol Division shall be follows:

a. Four (4) consecutive days on duty followed by three (3) consecutive days off duty; provided that no superior officer shall be scheduled to work more than nine (9) hours twenty-three (23) minutes in any one day.

b. The foregoing hours of employment shall revert to the four (4) days on, two (2) days off, eight (8) hours per day work schedule, only if the City determines it is in its best

made; if such overtime should be less than thirty (30) minutes, but greater than ten (10) minutes, one half (½) hour of overtime shall be paid; if such overtime shall be less than sixty-one (61) minutes, but greater than thirty (30) minutes, one (1) hour of overtime shall be paid.

4. In the event that a superior officer is required to work on any of his scheduled holidays, personal days, Police Superior Days or is called back from vacation, he shall be paid entitled to the overtime for such time at the rate of one and one half (1½) times his regular straight time hourly rate plus the Superior shall receive a return of the day taken. If a Superior is required to work said days for less than two (2) hours, he shall be paid a minimum of two (2) hours at his overtime rate in addition to his regular days pay.

C. Call-In Pay

1. If a superior officer after completing a tour of duty is dismissed and then is recalled to duty at a time not contiguous to the officer's regular tour of duty, he shall receive a minimum of two (2) hours of work or pay at his prevailing overtime rate.

2. The call-in pay referred to in Section 1 shall not apply when the employee is recalled for the purpose of correcting or completing any report which the employee submitted during that tour of duty.

3. Effective January 1, 2010, Superiors who are off-duty and who are required to attend superior or municipal court, or who are required to appear at any proceeding under a civil subpoena or legally binding notice to appear for matters arising out of their duties, shall receive a minimum of two (2) hours of pay at the officer's overtime rate. For a subpoena or notice to appear for a non-court appearance, the Superior shall immediately notify the Chief of Police so that the City may attempt to have the appearance conducted on the Superior's regularly scheduled shift.

4. The City shall pay overtime in the second pay period following the date overtime hours were worked,

5. For those officers called to duty for full dress inspection on their time off, two (2) hours of compensatory time shall be granted. Officers held over for these inspections shall receive time off equal to the duration of the inspection.

### ARTICLE V

#### VACATIONS AND HOLIDAYS

##### A. Vacations

1. Earned vacations are to be granted to all superior officers except those assigned to the Patrol Division according to the following schedule based on their highest annual pay rate.

<u>YEARS OF SERVICE</u>	<u>NUMBER OF WORKING DAYS VACATION</u>
1 <sup>st</sup> through 5 <sup>th</sup> year	12 working days per year
6 <sup>th</sup> through 10 <sup>th</sup> year	13 working days per year
11 <sup>th</sup> through 15 <sup>th</sup> year	17 working days per year
16 <sup>th</sup> through 20 <sup>th</sup> year	20 working days per year
21 <sup>st</sup> through 25 <sup>th</sup> year	23 working days per year
26 <sup>th</sup> year and over	27 working days per year

2. Earned vacations are granted to all superior officers assigned to the Patrol Division according to the following schedule based on their highest annual pay rate.

<u>YEARS OF SERVICE</u>	<u>NUMBER OF WORKING DAYS VACATION</u>
1 <sup>st</sup> through 5 <sup>th</sup> year	9 working days per year
6 <sup>th</sup> through 10 <sup>th</sup> year	10 working days per year
11 <sup>th</sup> through 15 <sup>th</sup> year	14 working days per year
16 <sup>th</sup> through 20 <sup>th</sup> year	17 working days per year
21 <sup>st</sup> through 25 <sup>th</sup> year	20 working days per year
26 <sup>th</sup> year and over	24 working days per year

3. Scheduling vacations - All vacations shall be taken during the current year and vacation time shall not be accumulated, except for emergency. Seniority in rank shall govern.

4. The vacation year shall be from January 1 through December 31 of each year.

each to be paid prior to April 1, July 1, and October 1 and three (3) prior to December 31 of each calendar year.

4. Calendar Year 1996 and Thereafter:

The six (6) additional holidays noted in Section B.3 will be included in Annual Salary in accordance with Article VIII, Section A.2.

C. Personal Days Off

1. Officers assigned to the Patrol Division only, shall receive two (2) personal days off annually with pay. Each personal day off must be requested a minimum of five (5) days in advance and shall be granted subject to the Chief's final approval, which shall not be unreasonably withheld.

2. Each personal day off must be requested a minimum of five (5) days in advance and will be granted subject to the Chief's final approval, which shall not be unreasonably withheld. Personal days must be used during each calendar year.

3. Upon retirement, death or layoff, personal days shall be reimbursed, one each, for active employment in the Patrol Division for a minimum of thirty (30) calendar days in each period between January 1, and June 30 and between July 1 and December 31 of the calendar year.

D. Supervisor's Day

1. Superior officers hired before April 3, 2000 shall be granted one (1) Supervisor's day off with pay annually. The day shall be paid at the officer's regular daily rate of pay.

2. A Supervisor's Day must be taken by December 31 of each year.

3. A Supervisor's Day must be requested at least five (5) calendar days in advance,

receiving a request for extended sick leave from a duly authorized physician submitted through the office of the Chief, under N.J.S.A. 40:11-19 now 40A:14-16, grant additional sick leave up to one (1) calendar year. The Chief of Police shall forward the physician's request for extended sick leave to the City Council within thirty (30) days after receipt thereof. Such determination shall be based on a medical report. Request for additional sick leave under N.J.S.A. 40:11-19 (now 40A:14-16) shall be made at ninety (90) day intervals during the first calendar year leave when applicable. In considering requests for extended sick leave under this subsection, the City agrees that it shall not act in an arbitrary, capricious or unreasonable manner.

a. Any additional sick leave with pay granted to an officer under this Section shall be owed and returnable to the City when sick leave days are again being earned by the officer.

5. An employee shall not have charged against his accumulated sick leave any time that he may be quarantined due to on the job exposure to any disease.

6. Each officer shall be entitled to receive temporary disability benefits coverage as prescribed in the New Jersey State Division of Unemployment and Disability Insurance Program. Said disability payments shall be made to the officer only after all accrued sick and other leave have been exhausted. Under said program, it is mandatory for all officers to participate in the payment of premiums in accordance with the regulations adopted by the New Jersey State Division of Unemployment and Disability.

7. Sick Leave Buy Back

a. Effective January 1, 2005, any police officer with ninety (90) days of accumulated sick leave or more has the option of selling back sick time to the City of Linden on an annual basis, as follows:

the sick leave donor system:

- a. All donations of sick leave shall be on a voluntary basis.
  - b. A committee consisting of five (5) individuals will be set up to administer the donation of sick leave. Said committee must include the Chief of Police, a person designated by the Chief and three (3) individuals designated by the President of the LPSOA.
  - c. A list of all officers of the Linden Police Department who wish to donate any sick days shall be maintained by the City.
  - d. The list used for the donation of sick time shall be by seniority.
  - e. No more than a total of five (5) sick days may be donated by any one officer during a calendar year.
  - f. The only time a donation of sick time may be asked for by an officer is when he has exhausted all his accumulated sick leave, vacation, holidays, personal days, compensatory time off and all other time off he may be entitled to.
  - g. The Chief's office will at the end of each January prepare a report of the sick time used by all officers for the committee that administers the donation of sick time so that any officer wishing to donate same will know if the officer requesting such a donation has been abusing his own sick time.
  - h. The donation or refusal to donate sick time will be kept confidential from all others except that of the committee that administers same.
  - i. A list of the officers and the days that they donate will be submitted and filed in the Chief's office.
- D. Leave Because of Death in Immediate Family

1. Leave with pay shall be granted to an employee in the event of death in his



employer and the nature of such employment. However, employees will consider their position with the City as their primary employment. Any outside employment or business activity must not interfere with the employee's efficiency in his position with the City, nor constitute any conflict of interest. Other employment or business activity must not involve work contracts or bids submitted for the City of Linden, agencies or autonomous bodies of the City of Linden. The City will notify the employee in writing in the event the employee's outside employment or business activity is interfering with the employee's efficiency in his position and/or constitutes a conflict of interest.

G. Leave of Absence

The Mayor upon recommendation of the Chief, on request of an officer, upon seven (7) days notice, may grant up to one year's leave of absence without pay to said officer, when confirmed by the City Council. Said leave may only be granted upon receipt of a written request signed by the officer. If an officer overstays such leave without valid reason, his employment with the City shall be deemed to be terminated. During a requested leave of absence an employee's seniority shall cease to accrue and all other benefits, considerations and entitlements of any kind shall be suspended. The City shall notify the employee within thirty (30) days which benefits shall cease and when such benefits shall cease. Nothing contained in this paragraph shall supersede any current Civil Service ruling.

H. Salary Payment Upon Death, Etc.

1. In the event of the death, retirement, or layoff of an officer, payment of salary shall be made up to and including the date of death, retirement or layoff together with any vacation, holidays and accumulated sick leave to which the employee may be entitled for services heretofore rendered to the City of Linden. However, payment for accumulated sick

Additionally, the LPSOA President or his designee shall, without loss of pay be granted time off during working hours to attend any scheduled hearing or a grievance to the within Agreement or any emergent personnel or departmental problem where his attendance has been requested by either the Police Chief or a Police Superior Officer. The time off for the scheduled meetings or hearings shall only be granted upon written notice and approval of the Police Chief or his designee.

3. The LPSOA Grievance Committee, two (2) in number shall be granted leave with full pay for all meetings between the City and the LPSOA for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty.

4. The State Delegate of the LPSOA shall be granted leave from duty with full pay for all meetings of the State Association and the County Association meetings and all membership meetings of the Local LPSOA when such meetings take place at a time when he is scheduled to be on duty.

5. One (1) superior officer who will be the alternate delegate for the annual PBA convention shall be granted leave from duty with full pay to attend said convention.

## ARTICLE VII

### OTHER BENEFITS

#### A. Clothing Allowance and Clothing Maintenance Allowance

1. Effective January 1, 1995 the clothing allowance and clothing maintenance allowance totaling \$1250 was included in the Annual Salary in accordance with Article VIII, Section A.2.

6. An immunization program is to be provided under the administration of the Chief of Police.

Employees who are covered under the health insurance plan of a spouse not employed by the City or employees who have health insurance coverage elsewhere may decline the City's health insurance coverage and will be entitled to an annual cash payment of \$2500.00. Effective January 1, 2010, employees who decline the City's health insurance coverage will be entitled to an annual cash payment of \$4,000.00 to be paid in the first payroll in December. Any incentive waiver must comply with all State statutes.

8. Whenever any civil action has been or shall be brought against any employee covered under this Agreement for any act or omission arising out of or in the course of or within the scope of the performance of his duties, the City shall defend such employee and shall defray all costs of defending such action, including the payment of counsel fees and expenses, judgments, costs of appeal, if any, and shall save harmless and protect such employee from financial loss resulting there from. Should any criminal or disciplinary action be instituted against employees entitled to defense in civil actions according to the foregoing sentence for any such act or omission arising out of his employment as a police officer, the City shall reimburse him for the cost of defending such proceedings, except that punitive damages assessed against such employees shall be specifically excluded. Such reimbursement shall include counsel fees and expenses together with the cost of appeals, if any. The City Attorney shall provide legal services for such employee or the Governing Body shall engage special counsel at reasonable fees to handle the defense of such employee. If the employee does not desire the services offered by the City of Linden, he shall be responsible for his own fees and expenses. Funds shall be

sufficient manpower prevails. Officers will be subject to immediate call.

**ARTICLE VIII**  
**COMPENSATION**

A. Salary

1. The City shall pay each officer at the end of each two week period.
  
2. Annual Salary is defined to consist of base including six (6) paid holidays and first responder pay, and where applicable detective pay (per guide), training officer pay (per guide) and traffic officer pay (per guide).
  
3. Total Salary is defined to consist of Annual Salary, as noted above, plus longevity, college incentive plan, and senior officer differential.
  
4. Holiday Pay is determined as follows: Total Salary divided by 1950 hours multiplied by either 9.5 or 10.75 hours (as appropriate) = Holiday Pay.
  
5. Maximum Annual Salary for 2009, 2010, 2011, 2012, and 2013 for Superior Police Officers shall be as set forth in Appendix A.
  
6. Senior Officer Differential  
Effective January 1, 2010, senior officer pay shall be as follows:

Beginning of 14 <sup>th</sup> year of service	\$1,000.00
Beginning of 21 <sup>st</sup> year of service	\$1,750.00
Beginning of 24 <sup>th</sup> year of service	\$2,250.00

Said pay shall be non-cumulative and paid in equal biweekly installments.
  
7. Annual Salary Increase  
Effective January 1, 2009, a wage increase of zero-percent (0%) shall be given to all eligible employees. Effective January 1, 2010, a wage increase of \$1500.00 shall be given to all

served with the City, which time must be consecutive and uninterrupted. Any interruption in service due to a cause beyond the control of the employee, such as Military Service, injury in the line of duty, or illness, shall be considered as service for the purposes of determining the compensation of said longevity periods. Leaves of absence granted at the request of the employee shall not be considered in determining length of service.

D. Workers Compensation

All superior officers shall be covered by Worker's Compensation.

E. In-Service Training While Off Duty

1. Off duty Superior Officers attending in-service training conducted within the Linden Police Department shall receive compensatory time at the rate of one and one-half ( $1 \frac{1}{2}$ ) times the officer's hourly rate of pay for each hour of training. Such training shall include:

C.P.R., First Aid, Fire Arms, etc.

2. Off duty Superior Officers attending in-service training at facilities other than the Linden Police Department and on any given day, which shall last for any time less than five (5) hours, shall receive compensatory time off equivalent to five and one-half ( $5 \frac{1}{2}$ ) or four and three quarter ( $4 \frac{3}{4}$ ) hours, depending on the officer's regular work schedule. For said training which lasts in time for more than five (5) hours, the officer shall receive compensatory time off equivalent to ten and three-quarters ( $10 \frac{3}{4}$ ) or nine and one-half ( $9 \frac{1}{2}$ ) hours, depending on the officer's regular work schedule. This formula shall be utilized for each and every day during which an officer is attending such training.

3. For in-service purposes only, except as stated above, time accumulated by Superior Officers as compensation for time spent in training may be used within a reasonable period of time. It may be carried from one year to the next, provided it does not exceed a

ARTICLE IX  
MISCELLANEOUS

A. Definitions

1. Steps: All steps as noted in Article VIII, Section A.6. will be paid on the anniversary of the promotion.
2. Emergency: The term emergency as used herein shall mean any unusual condition caused by fire, disaster, civil disturbance, melee or riot or vacancies caused by sickness or injury reported or having occurred less than twelve (12) hours prior to the commencement of the employees tour of duty whereby the safety of the public is endangered or imperiled or where an entire shift is held over or an entire shift is called in for duty early.
3. Seniority: Seniority is defined to mean the accumulated length of continuous service with the Department, computed from the last date of hiring. An employee's length of service shall not be reduced by time lost due to Military Service, injury in the line of duty or illness. Seniority shall be lost and employment terminated if discharge, resignation and absence of five (5) consecutive working days without leave or notice occurs.
  - a. Rank Seniority: Rank seniority is defined as the accumulated length of continuous service in a single rank classification.
  - b. Division Seniority: Division seniority is defined as the accumulated length of continuous service in a particular division of the Police Department.
  - c. With the exception of the Patrol Division, Division Seniority by rank shall prevail in the selection of vacations and days off. In the Patrol Division, Rank Seniority shall prevail in the selection of vacations, work shifts and days off.
4. Compensatory Time: An appropriate amount of time off for time worked.

1. The executive management and administrative control of the City Government and its properties and facilities and activities of its employees utilizing personnel, methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the City.

2. To use improved methods and equipment, to decide the number of employees needed for any particular time and to be in sole charge of the quality of the work required.

3. To hire all employees, to promote, transfer, assign or retain employees in positions within the Police Department of the City.

4. To reprimand, suspend, discharge or take any other appropriate disciplinary action against any employee for just cause.

5. To lay off employees in the event of lack of funds.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the City, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms are in conformance with the Constitution and laws of New Jersey and of the United States and ordinances of the City of Linden.

C. Nothing contained herein shall be construed to deny or restrict the City of its powers, rights, authority, duties or responsibilities under R.S. 40, 40A and 11 or any other national, state, county or local laws or ordinance.

#### ARTICLE XI

#### GRIEVANCE PROCEDURE AND ARBITRATION

A. In the event that any difference or dispute should arise between the City and the LPSOA,

provisions of this Agreement and shall confine his decision solely to the interpretation of this Agreement. He shall confine himself to the one (1) issue submitted for arbitration unless the parties have agreed otherwise and the arbitrator may, if he deems it relevant and if requested by one or both of the parties consider prior interpretation or application of this Agreement.

3. The cost of the service of the arbitrator shall be borne equally by the parties. Any other expenses including the presentation of witnesses incurred in connection with the arbitration shall be paid by the party incurring same. Only the LPSOA or the City shall have the right to submit a matter to arbitration.

#### ARTICLE XII

#### SEPARABILITY AND SAVINGS

If any provisions of this Agreement shall be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision shall be restrained by such tribunal pending a final determination as to its validity, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

#### ARTICLE XIII

#### FULLY BARGAINED PROVISIONS

The parties agree that they have fully bargained and agreed upon all terms and conditions of employment and that this Agreement represents and incorporates a complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.



APPENDIX A

RANK	2008	1/1/2009*	1/1/2010	1/1/2011	1/1/2012	1/1/2013
DEPUTY CHIEF	\$131,213	\$131,213	\$132,713	\$137,026	\$141,822	\$147,424
POLICE CAPTAIN	\$125,130	\$125,130	\$126,630	\$130,745	\$135,321	\$140,666
POLICE LIEUTENANT	\$108,413	\$108,413	\$109,913	\$113,485	\$117,457	\$122,097
POLICE SERGEANT	\$97,081	\$97,081	\$98,581	\$101,785	\$105,347	\$109,508
DETECTIVE DC	\$135,163	\$135,163	\$136,663	\$140,976	\$145,772	\$151,374
DETECTIVE CAPT.	\$129,080	\$129,080	\$130,580	\$134,695	\$139,271	\$144,616
DETECTIVE LT.	\$112,363	\$112,363	\$113,863	\$117,435	\$121,407	\$126,047
DETECTIVE SGT.	\$101,031	\$101,031	\$102,531	\$105,735	\$109,297	\$113,458

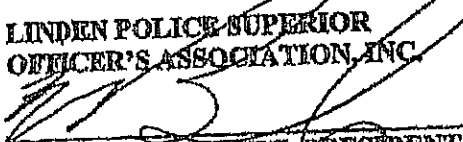
\*Effective January 1, 2010, \$500.00 is to be added to annual salary to compensate officers for first responder duties. The \$500 shall not be compounded by the contractual increases set forth in section 7, below and is not reflected above.

**ARTICLE XIV**



**DURATION**

This Agreement entered into this 1<sup>st</sup> day of January 2009 shall be effective from January 1, 2009 through December 31, 2013. Any changes in salary or other economic benefits will apply only to those police officers in the employment of the City as of the date of signing of this Agreement or who retired from the employment of the City or who died during the time of this Agreement. Either party wishing to terminate, amend, or modify, this Agreement after December 31, 2013 must do so by giving written notice to the other party, no more than 120 days and no less than 60 days prior to December 31, 2013.

In the event that the notification pursuant to above has been given by either party as required above and a new contract has not been entered into by January 1, 2014, it is agreed and understood that this Agreement shall remain in full force and effect until such new contract is ratified by both parties.

LINDEN POLICE SUPERIOR  
OFFICER'S ASSOCIATION, INC.  
  
MICHAEL BABULSKI, PRESIDENT

CITY OF LINDEN

  
RICHARD J. GERBOUNKA,  
MAYOR  
  
JOSEPH BODEK, CITY CLERK

NAME	TITLE	BASE AS OF 1/1/2013
		SALARY BASE
ABAD, PEDRO	POLICE OFFICER	\$87,762.00
ADAMS, EDWARD	POLICE OFFICER	\$94,981.00
ALLISON, DAVID	POLICE OFFICER	\$94,981.00
ANTONIEWICZ, WALTER	POLICE LIEUTENANT	\$122,097.00
ASLIN, CHRISTOPHER	POLICE CAPTAIN	\$140,666.00
ASLIN, KEITH	POLICE LIEUTENANT	\$122,097.00
ASLIN, MARIANNE	POLICE SERGEANT	\$109,508.00
BABULSKI, MICHAEL	POLICE SERGEANT	\$109,508.00
BACHMAN, RICK	POLICE OFFICER	\$90,565.00
BARA, ANDREW	POLICE LIEUTENANT	\$118,207.00
BIRCH, JOSEPH	POLICE OFFICER	\$94,981.00
BIVONA, SALVATORE	POLICE CHIEF	\$161,476.00
BIZUB, WILLIAM	POLICE OFFICER	\$94,981.00
BRAUN, EUGENE	POLICE CAPTAIN	\$140,666.00
BUNK, ROBERT	POLICE OFFICER	\$94,981.00
BURNETTE, MICHAEL L.	POLICE OFFICER	\$94,981.00
CACIOPPO, JOSEPH	POLICE SERGEANT	\$105,455.00
CAREW, MATTHEW	POLICE OFFICER	\$94,981.00
CARHART, JEFFREY	POLICE SERGEANT	\$109,508.00
CATALINE, MICHAEL	POLICE OFFICER	\$94,981.00
CHABAK, EDWARD	POLICE SERGEANT/DEPUTY EOM	\$109,508.00
CHESLOCK, ROBERT B.	POLICE OFFICER	\$94,981.00
CIRELLI, RICHARD	POLICE SERGEANT	\$109,508.00
CLARK, JEFFREY	POLICE LIEUTENANT	\$122,097.00
CONK, ION	POLICE OFFICER	\$87,762.00
CONRAD, RAYMOND	POLICE OFFICER	\$94,981.00
DAMATTA, MATTHEW	POLICE OFFICER	\$94,981.00
DEHLER, DAVID	POLICE OFFICER	\$94,981.00
DIAZ, STEPHANIE	POLICE OFFICER	\$58,354.00
DRAKE, PATRICK	POLICE SERGEANT	\$109,508.00
DUDASH, GARY M.	POLICE OFFICER	\$94,981.00
EDGAR, JAMES	POLICE OFFICER	\$94,981.00
ELIAS, ROSHON	POLICE OFFICER	\$94,981.00
EVAN, MARK	POLICE OFFICER	\$94,981.00
FAVOR III, ANTHONY	POLICE OFFICER	\$94,981.00
FECH, BRIAN	POLICE SERGEANT	\$109,508.00
FERNANDEZ, AIRAN	POLICE SERGEANT	\$109,508.00
FORFA, RICHARD	POLICE OFFICER	\$94,981.00
FORTUNA, DOUGLAS	POLICE OFFICER	\$94,981.00
GARRISON, JAMES G	POLICE OFFICER	\$58,354.00
GEISHEIMER, DON	POLICE SERGEANT	\$109,508.00
GONCALVES, ALVARO	POLICE SERGEANT	\$105,455.00
GUENTHER, CHRISTOPHER	POLICE SERGEANT	\$102,119.00
HAMMER, PETER	POLICE OFFICER	\$94,981.00

HART, DAVID	POLICE CAPTAIN/DEPUTY EOM COORD	\$140,666.00
HATZLHOFFER II, ANTHONY	POLICE OFFICER	\$94,981.00
HICKMAN, GARY	POLICE OFFICER	\$94,981.00
HUBERT, TIMOTHY	POLICE OFFICER	\$75,412.00
JEDRZEJEWSKI, MARTIN	POLICE OFFICER	\$94,981.00
JOHNSTON, JOHN	POLICE OFFICER	\$94,981.00
JONES, ANNEESAH	POLICE OFFICER	\$65,858.00
JONES, MATTHEW	POLICE OFFICER	\$94,981.00
JONES, SCOTT ANTHONY	POLICE OFFICER	\$94,981.00
KAHANA, MARK	POLICE OFFICER	\$94,981.00
KAULFERS, JOSEPH	POLICE OFFICER	\$94,981.00
KOTHER, DAVID	POLICE OFFICER	\$94,981.00
KOZAK, PETER	POLICE OFFICER	\$94,981.00
KOZIOL, TRAVIS	POLICE OFFICER	\$94,981.00
KUCZYNSKI, DANIEL	POLICE OFFICER	\$94,981.00
LARMORE, THOMAS	POLICE OFFICER	\$65,858.00
LACOSTA, ANTONIO	POLICE OFFICER	\$94,981.00
LEPORINO, FRANK	POLICE OFFICER	\$94,981.00
LOPEZ-CALLEJA	POLICE OFFICER	\$94,981.00
LORDI III, ANTHONY	POLICE OFFICER	\$94,981.00
MACK, WILLIAM	POLICE SERGEANT	\$105,455.00
MARCINO, MATTHEW	POLICE LIEUTENANT	\$118,207.00
MARCUS, PHILIP	POLICE OFFICER	\$94,981.00
MARONEY, JAMES	POLICE OFFICER	\$94,981.00
MATLOSZ, TOMASZ ADAM	POLICE OFFICER	\$90,565.00
MATLOSZ, POITR	POLICE OFFICER	\$94,981.00
MCPHAIL, JACYN	POLICE OFFICER	\$94,981.00
MEKOVETZ, JOHN P.	POLICE SERGEANT	\$109,508.00
MELCHIONNA, NICOLE	POLICE OFFICER	\$84,986.00
MIKOLAJCZYK, KENNETH	POLICE OFFICER	\$94,981.00
MIKOLAJCZYK, KEVIN	POLICE OFFICER	\$94,981.00
MOHR, JASON	POLICE OFFICER	\$94,981.00
MILLER, THEODORE	POLICE OFFICER	\$94,981.00
MILOS, KEITH	POLICE OFFICER	\$94,981.00
MITROS PETER	POLICE OFFICER	\$94,981.00
NOVAK, MICHAEL	POLICE OFFICER	\$94,981.00
ORDONEZ-BARR IVAN	POLICE OFFICER	\$94,981.00
PADILLA, ANGEL	POLICE OFFICER	\$84,986.00
PALMA, PHILIP	POLICE OFFICER	\$84,986.00
PARHAM, JONATHON	POLICE LIEUTENANT	\$122,097.00
PEREZ, JAVIER	POLICE OFFICER	\$87,762.00
PERRELLA, ANDREW	POLICE OFFICER	\$94,981.00
PETROSKI, NANCY	POLICE SERGEANT	\$109,508.00
PETRUSKY, MICHAEL	POLICE OFFICER	\$94,981.00
RAWLINS, MAURICE	POLICE OFFICER	\$94,981.00
RICHMOND, MICHAEL	POLICE OFFICER	\$94,981.00
RIVERA, JOSEPH DAVID	POLICE OFFICER	\$84,986.00

RIZZO, MICHAEL	POLICE OFFICER	\$87,762.00
SAAKE, MICHAEL	POLICE LIEUTENANT	\$122,097.00
SADOWSKI, DANIEL	POLICE OFFICER	\$94,981.00
SAKOWICZ, MONIKA	POLICE OFFICER	\$87,762.00
SALERNO, SCOTT	POLICE OFFICER	\$94,981.00
SANCHEZ, ROBERT	POLICE OFFICER	\$94,981.00
SARNICKI, JAMES	POLICE LIEUTENANT	\$122,097.00
SCHULHAFFER, JAMES	POLICE OFFICER	\$65,858.00
SCHULHAFFER, JAMES	POLICE CAPTAIN/EOM COORDINATOR	\$140,666.00
SEARLES, JEFFREY	POLICE OFFICER	\$94,981.00
SHEEHAN, GAVIN	POLICE OFFICER	\$94,981.00
SOLANO, JIMMY	POLICE OFFICER	\$87,762.00
STRUSZCZAK, THOMAS	POLICE OFFICER	\$94,981.00
TOTH, THOMAS	POLICE LIEUTENANT	\$122,097.00
TRISTAO, DANNY	POLICE OFFICER	\$94,981.00
TURBETT III, WILLIAM	POLICE OFFICER	\$84,986.00
TURBETT, WILLIAM F.	POLICE LIEUTENANT	\$122,097.00
TURON, DANIEL	POLICE OFFICER	\$87,762.00
VASQUEZ, JOHN	POLICE OFFICER	\$65,858.00
VELARDE, JUAN	POLICE OFFICER	\$65,858.00
VIGGIANO, FRANK	POLICE OFFICER	\$84,986.00
VITRANO, JEFFREY	POLICE CAPTAIN	\$140,666.00
WEGREZYNEK, VINCENZO	POLICE OFFICER	\$87,762.00
WILLIAMS, ABDUL	POLICE SERGEANT	\$109,508.00
ZACK, KATHLEEN	POLICE OFFICER	\$94,981.00
ZACK, PAUL A.	POLICE OFFICER	\$94,981.00
ZAJAC, THOMAS	POLICE OFFICER	\$94,981.00
ZEVLIKARIS, AFSTRATIOS	POLICE OFFICER	\$94,981.00
ZSAK, DOUG	POLICE OFFICER	\$94,981.00
WISNOWSKI, MATTHEW	POLICE OFFICER	\$58,354.00
CISTARO, MICHAEL	POLICE OFFICER	\$58,354.00
RAMIREZ, CHRISIAN	POLICE OFFICER	\$58,354.00
DZIADOSZ, WOJCIECH	POLICE OFFICER	\$58,354.00
HESTON, RALPH W	POLICE OFFICER	\$58,354.00
HALKIAS, JOHN	POLICE OFFICER	\$58,354.00
HALAT, JUSTINA	POLICE OFFICER	\$48,081.00
MALONEY, SCOTT	POLICE OFFICER	\$48,081.00
NOLASCO, DAVID	POLICE OFFICER	\$48,081.00
DIAZ, DANIEL R	POLICE OFFICER	\$48,081.00
OLBRYN, MICHAEL	POLICE OFFICER	\$48,081.00
KUDLAC, PATRIK	POLICE OFFICER	\$48,081.00
	<b>Grand Total</b>	<b>\$12,452,517.00</b>

DEPT	LNAME	FNAME	TITLE	TOTAL 2013
155	ABAD	PEDRO	POLICE OFFICER	89612
155	ADAMS	EDWARD S.	POLICE OFFICER	102081
155	ALLISON	DAVID J.	POLICE OFFICER	102081
155	ANTONIEWICZ	WALTER J.	POLICE LIEUTENANT	128647
155	ASLIN	CHRIS G.	POLICE CAPTAIN	147366
155	ASLIN	KEITH R.	POLICE LIEUTENANT	130697
155	ASLIN	MARIANNE	POLICE SERGEANT	116768
155	BABULSKI	MICHAEL E	POLICE SERGEANT	116858
155	BACHMANN	RICK T	POLICE OFFICER	91465
155	BARA	ANDREW	POLICE LIEUTENANT	120458
155	BIRCH	JOSEPH	POLICE OFFICER	100831
155	BIVONA	SALVATORE	POLICE CHIEF	165426
155	BIZUB	WILLIAM A	POLICE OFFICER	95881
155	BRAUN	EUGENE B.	POLICE CAPTAIN	149616
155	BUNK	ROBERT M.	POLICE OFFICER	99881
155	BURNETTE	MICHAEL L	POLICE OFFICER	98631
155	CACIOPPO	JOSEPH A	POLICE SERGEANT	114808
155	CAREW	MATTHEW	POLICE OFFICER	100281
155	CARHART	JEFFREY A.	POLICE SERGEANT	116208
155	CATALINE	MICHAEL	POLICE OFFICER	99531
155	CHABAK	EDWARD A.	POLICE SERGEANT/DEPUTY EOM CORD	112258
155	CHESLOCK	ROBERT B.	POLICE OFFICER	101581
155	CIRELLI	RICHARD	POLICE SERGEANT	112468
155	CISTARO	MICHAEL	POLICE OFFICER	59254
155	CLARK	JEFFREY W.	POLICE LIEUTENANT	122357
155	CONK	ION	POLICE OFFICER	88662
155	CONRAD	RAYMOND J.	POLICE OFFICER	103324
155	DAMATTA	MATTHEW	POLICE OFFICER	95881
155	DEHLER	DAVID J.	POLICE OFFICER	102081
155	DIAZ	STEPHANIE	POLICE OFFICER	66758
155	DIAZ	DANIEL R	POLICE OFFICER	48081
155	DRAKE	PATRICK S.	POLICE SERGEANT	112258
155	DUDASH	GARY	POLICE OFFICER	98781
155	DZIADOSZ	WOJCHIECH	POLICE OFFICER	60204
155	EDGAR	JAMES T.	POLICE OFFICER	97631
155	ELIAS	ROSHON	POLICE OFFICER	95881
155	EVAN	MARK T.	POLICE OFFICER	99881
155	FAVOR III	ANTHONY	POLICE OFFICER	95881
155	FECH	BRIAN	POLICE SERGEANT	111008
155	FERNANDEZ	AIRAN	POLICE SERGEANT	110905
155	FORFA	RICHARD	POLICE OFFICER	96881
155	FORTUNA	DOUGLAS	POLICE OFFICER	102731
155	GARRISON	JAMES G	POLICE OFFICER	59254
155	GEISHEIMER	DON J	POLICE SERGEANT	114958
155	GONCALVES	ALVARO	POLICE SERGEANT	117608
155	GUENTHER	CHRISTOPHE	POLICE SERGEANT	105955

DEPT	LNAME	FNAME	TITLE	TOTAL 2013
155	HALAT	JUSTINA	POLICE OFFICER	48081
155	HALIKIAS	JOHN	POLICE OFFICER	59254
155	HAMMER	PETER	POLICE OFFICER	100831
155	HART	DAVID R.	POLICE CAPTAIN/DEPUTY EOM COORD	149266
155	HATZLHOFFER, II	ANTHONY J.	POLICE OFFICER	97631
155	HESTON IV	RALPH	POLICE OFFICER	59254
155	HICKMAN	GARY G.	POLICE OFFICER	99881
155	HUBERT	TIMOTHY	POLICE OFFICER	76312
155	JEDRZEJEWSKI	MARTIN	POLICE OFFICER	95881
155	JOHNSTON	JOHN S.	POLICE OFFICER	101581
155	JONES	ANNEESAH M	POLICE OFFICER	66758
155	JONES	MATTHEW	POLICE OFFICER	97631
155	JONES	SCOTT A.	POLICE OFFICER	96831
155	KAHANA	MARK	POLICE OFFICER	100831
155	KAULFERS	JOSEPH	POLICE OFFICER	96881
155	KOTHER	DAVID M	POLICE OFFICER	100831
155	KOZAK	PETER	POLICE OFFICER	95881
155	KOZIOL	TRAVIS	POLICE OFFICER	97781
155	KUCZYNSKI	DANIEL	POLICE OFFICER	98781
155	KUDLAC	PATRIK	POLICE OFFICER	48081
155	LACOSTA	ANTONIO B	POLICE OFFICER	66758
155	LARMORE	THOMAS	POLICE OFFICER	101581
155	LEPORINO	FRANK A.	POLICE OFFICER	102081
155	LOPEZ-CALLEJA	ERIC	POLICE OFFICER	95881
155	LORDI III	ANTHONY	POLICE OFFICER	97631
155	MACK	WILLIAM	POLICE SERGEANT	110905
155	MALONEY	SCOTT	POLICE OFFICER	48081
155	MARCINO	MATTHEW	POLICE LIEUTENANT	120957
155	MARCUS	PHILIP C	POLICE OFFICER	100831
155	MARONEY	JAMES J	POLICE OFFICER	99381
155	MATLOSZ	POITR	POLICE OFFICER	98198
155	MATLOSZ	THOMAS A	POLICE OFFICER	91465
155	MCPHAIL	JACYN K	POLICE OFFICER	95881
155	MEKOVETZ	JOHN P	POLICE SERGEANT	112908
155	MELCHIONNA	NICOLE	POLICE OFFICER	87786
155	MIKOLAJCZYK	KENNETH E.	POLICE OFFICER	101581
155	MIKOLAJCZYK	KEVIN	POLICE OFFICER	100831
155	MILLER	THEODORE	POLICE OFFICER	98230
155	MILOS	KEITH	POLICE OFFICER	97781
155	MITROS	PETER	POLICE OFFICER	96831
155	MOHR	JASON R	POLICE OFFICER	91465
155	NOLASCO	DAVID	POLICE OFFICER	48081
155	NOVAK	MICHAEL	POLICE OFFICER	95881
155	OLBRYNS	MICHAEL	POLICE OFFICER	48081
155	OLIVEIRA	MONIKA	POLICE OFFICER	88662
155	ORDONEZ-BARR	IVAN	POLICE OFFICER	95881

DEPT	LNAME	FNAME	TITLE	TOTAL 2013
155	PADILLA	ANGEL	POLICE OFFICER	95881
155	PALMA	PHILIP	POLICE OFFICER	85886
155	PARHAM	JONATHON	POLICE LIEUTENANT	127547
155	PEREZ	JAVIER	POLICE OFFICER	88662
155	PERRELLA	ANDREW E.	POLICE OFFICER	100629
155	PETROSKI	NANCY E.	POLICE SERGEANT	115908
155	PETRUSKY	MICHAEL J.	POLICE OFFICER	98131
155	RAMIREZ	CHRISTIAN J.	POLICE OFFICER	59254
155	RAWLINS	MAURICE	POLICE OFFICER	101731
155	RICHMOND	MICHAEL	POLICE OFFICER	99098
155	RIVERA	JOSEPH DAVI	POLICE OFFICER	85886
155	RIZZO	MICHAEL	POLICE OFFICER	88662
155	SAAKE	MICHAEL F.	POLICE LIEUTENANT	128147
155	SADOWSKI	DANIEL R.	POLICE OFFICER	101581
155	SALERNO	SCOTT	POLICE OFFICER	98994
155	SANCHEZ	ROBERT	POLICE OFFICER	95881
155	SARNICKI	JAMES	POLICE LIEUTENANT	130697
155	SCHULHAFER	JAMES	POLICE OFFICER	66758
155	SCHULHAFER	JAMES M.	POLICE CAPTAIN/MUNICIPAL EMERGEN	151166
155	SEARLES	JEFFREY	POLICE OFFICER	96881
155	SHEEHAN	GAVIN M.	POLICE OFFICER	97781
155	SOLANO	JIMMY	POLICE OFFICER	89612
155	STRUSZCZAK	THOMAS	POLICE OFFICER	95881
155	TOTH	THOMAS M.	POLICE LIEUTENANT	128797
155	TRISTAO	DANNY	POLICE OFFICER	97217
155	TURBETT III	WILLIAM F	POLICE OFFICER	85886
155	TURBETT JR	WILLIAM F	POLICE LIEUTENANT	129447
155	TURON	DANIEL	POLICE OFFICER	88662
155	VASQUEZ	JOHN A.	POLICE OFFICER	66758
155	VELARDE	JUAN R	POLICE OFFICER	66758
155	VIGGIANO	FRANK C	POLICE OFFICER	87786
155	VITRANO	JEFFREY	POLICE CAPTAIN	149266
155	WEGRZYNEK	VINCENZO	POLICE OFFICER	88662
155	WILLIAMS	ABDUL	POLICE SERGEANT	110008
155	WISNOWSKI	MATTHEW	POLICE OFFICER	59254
155	ZACK	KATHLEEN	POLICE OFFICER	96881
155	ZACK	PAUL	POLICE OFFICER	97763
155	ZAJAC	THOMAS	POLICE OFFICER	96831
155	ZEVLIKARIS	AFSTRATIOS	POLICE OFFICER	99531
155	ZSAK	DOUGLAS J.	POLICE OFFICER	97631