



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: 2004 Memorandum of Agreement

Dear Lieutenant Smith:

Your January 4, 2005 correspondence to Director Kevin P. McGovern concerning the memorandum of agreement (MOA) for a 2003-2007 successor contract has been forwarded to me for review and response. I have endeavored and addressed each of the issues raised in your letter on a point-by-point basis.

Pursuant to your request, I have enclosed copies of the salary schedules reflecting the salary increases for the entire term of your contract for the corrections and non-corrections members of your bargaining unit. The salary schedules dated June 24, 2006 and December 23, 2006 include the 10<sup>th</sup> step.

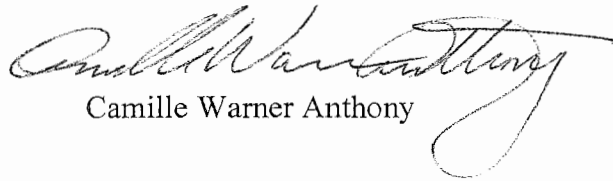
The calculation of a salary upon promotion is governed by the Department of Personnel regulations. New Jersey Administrative Code 4A: 3 – 4.9 outlines the process and formula used to calculate an increase in salary based upon a promotion. Since the formula uses length of time in a title and salary to calculate a salary upon promotion and those elements differ as to each member of your bargaining unit, it is not possible to predict which salary step members of your unit would be placed on upon promotion. However, if and to the extent promotions are made, the applicable regulations will be followed.

The MOA for the 2003-2007 contract does not provide for retroactive uniform payments. The uniform allowance provision requires employees to be on the payroll to be eligible for the uniform payments. (See section 4 of the MOA, page 3.) Therefore, employees who retired before the date of payment are not eligible for uniform allowance.

The MOA provides for a \$5.00 increase to the eyeglass benefit pursuant to the current bi-annual formula. The eyeglass benefit provision in the most recent contract provides for a \$35.00 payment for prescription eyeglasses with regular lenses and a \$40.00 payment for such glasses with bi-focal lenses once during the first two years of the contract and once more during the last two years of the contract. The payments cited above will increase by \$5.00.

If you need any further clarification or if you have any other questions, please contact me.

Very truly yours,



Camille Warner Anthony

c: Kevin. P. McGovern, Director