MEMORANDUM OF AGREEMENT

STATE OF NEW JERSEY

AND

NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION
STATE LAW ENFORCEMENT UNIT

STATE OF NEW JERSEY ("State" or "Employer") and the NEW JERSEY STATE POLICEMEN'S BENEVOLENT ASSOCIATION STATE LAW ENFORCEMENT UNIT ("Association"), having engaged in negotiations for an agreement to succeed the current Collective Negotiations Agreement ("Agreement") between the State and the Association that expired on June 30, 2023, hereby agree to the following amendments to the Agreement as set forth below.

This Memorandum of Agreement ("MOA") represents a complete package, and no individual element of this MOA is acceptable to the parties absent an agreement to the complete package as set forth herein. Therefore, the parties hereby agree to amend the Agreement as follows:

1. **TERM** - 4 years (July 1, 2023 to June 30, 2027)

2. **WAGES**

   Effective the first full pay period on or after September 1, 2023, each employee covered by this agreement shall be entitled to a 3.5% across-the-board increase applied to the employee's current base salary. This salary increase shall be applied to each range and step in the salary guide for the bargaining unit.

   Effective the first full pay period on or after January 1, 2024, all employees in employee relations group "FA" on Range 19 will receive a salary schedule adjustment of $600.00 and all other employees in the bargaining unit will receive a salary schedule adjustment of $2,400.00. These salary schedule adjustments shall be applied to the applicable range and step in the salary guide for the bargaining unit.

   Effective the first full pay period on or after July 1, 2024, each employee covered by this agreement shall be entitled to a 3.5% across-the-board increase applied to the employee's

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current base salary. This salary increase shall be applied to each range and step in the salary guide for the bargaining unit.

Effective the first full pay period on or after July 1, 2025, each employee covered by this agreement shall be entitled to a 3.5% across-the-board increase applied to the employee's current base salary. This salary increase shall be applied to each range and step in the salary guide for the bargaining unit.

Effective the first full pay period on or after July 1, 2026, each employee covered by this agreement shall be entitled to a 3.5% across-the-board increase applied to the employee's current base salary. This salary increase shall be applied to each range and step in the salary guide for the bargaining unit.

NEW STEP

Effective the first full pay period after July 1, 2025, a new Step 11 will be added to all ranges applicable to this unit using the increment amount between step 9 and step 10 of each range for the increment between Step 10 and the new Step 11. Effective the first full pay period after July 1, 2025, employees who have been at the tenth step of the same step range for 24 months or longer shall be eligible for movement to the eleventh step providing their performance warrants this salary adjustment.[1]

3. ARTICLE XXXVIII (UNIFORM ALLOWANCE)

There is no change in the uniform allowance amount from the July 2022 allowance of $1,840, except that the payment dates are to be updated in the 2023-2027 agreement.

4. HEALTH CARE REOPENER

See attached Appendix 1 as Exhibit A hereto.

5. BEREAVEMENT

Beginning July 1, 2024, and subject to CSC implementation processes, an annual one (1) day bank of time will be established for bereavement leave. Each year thereafter, the one (1) bereavement day per year will be available on January 1. The bereavement day will be used before an employee's use of sick leave. The bereavement leave day does not accumulate and unused time will not be carried over or paid out upon separation. Bereavement may be used for immediate family members as defined by N.J.A.C. §4A:1-1.3. The State may request proof of death.

[1] The "inflated" increment for the applicable ranges will be used to create step 11 by applying it to step 10 subsequent to application of the 3.5% salary increase effective the first full pay period on or after July 1, 2025. (footnotes will not be included in the collective negotiations agreement.)

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The parties understand that the one (1) day bank will be created by the Civil Service Commission.

6. EYE CARE PROGRAM

Coverage under the Eye Care Program for regular prescription lens shall increase from $40 to $80 and from $45 to $90 for bifocal lens or more complex prescriptions.

Reimbursement for eye examinations shall be increased from $35 to $45.

7. HOLIDAYS – Add Juneteenth to holiday list.

8. ARTICLE I –

A.1 – Revise as follows: Included are all full-time permanent and provisional employees of the State of New Jersey listed in the subunits delineated in Side Letter #6 and the titles listed in Appendix II. It is specifically agreed by NJ State PBA – SLEU and the State that any and all administration of this Agreement must be conducted between the State and NJ State PBA – SLEU, and not with any subunit

Side Letter# 6 attached hereto as Exhibit B.

9. ARTICLE VI – POLICY AGREEMENTS

Revise Section E attached hereto as Exhibit C.

10. RECRUIT/TRAINEE TITLES

See attached Exhibit D.

11. ARTICLE XIII – SENIORITY

Delete Paragraphs F and G and re-letter current Paragraphs H and I as new F and G, respectively.

12. ARTICLE XXV – LEAVE FOR NJ STATE PBA – SLEU ACTIVITY[2]

No changes to the current union leave provisions, except that both parties maintain their positions on negotiability of Article XXV.C (appointed/elected position with the State PBA) and the State retains its right to file a scope of negotiations petition as stated in the PERC Decision in docket number IA-2023-026.

[2] This language is not to be included in the collective negotiations agreement.

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13. **RATIFICATION BY UNION**: This Memorandum of Agreement is subject to ratification by the employee members of this Association and shall not be effective absent ratification. Until such ratification, the terms and conditions of employment of members of this unit shall be governed by the prior collective negotiations agreement.

14. **RECOMMENDATION**: The Association Executive Board agrees it will recommend ratification in accordance with terms specified herein to members of the bargaining unit.

15. **PREPARATION OF AGREEMENT**: The State of New Jersey, upon ratification, will commence the process of preparing a successor collective negotiations agreement setting forth the terms and conditions of employment for the applicable term.

16. **COMPLETE AGREEMENT**: This Memorandum of Agreement, together with the other terms and conditions of the previous Collective Negotiations Agreement that have not been altered or changed, represents the entire understanding of the parties and the complete and final agreement between the parties. Any proposal or counter-proposal, whether written or oral, not contained herein is deemed waived and withdrawn.

17. **BINDING AGREEMENT**: The State of New Jersey, through the Governor's Office of Employee Relations, represents that the foregoing has been approved by the State of New Jersey and that upon ratification, the parties will have entered into a binding collective negotiations agreement for the term set forth herein.

18. **SEPARATION AND SEVERABILITY**: If any provision of this agreement is deemed unenforceable as a matter of law, the parties agree that the remainder of the agreement shall be deemed binding and enforceable. With respect to any provision deemed unenforceable, the parties will continue negotiations to bring said provision in compliance with applicable law.

This Memorandum of Agreement is hereby executed this 23rd day of April, 2025 by duly authorized representatives of the State of New Jersey and the Association.

State of New Jersey	Date 4/23/25
State of New Jersey	Date 4/23/25
Association	Date 04/22/25
Association	Date

Exhibit A

APPENDIX 1 – HEALTH CARE REOPENER

1. Re-opener

a. The actual premium cost for the new PPO, inclusive of medical and prescription costs, will be tracked each plan year following the plan's initial offering in plan year 2019.

b. In addition, the new PPO premium cost increases will be monitored and compared to the national, regional and state trending of healthcare costs.

c. Upon request of the Union, and after the Commission's review of the mid-year report, if any, the Union and the State shall meet annually between March 1 and April 15 to discuss utilization and costs (actual and projected) for plans in which the Union's active and retiree members are enrolled. Such meeting shall include representatives from the Treasury-Division of Pension and Benefits. This meeting will include any interested Union(s).

d. **Calculations:**

i. The Baseline Premium shall be the blended[3] premium for the current plan year plus 1%. For example, in plan year 2024 the baseline premium shall be the new PPO Plan's blended premium in plan year 2023 plus 1%.

ii. The Union and the State shall annually calculate the "Adjusted Premium Increase" ("API"). The API shall be calculated by (a) subtracting the percent of across-the-board salary increases received by Union-represented State employees, not compounded, between July 1 to December 31 of the preceding year, from (b) the percent by which the new PPO renewal premium exceeds the Baseline Premium. For example, if the 2024 new PPO renewal premium is 6% more than the Baseline Premium and if employees have received a 4%, non-compounded, across-the-board salary increases since July 1, 2023, the API is 2%.

e. **Annual Process for Applying the Escalator/De-escalator**

i. Every year, the parties will review if the blended renewal premium for the new PPO in a plan year exceeds the "Baseline Premium." If so, the Union and the State shall enter into negotiations to lower the premium and/or reduce the rate of premium increases. Such negotiations will commence upon receipt of the SHBP's actuary's rate renewal recommendation premium for the upcoming plan year in or around the preceding July. The parties agree that the negotiations will involve the Union and any other interested State bargaining unit(s). The initial meeting of the parties may also include representatives from the Division of Pension and Benefits as it relates to the rate renewal recommendation(s).

[3] Blended premium includes medical and prescription rates, for all levels of coverage.

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A copy of the actuary's renewal recommendation report, issued in or around July, will be provided to the Union in advance of the meeting. If an agreement is reached, Union(s) and the State shall jointly seek approval from the State Health Benefits Commission or Plan Design Committee, as appropriate, to implement the parties' agreement.

ii. If Union and the State cannot agree upon plan design changes or other cost-saving measures that would reduce the API to at least a 0% increase over the Baseline Premium by the September 1 preceding the start of the next plan year, then an Escalator shall be applied to employee contribution rates. The Escalator to be applied to employee contribution rates shall be the percentage by which the API exceeds the Baseline Premium. For example, if the API is 2%, then the Escalator is also 2%, which is applied to the employee's contribution rate. If an employee's contribution rate is 5% of base salary, then by applying the Escalator, the contribution rate will increase to 5.1% of base salary. Any increase in employee contributions will be effective the first pay period of the new plan year.

iii. If the renewal premium is below the Baseline Premium by 6% or more, Union and the State shall discuss options to share the savings in reduced costs. or to improve the quality of the new PPO through design changes or other measures. If Union and the State do not agree to either reduce costs or improve the quality of the new PPO or agree upon a reduction in the employee contribution rates by September 1 preceding the start of the plan year then contribution rates shall be reduced by the application of a De-escalator. The De-escalator shall be the amount of the decrease in new PPO renewal premium below 6% of the Baseline Premium. For example, if the **2024** premium is 6.5% below the Baseline Premium, employee contribution rates shall be reduced by 0.5%. If an employee's contribution rate is 5% of base salary, then by applying the De-escalator the employee's new contribution rate shall be 4.975%. Any decrease in employee contributions will be effective the first pay period of the plan year.

iv. The escalator or de-escalator for each plan year shall be calculated using the above methodology as described in paragraphs e(i) to e(iii) above.

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EXHIBIT B

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State's counterproposal to Union's 8/29/2024 proposal

SIDE LETTER OF AGREEMENT #6

Parameters of Subunits and Designated Subunit Representatives

The parties agree that for at all times, there will be seven (7) subunits and a total maximum of six (6) Designated Subunit Representatives, in addition to the NJ State PBA - SLEU President. The subunits will be broken down as follows:

1. One subunit comprised of titles 32648 (Conservation Officer Recruit – Title made archaic effective 3/23/2024), and 32081 (Conservation Officer ~~13~~);~~,~~
2. One subunit comprised of titles 12041 (Aeronautical Operations Specialist)), 51342 (Special Agent Trainee), 51344 (Special Agent 2), and 51343 (Special Agent 3);
3. One subunit comprised of titles 32090 (State Park Police Officer Trainee~~;~~ - T~~t~~itle ~~made archaic~~inactivated effective ~~9/13/08~~6/20/2009), 55173 (State Park Police Officer Trainee~~;~~ - T~~t~~itle ~~put in effect on 9/13/08~~made archaic effective 3/23/2024) and 32092 (State Park Police Officer);
4. One subunit comprised of title 32352 (Police Officer PIP);
5. One subunit comprised of titles 55172 (Campus Police Officer Recruit - Title made archaic effective 3/23/2024), 32271 (Campus Police Officer), and 32271C (Campus Police Officer Bilingual in Spanish/English);
6. One subunit comprised of titles 32255 (Police Officer Recruit Human Services~~;~~ - ~~t~~Title ~~made archaic~~inactivated effective ~~9/13/08~~11/6/2010), 55171 (Police Officer Recruit Human Services~~;~~ - Title made archaic effective 3/23/2024), ~~title put in effect on 9/13/08~~) and 32332 (Senior Police Officer Human Services); AND
7. One subunit comprised of titles 04201 (Weights and Measures Apprentice), 33083 (Weights and Measures Inspector I), 33082 (Weights and Measures Inspector II), and 33081 (Weights and Measures Inspector III).

In the subunit in which the NJ State PBA - SLEU President is an employee, the President shall act as the Designated Subunit Representative for purposes of administration of the terms of the contract that specifically allow for action on the part of Designated Subunit Representatives. For each of the other six (6) subunits, the President will appoint one Designated Subunit Representative (who must be an employee within the subunit in which (s)he serves) for purposes of administration of the terms of the contract that specifically allow for action on the part of Designated Subunit Representatives. The President shall set forth a list, in writing, to the Governor's Office of Employee Relations naming each Designated Subunit Representative. Should there be any change of appointment of any Designated Subunit Representative, the President shall immediately inform the Governor's Office of Employee Relations in writing, as well.

The parties also agree that in the case where an incident occurs in which the contract specifically allows for action on the part of a Designated Subunit Representative, but the appointed Designated Subunit Representative is on a regular day off, on scheduled vacation, on sick leave, or is otherwise reasonably unable to perform as Designated Subunit Representative, the President may select another employee within the subunit (in attendance at work at the time of the incident) to temporarily assume the duties of the Designated Subunit Representative, until the appointed Designated Subunit Representative returns to work and can reasonably assume his/her duties.

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EXHIBIT C

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ARTICLE VI

Policy Agreements

E. Evaluation Report During Probationary Period (Working Test Period)

~~During the normal probationary period of four (4) months the employee will be advised of his progress, in writing, at the end of the second and fourth months. During the fourth (4) month, the employee shall be advised as to whether he has successfully completed the required probationary period or if the probationary period is to be extended. If the probationary period is extended to a maximum of six (6) months, the employee will be advised of his progress at the end of the fifth (5) month and 6th month.~~

~~In exception to the previous paragraph, where certain titles have~~ During the normal one year working test periods, the employee ~~in such titles~~ will be advised of their progress, in writing, at the end of six (6) months and again at the end of one year. At the end of one year, the employee shall be advised as to whether they have successfully completed the required probationary period.

Withdrawn: The working test period is part of the examination process designed to permit appointing authorities to determine whether an employee can satisfactorily perform the duties of the title for which appointment is made. The working test period shall be implemented pursuant to the procedures set forth in the rules and regulations of the New Jersey Civil Service Commission N.J.A.C. 4A:4-5.1 to 4-5.5.

EXHIBIT D

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12/12/2024

State's counterproposal on Recruit/Trainee Titles

Part of State's Economic Package Offer

1. **Delete ARTICLE XIV, Paragraph C**

~~**C. Recruit/Trainee Salary**~~

~~Effective for employees hired on or after the first full pay period following ratification, they shall be hired for their twelve month period of probationary employment as a recruit/trainee into the following recruit/trainee titles, and the salary shall be as shown below for the term of the Agreement. For employees who are initially appointed as provisional pending promotional procedures, the Appointing Authority shall promptly request a promotional announcement from the Civil Service Commission. All employees in the recruit/trainee titles following ratification shall be paid at the amount shown below for the duration of this Agreement during the time that they are in the recruit/trainee title:~~

- ~~Police Officer Recruit Human Services $40,000.00~~
- ~~State Park Police Officer Trainee $40,000.00~~
- ~~Campus Police Officer Recruit $40,0000.00~~
- ~~Conservation Officer Recruit $45,000.00~~

2. **Settlement of grievance concerning retroactive pay for recruits/trainees**

On March 13, 2024, as amended and clarified on March 14, 2024, the PBA SLEU filed a grievance concerning retroactive pay for employees in one of the negotiations unit recruit/trainee job titles. The grievance alleged the employee are entitled to the across-the-board salary increases and the salary adjustment provided for in the Interest Arbitration Award issued November 27, 2023 (IA-2023-026). The State maintains that the arbitration award does not provide for the application of the salary increases to the negotiations unit recruit/trainee job titles. However, as a resolution of the grievance, the parties agree as follows:

- The 2% across-the-board salary increases and 3.75% salary adjustment provided for in the Interest Arbitration Award issued November 27, 2023 (IA-2023-026) shall be applied retroactive to the effective dates stated therein to the salaries for the following negotiations unit recruit/trainee job titles:

32648	CONSERVATION POLICE OFFICER RECRUIT
51342	SPECIAL AGENT TRAINEE
55173	STATE PARK POLICE OFFICER TRAINEE
55171	POLICE OFFICERRECRUIT HUMAN SERVICES
55172	CAMPUS POLICE OFFICER RECRUIT

- Negotiations unit employees who were in one of the listed job titles on or after July 1, 2019 shall receive the applicable salary increases retroactive to the applicable effective dates. Retroactive payments shall be made in accordance with N.J.A.C. 4A:3-4.20 (RETROACTIVE PAY: STATE SERVICE).

- The PBA SLEU agrees to withdraw with prejudice the grievance filed on March 13, 2024 and the amended and clarified grievance filed on March 14, 2024 concerning retroactive pay for recruit/trainees.

3. New Side Letter #8 (Probationary/Recruit Issues)

The Probationary/Recruit issues identified in the Interest Arbitration Award, IA-2023-026, at pages 46-52, have been addressed by the State and SLEU resulting in the agreement stated below and petition being filed with the Civil Service Commission. This side letter shall expire upon satisfaction of the parties' obligations under this side letter, but no later than June 30, 2027.

As a resolution of all the probationary/recruit issues set forth in pages 46-52 of the Interest Arbitration Award issued November 27, 2023 (IA-2023-026), the parties agree as follows:

- For the current employees identified on the lists agreed upon by the parties during the negotiations of this Side Letter (*lists to only be included in the parties' final MOA*) who were appointed provisionally pending a qualifying examination to one of the recruit/trainee job titles in the negotiations unit and on or after July 1, 2015 successfully completed twelve (12) months of service in that recruit/trainee title, and were not appointed permanent in that recruit/trainee title within three (3) months of the provisional appointment due solely to an administrative error/delay caused by the Appointing Authority or the Civil Service Commission (CSC):
    - The parties shall jointly petition the CSC, pursuant to, but not limited to N.J.A.C. 4A:4-1.10(c) and/or N.J.A.C. 4A:1-1.2(c), within 30 days of ratification of this Agreement to request that the CSC approve a retroactive date of permanent appointment to the applicable Campus Police Officer Recruit, ~~or~~ State Park Police Officer Trainee, Police Officer Recruit Human Services or Special Agent Trainee job title and a retroactive date of permanent appointment to the applicable Campus Police Officer, ~~or~~ State Park Police Officer, Senior Police Officer Human Services or Special Agent title for the officers on the agreed upon list, and

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request that the CSC amend the employee's personnel records for seniority and salary step placement purposes only.

- Update Article XIII (Seniority) to strike the Interest Arbitrator's Award in IA-2023-026, as follows: "~~State and SLEU shall, within a reasonable period of time, form a joint committee of limited numbers for the purpose of addressing the Probationary/Recruit issues set forth in pages 46 to 52 in this decision.~~"

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Name	Orig Hire Date	Transfer to Treasury	Title upon Transfer to Treasury	RAQ Appointment date	Current Title	12 mos from provivisonal pending qualifying examination Trainee start
Shuhjao Chen	3/1/2021	7/1/2023	Special Agent Trainee (PAQ)	4/9/2024	Special Agent Trainee	7/1/2024

SPP Title dates DEP - GOER FINAL LIST

Name	Current Title	Orig Hire Date	Security Officer Title	Provisional Ofc. Trainee Title	Date SPPOT Prom Ann Requested	Date SPPOT Prom Ann Exam Issued	Date SPPOT Completed Test	Date SPPOT Prom List Effective	Permanent Ofc. Trainee Title	12 mos from prov Trainee start	moved to SPPO title at step 1	Time in Trainee title beyond 12 mos
Michael Madden	Police Officer	10/18/2014	10/18/2014	2/21/2015	1/2015	3/2015	5/28/2015	7/30/2015	10/3/2015	2/21/2016	10/1/2016	7
Daniel Farnkopf	Police Officer	10/18/2014	10/18/2014	2/21/2015	10/2016	12/2016	1/2017	3/30/2017	4/15/2017	2/21/2016	4/14/2018	25
Jennifer Maurer	Police Officer	10/18/2014	10/18/2014	2/21/2015	10/2016	12/2016	1/2017	3/30/2017	4/15/2017	2/21/2016	4/14/2018	25
Laura Essner	Police Officer	10/18/2014	10/18/2014	2/21/2015	1/2015	3/2015	5/28/2015	7/30/2015	10/3/2015	2/21/2016	10/1/2016	7
Michael Gulden	Police Officer	6/30/2012	6/27/2015	2/20/2016	10/2016	12/2016	1/2017	3/30/2017	4/15/2017	2/20/2017	5/12/2018	13
Matthew Spadaro	Police Officer	9/29/2018	9/29/2018	2/2/2019	12/2018	2/2019	?	8/8/2019	8/31/2019	2/2/2020	8/29/2020	6
Brody Wentzell	Police Officer	4/27/2019	4/27/2019	10/26/2019	unknown	01/2020	?	11/05/2020	11/7/2020	10/26/2020	11/6/2021	12
Brianna Witte	Police Officer	02/17/2018 (Dispatcher)	8/3/2019	12/21/2019	unknown	01/2020	?	11/05/2020	11/7/2020	12/21/2020	11/6/2021	10
Robert VanArsdale	Police Officer	11/9/2019	11/9/2019	3/14/2020	N/A	N/A	N/A	N/A	8/14/2021	3/14/2021	8/13/2022	17
Michael Farrelly	Police Officer	8/24/2013	N/A	5/30/2015	1/2015	3/2015	5/28/2015	7/30/2015	10/3/2015	5/30/2016	10/1/2016	4
Thomas Diglantom	Police Officer	4/1/2017	4/1/2017	8/5/2017	6/2017	10/2017	1/10/2018	1/25/2018	2/3/2018	8/5/2018	2/2/2019	5
Carolyn Edwards	Police Officer	4/1/2017	4/1/2017	8/5/2017	6/2017	10/2017	1/10/2018	1/25/2018	2/3/2018	8/5/2018	2/2/2019	5
Matthew Costelow	Police Officer	3/27/2021	3/27/2021	7/31/2021	N/A	N/A	N/A	N/A	1/29/2022	7/31/2022	1/28/2023	5

Name	school	hire date	provisional recruit title	CPOR promotional exam announcement requested by AA	CPOR promotional exam announcement issued by CSC	Officer Completes CPOR promotional examination	CPOR promo eligibility list issued by CSC	permanent Recruit title	12 mos from prov Recruit start	moved to CPOR title at step 1	Approx. Time in Recruit beyond 12 mos
Brent Shiner	Kean	9/16/2019	2/18/2020	11/15/2019	1/1/2020	N/A	5/20/2020	8/27/2020	2/18/2021	8/27/2021	6 months
John Stretavski	Kean	3/19/2019	2/5/2021	N/A	N/A	N/A	N/A	12/10/2021	2/5/2022	8/26/2021	7 months
Joseph Siciliano	Kean	9/10/2019	1/21/2020	11/15/2019	1/1/2020	N/A	5/20/2020	8/26/2020	1/21/2021	12/10/2022	10 months
Eric Card	Kean	7/14/2014	7/25/2015	unsure	10/1/2015	N/A	11/14/2015	11/14/2015	7/25/2016	11/14/2016	4 months
Ruth Henriquez	Kean	4/13/2021	1/7/2022	N/A	N/A	N/A	N/A	6/27/2022	1/7/2023	6/27/2023	5 months
Burak Erten	Kean	2/22/2022	7/18/2022	N/A	N/A	N/A	N/A	12/16/2022	7/18/2023	12/16/2023	5 months
Emily Adams	MSU	1/19/2021	5/16/2021	1/25/2021	11/1/2021		3/24/2022	3/26/2022	5/16/2022	3/26/2023	10 months
Eric Delgado	MSU	1/19/2021	5/16/2021	1/25/2021	11/1/2021		3/24/2022	3/26/2022	5/16/2022	3/26/2023	10 months
Nicolette Aponte	MSU	10/14/2017	2/18/2018		4/1/2019		12/23/2019	12/23/2019	2/19/2019	12/23/2020	22 months
Timothy Mitchell	MSU	1/19/2021	5/16/2021	1/25/2021	11/1/2021		3/24/2022	3/26/2022	5/16/2022	3/26/2023	10 months
George Gains	Rowan	4/13/2019	8/17/2019	12/17/2019	1/1/2020	Yes	2/24/2020	3/27/2021	8/17/2020	8/29/2020	6 months
James Deschler	Rowan	8/19/2017	2/16/2019	8/23/2018	10/1/2018	Yes	8/30/2019	8/30/2019	2/16/2020	3/26/2022	19 months
Ashley Williams	Stockton	4/16/2018	8/28/2018	PS8649J - do not have the date	PS8649J, 11/1/2018	PS8649J - do not have the date	Do not have the date	2/25/2019	8/18/2019	2/29/2020	6 months
Michael Beshai	Stockton	10/1/2018	2/2/2019	PS9341J - do not have the date	PS9341J, do not have the date	PS9341J - do not have the date	PS9341J - 8/7/2019	8/28/2019	2/2/2020	8/29/2020	6 months
Shane Sutherland	Stockton	5/14/2018	9/15/2018	PS8649J - do not have the date	PS8649J, 11/1/2018	PS8649J - do not have the date	Do not have the date	2/25/2019	9/15/2019	2/29/2020	6 months
Michael Damiano	Stockton	12/7/2020	4/10/2021	RLW 9/7/2021	RLW 9/7/2021	RLW 9/7/2021	RLW 9/7/2021	9/24/2021	4/10/2022	9/24/2022	5 months
Angel Perez	WPU	1/6/2014	9/20/2014		11/1/2014			8/8/2015	9/11/2015	8/20/2016	11 months
Christopher Laux	WPU	11/9/2020	3/13/2021	1/6/2021				9/25/2021	3/13/2022	9/24/2022	6 months
David Warbrick	WPU	1/25/2016	10/1/2016		2/1/2017		4/6/2017	4/6/2017	10/1/2017	4/14/2018	6 months
Karla Torres	WPU	12/8/2020	7/17/2021	1/6/2021	9/1/2021			1/15/2022	7/17/2022	1/15/2023	6 months
Kymani Whilby	WPU	4/20/2020	11/9/2020	11/5/2020	12/1/2020			9/25/2021	11/9/2021	9/24/2022	10 months
Louis Hildevert	WPU	1/6/2014	9/20/2014		11/1/2014			8/8/2015	9/20/2015	8/20/2016	11 months

Employee Name	Title	Hire Date	Security Officer Title	Recruit Provisional	Recruit Permanent	Permanent DHS Police Officer	12 mos from prov Recruit start	Time in Recruit title beyond 12 months
COURTNEY,ERIC S	SENIOR POLICE OFFICER HUMAN SERVICES	8/14/2021	8/14/2021	12/18/2021	7/2/2022	7/1/2023	12/18/2022	6 months
MISTRY,NIL P	SENIOR POLICE OFFICER HUMAN SERVICES	9/11/2021	9/11/2021	1/15/2022	7/2/2022	7/1/2023	1/15/2023	5 months
BURKE,RICHARD	SENIOR POLICE OFFICER HUMAN SERVICES	10/23/2021	10/23/2021	2/26/2022	7/16/2022	7/15/2023	2/26/2023	4 months
NGUYEN, JOSEPH	SENIOR POLICE OFFICER HUMAN SERVICES	2/12/2022	2/12/2022	6/16/2022	12/3/2022	10/7/2023	6/16/2023	3 months

WZ