

**CITY OF NEWARK**  
**ESSEX COUNTY, NEW JERSEY**

**and**

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**NEWARK COUNCIL NO. 21, NEWARK CHAPTER**  
**NEW JERSEY CIVIL SERVICE ASSOCIATION**

**AFFILIATED WITH IFPTE, AFL-CIO**

**JANUARY 1, 2009 through DECEMBER 31, 2014**

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**PREAMBLE**

This Agreement, effective this 1st day of January, 2009 entered into by and between THE CITY OF NEWARK, in THE COUNTY OF ESSEX, a Municipal Corporation of the State of New Jersey (hereinafter referred to as the "City") and Newark Council No. 21, NEWARK CHAPTER, NEW JERSEY CIVIL SERVICE ASSOCIATION, affiliated with IFPTE, AFL-CIO, (hereinafter referred to as the "Association"), represents the complete and final understanding on all bargaining issues between the City and the Association and is designed to maintain and promote a harmonious relationship between the City and such of its employees who are covered by Article 1, Recognition , in order that more efficient and progressive public service may be rendered.

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## ARTICLE I

### RECOGNITION

In accordance with "Certification of Representation" of the Public Employment Relations Commission dated June 10, 1985 (Docket No. RO-85-48) the City recognizes the Association as the exclusive collective negotiations agent for all white collar workers and professional employees, employed by the City of Newark, New Jersey, but excluding inspectors as identified in RO-102, craft employees, managerial executives, supervisors within the meaning of the Act, confidential employees, department heads and deputy department heads and policemen covered in the aforementioned Certification.

The City also recognizes the Association as the exclusive collective negotiations agent for white collar and professional part-time employees. A part-time employee is defined as any employee who is regularly scheduled to work less than thirty-five (35) hours per week.

Those employees serving in the Water/Sewer Utility will continue to be represented by Newark Council 21 until such time as they become employees of NIMaC in accordance with all relevant laws and agreements affecting the relationship between the City and NIMaC.

## ARTICLE II

### MANAGEMENT RIGHTS

A. The City hereby retains and reserves unto itself, without limitation, all powers, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the City Government and its properties and facilities, and the activities of its employees.
  2. Subject to the provisions of law, to hire all employees, to determine their qualifications and conditions for continued employment and to assign, promote and transfer employees.
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3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law, including Civil Service Law.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the City, the adoption of policies, rules, regulations and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith, shall only be limited by the specific and express terms hereof, and its conformance with the Constitution and Laws of the State of New Jersey and the United States.

C. This Agreement is subject to the applicable laws of the State of New Jersey including N.J.S.A. 40A:1-1, et. seq., N.J.S.A. 11, et. seq., and the Employer/Employee Relations Act: and any other national, state, county or local laws and/or ordinances, provided nothing contained herein shall be construed as allowing the City to alter or change this Agreement. In addition,

nothing contained herein shall be construed to deny or restrict the City in the exercise of its rights, responsibilities and authority as provided by law.

D. Employee procedural and substantive rights under Civil Service law shall be preserved.

**ARTICLE III**

**SENIORITY**

A. Seniority is defined as the total length of service of an employee with the City commencing with the latest date of employment in conformance with Civil Service regulations.

B. In conformance with Civil Service Law and Regulations, employees with the greatest seniority will be given preference layoffs, recalls, job and shift assignments and vacation schedules, whenever possible and practicable.



## ARTICLE IV

### GRIEVANCE PROCEDURE

#### A. PURPOSE

1. The purpose of this procedure is to secure, at the least possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the department supervisory staff and having the grievance adjusted without the intervention of the Association.

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#### B. DEFINITION

The term "grievance" as used herein means any controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement and may be raised by an individual, the Association or the City. Other grievances or other complaints shall end at Step Four of this Article.

#### C. STEPS OF THE GRIEVANCE PROCEDURE

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement subject to law and shall be followed in its entirety unless any step is waived by mutual consent of the parties. An Association representative may, at the option of the aggrieved, be present at Step One and shall have the right to be present and participate at each step of the grievance procedure thereafter, especially if the grievance should lead to a suspension.

The words "render a decision" or "decisions" used below includes the requirement that each such decision shall be in writing, with reasons, and that a copy thereof shall be delivered to the employee and Essex Council or its representative.

1. STEP ONE

a. An aggrieved employee may institute action under the provisions hereof within five (5) working days of the occurrence and notice of the grievance. An earnest effort shall be made to settle the differences between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally.

b. Failure on the part of the aggrieved to act within five (5) working days of the occurrence shall be deemed to constitute an abandonment of the grievance.

c. The Supervisor shall render a decision within five (5) working days following his/her receipt of the grievance.

2. STEP TWO

a. In the event a satisfactory settlement has not been reached, the employee may, in writing and signed, file his complaint with the Division Head (or his/her representative) within five (5) days allotted for such decision.

b. The Division Head, or his/her representative, shall review the matter and render a decision in writing within five (5) working days following his/her receipt of the complaint.

3. STEP THREE

a. In the event the grievance has not been resolved at Step Two, then within five (5) working days following the determination of the Division Head or within

five (5) working days following the time allotted for such decision, the matter may be submitted to the Director of the Department or his/her representative.

b. The Director of the Department, or his/her representative, shall review the matter and render a decision within five (5) working days following his/her receipt of the complaint.

4. STEP FOUR

a. In the event the grievance has not been resolved at Step Three, the matter may be submitted to the Business Administrator or his/her representative within five (5) working days following the decision of the Director of the Department or within five (5) working days following the time allotted for such decision.

b. The Business Administrator or his/her representative shall review the matter and render a decision within five (5) working days following his/her receipt of the complaint.

5. STEP FIVE

a. Should the aggrieved employee be dissatisfied with the decision of the Business Administrator or his/her representative, the Association may, within ten (10) working days from the date the Step Four decision is due or rendered, request arbitration. The arbitrator shall be chosen in accordance with the Rules of the Public Employment Relations Commission.

b. However, no arbitration hearing shall be scheduled sooner than thirty (30) days from the date the Step Four decision is due or rendered. In the event the aggrieved elects to pursue Civil Service procedures, the arbitration hearing shall be cancelled and the matter withdrawn from arbitration. The Association shall pay

whatever arbitrator's fees and costs may have been incurred in processing the case to arbitration.

c. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts involved in the grievance as presented to him/her. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto, or to add new provisions to this Agreement or to any amendment or supplement thereto.

d. The costs for the services of the arbitrator shall be borne equally between the City and the Association. Any other expenses incurred, including but not limited to the presentation of witnesses shall be paid by the party incurring same.

e. Employees and necessary witnesses shall have time off with pay to attend to grievances. The arbitrator shall set forth his/her findings of fact and reasons for making the award which shall be binding on the parties within thirty (30) days after conclusion of the arbitration hearing unless otherwise agreed to by the parties.

**D. CITY GRIEVANCES**

Grievances initiated by the City shall be filed directly with the Association within ten (10) calendar days after the event giving rise to the grievance has occurred. A meeting shall be held within (10) calendar days after filing a grievance between the representative of the City and the Association in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made, either party may file the matter for arbitration in accordance with Step Five above, with the exception of matters which are cognizable before the Civil Service Commission under the provisions of Title 11. In the event the City elects to

withdraw the matter from arbitration, the City shall pay whatever cost may have been incurred in processing the case for arbitration.

**ARTICLE V****ASSOCIATION REPRESENTATIVES**

Accredited representatives of the Association may enter the City facilities or premises for the purpose of observing working conditions or assisting in the adjustment of grievances. When the Association desires to have such representative enter the City's facilities, or premises, it will request permission from the appropriate City representative. Permission will not be unreasonably withheld, provided there should be no interference with the normal business of City government. There shall be no Association meetings on City time. Association meetings may be held on City property provided such facilities are available and further provided that permission is secured in advance from the appropriate department head.

In an effort to foster cooperation between the City and the Association (Newark Chapter), Association Representatives (City employees only) will be permitted to utilize designated office space equipped with a telephone for the purpose of conducting Association business as it pertains to the City. The Association shall select three employee representatives who shall be permitted to spend a reasonable amount of time in processing grievances and in conducting Association business as it pertains to the City provided there is no interference with City services. The amount of time devoted to Association business other than the processing grievances shall not exceed, in the aggregate, five (5) man days per month.

**ARTICLE VI**

**WORK WEEK**

A. Those employees covered by this Agreement who have a thirty-five (35) hour work week shall work seven (7) hours per day exclusive of the lunch period. Those employees covered by this Agreement who have a thirty-seven and a half (37.5) hour work week shall work seven and a half (7.5) hours per day exclusive of the lunch period.

B. Those employees covered by this Agreement who have a forty (40) hour work week shall work eight (8) hours per day exclusive of the lunch period.

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C. The City shall provide a 14-day notice in advance of non-emergency work schedule changes.

D. Employees who work tours shall receive at least 20 days notice of any tour change with involuntary tour changes being made only in inverse order of seniority.

**ARTICLE VII****DEFINITION OF OVERTIME****A. DEFINITION OF OVERTIME**

Authorized work performed in excess of the assigned normal daily or weekly working hours for each class of positions shall be considered overtime. Employees may be required to work a reasonable amount of overtime. Seniority shall be a factor in the assignment of overtime which shall be distributed as equitably as possible. All provisions of this Article shall apply to overtime which has been properly directed and authorized in advance by the appropriate department head or his/her designee(s).

**B. COMPENSATORY TIME OFF OR CASH PAYMENT FOR OVERTIME**

1. Employees who are required to work in excess of their normal work day or work week shall be compensated in cash or compensatory time off at the discretion of the City in accordance with the schedule noted below:

- a. For those employees whose normal work day is less than eight (8) hours any overtime work beyond the maximum of that work day and up to eight (8) hours shall be compensated for at straight time (one time).
- b. For those employees whose normal work week is less than forty (40) hours any overtime work beyond the maximum of that work week and up to forty (40) hours in any calendar week shall be compensated for at straight time (one time up to forty (40) hours).
- c. Work beyond eight (8) hours in any day or forty (40) hours in any calendar week shall be compensated for at one and one-half (1 1/2) time.



Effective January 1, 1998, the following language, included in paragraph B (1)(a) of this Article, shall be eliminated:

a. For those employees whose normal work day is less than eight (8) hours, any overtime work beyond the maximum of that work day and up to eight (8) hours shall be compensated for at straight time (one time).

Effective January 1, 1998, Article VII, Overtime, paragraph B (1)(c) shall read as follows:

c. Work beyond forty (40) hours in any calendar week shall be compensated for at one and one-half (1 1/2) time.

Effective January 1, 1998, longevity shall be included into overtime pay for any full-time employee whose standard hours of work is less than forty (40) hours per week.

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Employees shall have the opportunity to request particular compensatory days off. Such requests shall be made five (5) working days in advance and shall be subject to the approval of the Division head.

Approval of the Division head shall not be unreasonably withheld. A reasonable attempt shall be made to provide the employee with the opportunity to utilize compensatory days within the calendar year in which they are earned. Compensatory time shall not be lost at time of termination or otherwise.

C. Employees who are required to work on a holiday shall be compensated on the following basis:

1. Employees who are regularly scheduled to work on a holiday, and who have worked less than forty (40) hours in that work week, shall receive straight time pay for the holiday and straight time for all work on the holiday. Those employees who have worked

forty (40) or more hours in that work week exclusive of holidays shall receive straight time for the holiday as such and time and one-half for all time worked on the holiday.

2. Employees who are required to work on a holiday in an emergency situation shall be compensated on the following basis:

a. Those employees who have worked less than forty (40) hours in that work week shall receive straight time pay for the holiday, plus time and one-half for all time worked on the holiday.

b. Those employees who have worked over forty (40) hours in that work week exclusive of the holiday shall receive straight time pay for the holiday, plus double time (2 time) for all time worked on the holiday.

c. An employee who is called in to work in an emergency situation or on his/her regular day off shall be compensated for a minimum of four (4) hours according to the scheduled hereinabove outlined for holidays.

D. Any paid leave time will be counted as time worked for the purpose of calculating overtime pay.

## ARTICLE VIII

### COMPENSATION

- A. Effective January 1, 2009, the base salary of all employees will be increased by 0%.
- Effective January 1, 2010, the 2010 base salary of all employees shall be increased by 0%.
- Effective January 1, 2011, the 2011 base salary of all employees shall be increased by 0%.
- Effective January 1, 2012, the base salary of all employees shall be increased by 0%. However, all eligible employees shall receive a one-time stipend of five hundred (\$500) <sup>1</sup>. However, in lieu of the \$500 one-time stipend, those employees currently being paid on the “a” scale will be elevated to the “b” scale and the “a” scale will be eliminated.
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Effective January 1, 2013, the base salary of all employees shall be increased by 2%.

Effective January 1, 2014, the base salary of all employees shall be increased by 2%, inclusive of salaries and increments and in a manner consistent with the provisions Governor Chris Christie’s “Tool Kit” Reform Legislation and related enactments and amendments.

In addition to the above, the City agrees to pay Newark Council 21 one lump sum payment in the amount as scheduled immediately below herein, and which amount Newark Council 21 will distribute amongst its membership as it finds and deems appropriate:

\$325,000 is due in 2012.

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<sup>1</sup> Eligible employees are defined as those active employees who are on the payroll at the time that the disbursement is due.

B. The salaries for Traffic Control Officers shall be adjusted so that the minimum base salary is \$32,000.00 and the maximum base salary is \$38,502.72 effective January 1, 2012. Additionally, it is agreed and understood that for Traffic Control Officers who in 2012 earned less than the minimum as provided for immediately above, shall have their salary brought to the minimum, and those employees who are currently above the minimum as provided for immediately above shall only receive the stipend as provided for elsewhere in this Article.

C. All compensation procedures, promotion increases and increment schedules shall be in accordance with the City of Newark Master Pay Grade Schedule and in accordance with applicable City ordinances except that upon expiration of this Agreement (i.e.: 12/31/14) there shall be no automatic salary adjustment or step increases until a successor Agreement is reached.

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The parties recognize that other employee groups in the City have concepts of annual increments up until maximum salary is reached, in addition to across-the-board increases. The Association and the City shall explore the issue of the restoration of increments in future Agreements.

D. 1. Longevity benefits shall be granted to all eligible employees covered by this Agreement in accordance with ordinance 6S & Fh adopted November 2, 1966, as follows and in accordance with the following schedule:

Beginning January 1, following the 10th year of service - 4%

Beginning January 1, following the 15th year of service - 6%

Beginning January 1, following the 20th year of service - 8%

Beginning January 1, following the 25th year of service - 10%

Beginning January 1, following the 30th year of service - 14%

2. Longevity shall be based on service with the City from the date of original appointment, temporary or permanent, provided there is uninterrupted service. Longevity credit shall be automatic.
3. There shall be no longevity service credit for the period an employee is on leave of absence without pay, when such leave was requested by the employee to take employment elsewhere.
4. The longevity credit shall be added to the employee's salary and received by the employee at the time the longevity credit becomes due and shall be considered in total with the salary for pension purposes.
5. Additional compensation of any nature, including overtime, change of rate or payment for additional assigned duties will not be considered in computing longevity payments, nor shall such longevity payments be considered in computing change of rate, or payment for additional assigned duties.
6. Any interruption of service due to a cause beyond the control of the employee, or for military service, injury or illness, shall be considered as service for the City for the purpose of determining the completion of said cumulative periods of years of service with the City.
7. Longevity payments shall be considered as above and beyond any promotion in any title of any employee during his/her term of service. Each 2% longevity credit shall be based upon permanent salary received by the employee as of January 1, of the preceding year and the same percentage shall be paid each succeeding year until such employee reaches the next longevity step. For the purposes of this section MOET employees shall be considered to have a permanent salary.

8. Twelve (12) full months of service shall be considered as one (1) year for the purpose of calculating years of service.
  9. Longevity Payments will be eliminated for any and all employees hired on or after 1/1/2013.
- E.
1. All employees covered by this Agreement serving in the title of Court Attendant and Police Aide shall receive an annual clothing allowance of \$400.00 which shall be payable on the second pay day in the month of June. Such employees shall be responsible for the purchase, maintenance and replacement of all uniforms. Any such employee who does not complete a full calendar year of service with the City shall only be entitled to a pro rata share of the clothing allowance based on the length of the employee's service during the calendar year. Effective January 1, 2009, the clothing allowance shall be remained at \$450.00.
  2. All employees who assist Medical/Dental staff in the "Clinics" shall receive an annual clothing allowance of \$50.00 as a supplement for uniform, work related clothing, which shall be payable on the second pay day in the month of June. Additionally, the City will supply "scrubs" for those employees.
  3. All employees in the Fire Department covered by this Agreement in the titles of Fire Prevention Specialist, Communication Operator as well as all members of the Community Relations Unit who are required to wear uniforms shall receive a uniform allowance of \$400.00. Effective January 1, 2009, through December 31, 2014, the clothing allowance shall remain at \$450.00
  4. All employees in the Police Department covered by this Agreement in the titles of Parking Enforcement Officer and Police Aide shall receive a uniform allowance of

\$400.00. Effective January 1, 2009, through December 31, 2014, the clothing allowance shall remain at \$450.00

Employees serving in the titles set forth in paragraphs 3 and 4 above, shall be responsible for the purchase, maintenance and replacement of all uniforms and work related clothing. Any such employee who does not complete a full calendar year of service with the City shall only be entitled to a pro rata share of the clothing allowance based on the length of the employee's service during the calendar year.

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**ARTICLE IX****HOLIDAYS**

Paid holidays shall be granted to all employees subject to this Agreement in accordance with the schedule ordained by the Municipal Council to be effective commencing January of each year.

All employees serving in the titles of Public Safety Telecommunicator Trainee, Public Safety Telecommunicator, Supervising Public Safety Telecommunicator, and Chief Public Safety Telecommunicator in the Fire Department shall be paid for the holidays as mentioned above in two installments: one installment in the month of July and the other installment in the month of December. In the event that the employee resigns or otherwise separates employment from any of the above positions, or from the City, the holiday pay shall be pro-rated.

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All employees serving in the title of Police Aide and Police Guard shall be paid for the holidays as mentioned above in two installments: one installment in the month of June and the other installment in the month of December. In the event that the employee resigns or otherwise separates employment from any of the above positions, or from the City, the holiday pay shall be pro-rated.



## ARTICLE X

### VACATION LEAVE

A. Employees covered in this Agreement shall be entitled to vacation leave with pay, based on their years of service and in accordance with N.J.S.A. 11:24A, et seq., N.J.A.C. 4:1-17, et seq., and as provided in Section 2:14-5, Title 2 of the Revised Ordinances of the City of Newark, New Jersey, 1966, as follows:

During an employee's first calendar year of employment, vacation leave shall be earned at the rate of one (1) working day of vacation for each month of service from her/his date, of original employment continuing on this basis through the remainder of the calendar year. An employee hired on the first (1st) day of the month through the eighth (8th) day of the month shall receive a one (1)-day vacation credit for the month. An employee hired on the ninth (9th) day of the month through the twenty-third (23rd) day of the month shall receive a one-half (1/2) day vacation credit for the month. An employee hired on the twenty-fourth (24th) day of the month through the last day of the month shall receive no vacation credit for the month. As of January 1, following an employee's original date of employment and for each subsequent January 1 the following schedule shall apply:

Twelve (12) working days vacation thereafter for every year and up to the completion of nine (9) years of service. Sixteen (16) working days vacation after the completion of nine (9) years of service and up to the completion of nineteen (19) years of service.

Effective January 1, 1991, each eligible employee covered by this Agreement shall be entitled to seventeen (17) working days vacation after the completion of nine (9) years of service and up to the completion of nineteen (19) years of service.

Twenty-one (21) working days vacation after the completion of nineteen (19) years of service and up to the completion of twenty-five (25) years of service. Twenty-three (23) working days vacation after the completion of twenty-five (25) years of service and thereafter.

Effective January 1, 1992, each eligible employee covered by this Agreement shall be entitled to twenty-five (25) working days vacation after the completion of twenty-five (25) years of service and thereafter.

B. For the purposes of efficient vacation scheduling and in accordance with the above schedule, an employee may be credited with vacation leave (in each appropriate calendar year) prior to the leave earned with the assumption that the employee will be employed for the full calendar year. However, an employee whose service is terminated or is placed on leave of absence without pay prior to the end of the calendar year shall have all non-earned vacation leave deducted from his/her last paycheck. An employee who has been terminated shall be entitled to the vacation allowance of all accumulated time plus vacation days prorated for the current year based upon the number of months worked in the calendar year in which the termination or leave of absence without pay becomes effective. An employee whose service is terminated between the first (1st) and eighth (8th) day of the month shall not receive vacation credit for the month. An employee whose service is terminated between the ninth (9th) and twenty-third (23rd) day of the month shall receive one-half (1/2) month's vacation credit for the month. An employee terminated on the twenty-fourth (24th) day of the month and thereafter shall receive one (1) month's vacation credit for the month.

C. An employee who is on leave of absence without pay shall not earn vacation credits while on such leave nor shall he/she be granted vacation leave based upon prior earned credits until he/she shall return to active status. Upon return to active status, an employee who has been on an

approved leave of absence without pay shall receive vacation leave in accordance with the provisions of this Article and based upon the employee's continuous service which shall be calculated from the employee's last employment date. An employee's continuous service, however, shall not include the length of time of any approved leave of absence without pay.

D. According to the above schedule, all earned vacation credits shall be paid to the employee or to his/her estate in case of death or termination in accordance with existing law.

E. An employee who is on sick leave with pay or an employee who is injured or disabled as a result of, or arising from his/her employment shall continue to receive vacation credits in the same manner as that granted for active status.

F. Vacation leave can only be taken with the approval of an employee's Department Head or Division Manager and according to appropriate seniority rights.

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G. All part-time employees shall receive vacation credit allowance on a proportionate basis. Seasonal employees are not eligible to earn vacation leave.

H. Vacation leave allowed for any given year should be used during the year in which it is granted. Where in any calendar year the vacation leave or any part thereof is not granted by reason of the pressure of the City's business, such vacation periods [or] parts thereof not granted shall accumulate and shall be granted during the next succeeding year only. Under no circumstances shall more than one (1) year of earned vacation leave be carried over into the following year.

I. An employee who becomes ill or incapacitated while on vacation may upon proper notification and verification to the Department Director transfer time required for illness or incapacity to available sick leave credits. However, this transfer shall not extend the date of return from vacation unless otherwise approved by the Department Director.

J. Vacation leave is not transferable from one grant program to another, nor from a grant program to the City, nor from the City to a grant program. An employee involved in changes of this nature shall be paid for any vacation leave due [to] him/her or shall reimburse the City on a pro-rata basis for any vacation time taken but not earned in the year in which the termination becomes effective. The employee shall then earn vacation leave during his/her first calendar year in the new program at the rate of one (1) day per month. However, an employee's original date of hire shall be considered in the determination of vacation credits due where the employee has completed ten (10) continuous years of service or more.

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ARTICLE XI

HEALTH INSURANCE AND LIFE INSURANCE

The provision of this Article shall be administered in accord with provisions P.L. 2011, Chapter 78, as presently provided.

A. The City agrees to continue to provide Health Insurance coverage during the lifetime of this Agreement for all employees and their eligible dependents in accordance with the following health benefits plan: Blue Cross hospitalization plan; Horizon Blue Cross/Blue Shield of New Jersey Traditional Plan.

Effective June 1, 2009, the lifetime maximum coverage shall be increased from \$1,000,000 lifetime maximum to an unlimited lifetime maximum for active employees.

Effective January 1, 2004, the Major Medical individual lifetime maximum shall be increased from \$250,000.00 to \$500,000.00 for active employees. Effective January 1, 2005, the Major Medical Lifetime Maximum shall be increased from \$500,000.00 to \$750,000.00 for active employees. Effective January 1, 2006, the Major Medical Lifetime Maximum shall be increased from \$750,000.00 to \$1,000,000.00 for active employees.

Effective January 1, 2004, the Major Medical annual deductible shall be increased from \$100.00 to \$150.00 for active employees. Effective January 1, 2005, the Major Medical annual deductible shall be increased from \$150.00 to \$200.00 for active employees. Effective January 1, 2006, the Major Medical annual deductible shall be increased from \$200.00 to \$250.00 for active employees.

B. Each Employee shall assume via payroll deduction, twenty-five percent (25%) of the additional premium difference between the cost of the Blue Shield 14/20 Series Medical-Surgical Plan and the cost of the P.A.C.E. Medical-Surgical Plan.

C. An employee represented by this collective bargaining unit who is eligible for dependent coverage under any medical, dental or prescription drug benefit plan sponsored by the City of Newark shall be entitled only to such dependent coverage for said plan and shall not be entitled to coverage as a subscriber to said health plan provided under this Agreement except that where more than one family member is represented by this Agreement, the subscriber shall be the employee family-member with the earliest date of birth.

D. The Blue Cross/Blue Shield Mandatory Second Surgical Opinion shall continue for each employee covered under this Agreement, and for their eligible dependents.

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The Blue Cross/Blue Shield Patient Admission Review Program shall continue for each employee covered under this Agreement, and for their dependents.

E. Eligible retirees, with twenty-five (25) years of continuous service, and their eligible dependents shall be entitled to: Blue Cross Hospitalization Plan; Prudential 1400B Medical-Surgical Plan; and Prudential Major Medical Plan. Said coverage is to continue until such time as the retiree attains the age of sixty-five (65) and is thereby eligible for coverage under Medicare as described below.

F. Effective January 1, 1990, the individual Lifetime Maximum under the Prudential Major Medical Plan shall be increased to \$250,000.00 for employees who retire on or after January 1, 1990. Effective January 1, 2005, increase Major Medical Lifetime Maximum from \$250,000.00 to \$1,000,000.00 and Major Medical annual deductible from \$100.00 to \$250.00 for those employees who retire on or after January 1, 2005.

G. Effective April 1, 2001, for those eligible employees who retire on or after January 1, 2001, the 1400B Medical-Surgical Plan shall be replaced with the Blue Shield 14/20 Plan.

For the purpose of this Memorandum of Agreement of the following definition will apply.

Retiree: An individual who has satisfied the retiree health benefit entitlement criteria in accordance with the contract or by health benefit retirement established by Ordinance.

Effective January 1, 2013, all active employees covered under this Agreement shall make a ten dollar (\$10.00) per month contribution toward their retiree health benefits.

Effective June 1, 2008:

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All Medicare (Parts A and B) eligible retirees and their eligible dependents (legal spouse or eligible Civil Union partner) will be ineligible for the City's traditional retiree health plan offered by Horizon Blue Cross Blue Shield of New Jersey (hospitalization/med-surgical).

All Medicare (Parts A and B) eligible/enrolled retirees and their eligible/enrolled spouse or Civil Union partner who are entitled to City funded retiree health benefits will be entitled to enroll in the contracted carrier provided Medicare retiree plan. The City agrees to assume the full employer billed cost of the carrier provided Medicare retiree plan for the eligibly enrolled population.

The City will no longer provide a separate Medicare supplemental retiree health insurance plan for Medicare eligible retirees or their Medicare eligible dependents. The carrier

provided Medicare retiree plan will be the sole employer sponsored retiree health benefit plan for all Medicare eligible retirees and their eligible spouse/Civil Union partners.

The enrollment under the carrier provided Medicare retiree plan will be based on single member enrollment. Therefore, the eligible retiree and eligible spouse/Civil Union partner will be provided with separate enrollment under the carrier provided Medicare retiree plan.

All confirmed Medicare ineligible (based on notification from Medicare indicating Part A benefit is not "premium free".) retirees and their spouse/Civil Union partner will be entitled to the traditional retiree health plan noted in their union contract or by health benefit entitlement established by ordinance.

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Eligible retiree's entitlement under the carrier provided Medicare retiree plan will continue for the remainder of the retiree's life.

All City sponsored health benefit coverage for the spouse, Civil Union partner and dependent children will cease immediately upon the retiree's death.

Medicare eligible retirees that reside outside of the 50 States are ineligible to participate in the carrier provided Medicare retiree plan. Traditional retiree plan entitlement will continue for retirees, their spouses and eligible Civil Union partners that have permanent residence outside of the 50 States. They will receive benefit in accordance with the contract or by health benefit entitlement established by ordinance.



Retirees and their eligible spouse that are at least age 65 but ineligible (based on notification from Medicare) for Medicare Part A or B must submit the original notification letter they received from Medicare to the City. These retirees will be ineligible to enroll in the carrier provided Medicare retiree plan and must remain in the traditional retiree plan, receiving benefit levels in accordance with the union contract or by health benefit entitlement established by ordinance.

Traditional retiree plan entitlement will continue for dependent children of the Medicare eligible retiree. The benefit levels will be provided in accordance with the contract or by health benefit entitlement established by ordinance.

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Uninterrupted member enrollment in the carrier provided Medicare retiree plan is contingent upon timely Part A/B premium payments to Medicare which are made by the Medicare eligible retiree and spouse.

If reenrollment in the carrier provided Medicare plan is required, the enrollment will be subject to the established enrollment periods provided for the City subscribers and their eligible dependents.

The Medicare Part B reimbursement entitlement is contingent upon the entitlement reflected in the union contract or by health benefits entitlement established by ordinance.

H. The Blue Cross Hospitalization Plan and the Blue Shield P.A.C.E. Medical-Surgical Plan cover eligible dependent children until the end of the calendar year in which their nineteenth (19<sup>th</sup>) birthday occurs. The Prudential 1400B Medical-Surgical Plan and the Prudential Major Medical Plan cover eligible dependent children until the date on which the nineteenth (19<sup>th</sup>) birthday occurs unless both of the following conditions are met: (a) the child is wholly dependent upon the employee for support and maintenance; and (b) the child is enrolled as a full-time student in an educational institution; in which case eligible dependent children shall be covered until the date on which their twenty third (23<sup>rd</sup>) birthday occurs.

Effective at full execution of the 2003-2006 contract, all benefits conferred upon retirees as per the collective bargaining agreement shall be provided to those employees who retire on or after January 1, 1996 with twenty-five (25) years of aggregate service with the City of Newark.

I. Eligible retirees who have earned Medicare Part A coverage shall be reimbursed by the City for the purchase of Medicare Part B upon receipt notification by the retiree to the City.

J. Eligible retirees who have not earned Medicare Part A coverage shall be provided with comparable hospitalization coverage by the City upon proper notification by the retiree to the City. Medicare Part B premiums for these same eligible retirees shall be paid by the City upon submission by the retiree to the City of his/her initial Medicare Part B bill.

K. All eligible retirees shall receive, at the City's expense, for themselves and their eligible dependents, supplemental coverage for Medicare Parts A & B and integrated Major Medical.

All eligible employees who retire on or after January 1, 1998, and who have earned Medicare Part A coverage shall be reimbursed by the City at the rate of fifty percent (50%) for the purchase of Medicare Part B upon proper notification by the retirees to the City.

L. All eligible employees covered by this Agreement who are retired on an accidental disability retirement on or after January 1, 1987, with less than twenty-five (25) years of continuous service shall receive the same health benefits as those employees who retire with twenty-five (25) years of continuous service.

M. The City reserves the right to change insurance carriers or provide insurance on a self-insured basis during the lifetime of the Agreement so long as substantially similar benefits but no less than those presently in effect are provided. The City shall notify the Association if such change is made. In any event, there shall be no interruption of medical benefit coverage for employees covered by this Agreement.

N. All employees governed by this Agreement who select HMO coverage shall pay the difference between the cost of an HMO and the City's share of the combined cost of the Blue Cross/Blue Shield P.A.C.E. Plan and the Prudential Major Medical Plan, if the HMO monthly premium is higher.

O. Each active employee covered by this Agreement shall be covered by the insurance carrier or the City, with a \$15,000.00 Life Insurance Death Benefit plus \$30,000.00 Accidental Death and Dismemberment coverage.

The Life Insurance Death Benefit shall be reduced to a total of \$1,500.00 for all employees who retire after the execution of this Agreement and who shall have completed a minimum of fifteen (15) years of service with the City of Newark.

Effective January 1, 1997, the aforementioned Death Benefit and Accidental Death and Dismemberment coverage shall be eliminated for active employees, and for those who retire on or after January 1, 1997.

P. Said Life Insurance Death Benefit coverage shall apply only to employees of the City of Newark and to eligible dependents.

Q. A provisional employee shall have served a minimum of ninety (90) days of continuous service with the City of Newark to be eligible for health and medical insurance coverage in all instances.

R. If health and medical insurance coverage, as described herein, is provided by a contract of insurance, the liability of the City shall be limited to the terms of the contract, provided the contract is in accord with the Agreement.

S. The City shall provide a Prescription Plan during the lifetime of this Agreement to eligible employees and their eligible dependents. The Prescription Plan shall provide for a One Dollar and Fifty Cents (\$1.50) co-payment per prescription for generic drugs and a five dollar (\$5.00) co-payment per prescription for brand-name drugs.

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Effective January 1, 2004, the aforementioned co-payment shall be increased from \$1.50 to \$5.00 for generic drugs and from \$5.00 to \$10.00 for brand-name drugs.

T. The City agrees to provide a Dual Choice Dental Plan for all eligible employees covered by this Agreement, and their eligible dependents. In the event that an employee chooses the Open Panel, the employee, shall pay the premium difference between the cost of the Closed Panel and the cost of the Open Panel.

1. The eligible employees covered by this Agreement who select and participate in a Closed Panel dental plan, shall have their co-payment decrease from the present level of fifty percent (50%) to twenty percent (20%); the carrier shall pay eighty percent (80%)

of the Usual Customary Rate (UCR) for certain designated procedures, in accordance with schedules issued by the carrier.

2. For employees covered by this Agreement who select and participate in an Open Panel Dental Plan, the employee's contribution through payroll deduction shall be eliminated.

U. Part-time employees covered by this Agreement are not entitled to any health, medical, hospitalization, dental, life or death benefit insurance of any kind provided by this Agreement. A part-time employee is defined as any employee who is regularly scheduled to work twenty (20) hours per week or less or who works unscheduled work hours.

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## ARTICLE XII

### SICK LEAVE

#### A. GENERAL

Every employee covered by this Agreement shall be entitled to paid sick leave benefits per annum according to N.J.A.C. 4A:6-1.1, et seq., of the Department of Civil Service Regulations for the State of New Jersey, as periodically revised, and the applicable provisions of N.J.S.A. 11:24-A, et seq.

#### B. SERVICE CREDIT FOR SICK LEAVE

1. All permanent employees and provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.
2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be used for short periods because of death in the employee's immediate family or for the attendance of the employee upon a member of his/her immediate family who is seriously ill.

#### C. AMOUNT OF SICK LEAVE

1. Sick leave with pay shall accrue to any full time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) days every calendar year thereafter.
  - a. An employee hired on the first (1st) day of the month through the eighth (8th) day of the month shall receive a sick leave credit of one (1) day for the month. An employee hired on the ninth (9th) day of the month through the twenty-third (23rd) day of the month shall receive a one-half (1/2) day sick leave credit for

the month. An employee hired on the twenty-fourth (24th) day of the month through the last day of the month shall receive no sick leave credit for the month.

b. For the purposes of efficient sick leave scheduling and in accordance with the above schedules, an employee may be credited with sick leave (in each appropriate calendar year) prior to the leave actually being earned with the assumption that the employee will be employed for the full calendar year; however, an employee whose service is terminated or is placed on leave of absence without pay prior to the end of the calendar year shall have all non-earned used sick leave deducted from his/her last paycheck.

c. An employee whose service is terminated between the first (1st) and eighth (8th) day of the month shall not receive sick leave credit for the month. An employee whose service is terminated between the ninth (9th) and twenty-third (23rd) day of the month shall receive one-half (1/2) month's sick leave credit for the month. An employee whose service is terminated on the twenty-fourth (24th) day of the month and thereafter shall receive one (1) month's sick leave credit for the month.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

3. An employee shall not be reimbursed for accrued sick leave at the time of termination of his employment, with the exception of retirement as described below. Upon termination, the City shall certify to the Department of Civil Service the employee's accumulated sick leave which shall be made a part of the employee's permanent record.

D. **UNUSED SICK LEAVE**

Effective January 1, 1982, the City agrees to implement the following program to convert unused sick time into a cash payment for the employees covered in this Agreement at the time of their retirement.

1. For an employee who has accumulated zero (0) to fifty (50) days of unused sick time at the effective date of retirement there shall be no payment.
2. For an employee who has accumulated fifty-one (51) to one hundred and fifty (150) unused days of sick time inclusive, at the effective date of retirement there shall be a payment in the amount of twenty-five (25%) percent of the value of sick days exceeding 50 days computed on the average daily base permanent salary, exclusive of longevity, overtime, and all other compensation of the employee for the 12 months preceding the effective date of retirement.
3. For an employee who has accumulated more than one hundred and fifty (150) days of unused sick time at the effective date of retirement there shall be a payment as in Section B above for the first 150 days and a payment in the amount of fifty percent (50%) of the value of the remaining accumulated sick time computed on the average daily base permanent salary, exclusive of longevity, overtime and all other compensation of the employee for the 12 months preceding the effective date of retirement up to a total maximum of twelve-thousand dollars (\$12,000.00).
4. Effective January 1, 1990, for an employee who has accumulated fifty-one (51) to one hundred and fifty (150) unused days of sick time inclusive at the effective date of retirement there shall be a payment in the amount of thirty-five percent (35%) of the value of sick days exceeding fifty (50) days computed on the average daily base permanent



salary, exclusive of longevity, overtime, and all other compensation of the employee for the twelve (12) months preceding the effective date of retirement.

5. Effective January 1, 1991, for an employee who has accumulated more than one hundred and fifty (150) days of unused sick time at the effective date of retirement, there shall be a payment in accordance with the existing Agreement for the first one hundred and fifty (150) days and a payment in the amount of sixty percent (60%) of the value of the remaining accumulated sick time computed on the average daily base permanent salary, exclusive of longevity, overtime and all other compensation of the employee for the twelve (12) months preceding the effective date of retirement up to a total maximum of fifteen-thousand dollars (\$15,000.00).

**E. REPORTING OF ABSENCE ON SICK LEAVE**

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1. If an employee is absent for reasons that entitle him/her to sick leave, the supervisor shall be notified promptly as of the employee's usual reporting time, except in those work situations where notice must be made prior to the employee's starting time.

a. Failure by the employee to so notify his/her supervisor may be cause of denial of the use of sick leave for that absence and may constitute cause for disciplinary action.

b. The City may consider an absence by an employee without notice for five (5) consecutive days to constitute a resignation.

**F. VERIFICATION OF SICK LEAVE**

1. An employee who shall be absent on sick leave for three (3) or more consecutive working days may be required to submit acceptable medical evidence substantiating the illness.

- a. An employee who has been absent on sick leave for periods totaling ten (10) days in one (1) calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring absences of one (1) day or less in which case only one (1) certificate shall be necessary for a period of six (6) months.
  - b. The City may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable and warranted under the circumstances. Abuse of sick leave shall be cause for disciplinary action.
2. In case of leave of absence due to exposure to a contagious disease, a certificate from the Department of Child and Family Well-Being shall be required.
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3. The City may require an employee who has been absent because of personal illness, as a condition of his/her return to duty to be examined, at the expense of the City, by a physician designated by the City. Such physician designated by the City may consult with the employee's physician and shall establish whether the employee is capable of performing his/her normal duties and that his/her return will not jeopardize the health of other employees.

## ARTICLE XIII

### LEAVE OF ABSENCE

- A. Every employee subject to this Agreement may be granted a Leave of Absence according to applicable Department of Civil Service Regulations for the State of New Jersey, as periodically revised.
- B. Any employee who is a duly authorized representative of Essex Council shall be granted a Leave of Absence with pay to attend a State Convention of the New Jersey Civil Service Association pursuant to the provisions of N.J.S.A. 38:23-2; and, N.J.A.C. 4:1-17.9.
- C. The provisions of N.J.S.A. 2A:69-5 shall apply for employees covered in this Agreement.
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**ARTICLE XIV**

**DISABILITY LEAVE**

An employee who is disabled because of occupational injury or disease shall be accorded disability leave with pay in accordance with N.J.A.C. 4:1-17.1, et seq., and N.J.S.A. 11:24A-4.

## ARTICLE XV

### PERSONAL AND BEREAVEMENT LEAVE

All employees covered by this Agreement shall be entitled to one (1) personal day to be utilized with the approval of the Department Director. The personal day must be used within that calendar year, or it will be forfeited. The personal day shall be credited to an employee on the first (1<sup>st</sup>) day of each year. Any employee hired on or before August 31st of any year shall receive one (1) personal day allowance for that year. An employee hired on September 1st or thereafter of any year shall receive no credit for that year.

Employees covered by this Agreement shall be entitled up to a maximum of three (3) bereavement days per calendar year upon the death of the employee's parents, grandparents, step-parents, siblings, spouse, civil union partner or children. Additional bereavement leave is chargeable to sick leave pursuant to Article XII. Proof of loss will be required.

**ARTICLE XVI****TRAVEL ALLOWANCE**

Effective January 1, 1992, all eligible employees (as defined in PDP-42; Daily Travel Reimbursement) covered by this Agreement who utilize a personal vehicle on a full-time basis or on a regular basis as an essential part of the performance of his/her official duties and responsibilities shall be entitled to receive payment from the City at the rate of \$7.50 per diem for each working day on which the employee so uses his/her personal vehicle. Effective July 1, 2007, the daily rate will increase to \$11.00 per day.

Effective April 1, 2001, employees whose jobs entail travel on a full-time basis or on a regular basis and who have been incurring out-of-pocket bus expenses shall be furnished with a bus card.

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## ARTICLE XVII

### EMPLOYEE TRAINING

- A. The City and the Association agree that training is an integral function of management and an essential requirement for all employees to promote acceptable and increased levels of competence.
- B. The Association agrees that it will encourage members of the bargaining unit to maintain acceptable and increased levels of competence by:
1. Keeping abreast of changes occurring in their field, craft, trade, profession or occupation.
  2. Participating in development activities in order to perform more efficiently in current and future assignments. These development activities may include on-the-job training and classroom training.
  3. Realizing that not all training and development are directly related to their jobs and that they have a responsibility for self development.
- C. The City will plan and provide for training and development of employees to meet acceptable and increasing levels of competence.
- D. The City and the Association agree to meet upon written notice of either party to consider training and development programs for employees covered by this Agreement. Such programs may include partial or full reimbursement by the City for approved courses which are completed by employees.

**ARTICLE XVIII****BULLETIN BOARDS**

Bulletin Boards shall be made available by the City at each work location for use by the Association for the purpose of posting Association announcements and other information of a non-controversial nature. The Department Director, or his/her representative may remove from that department's Bulletin Board(s) any material which does not conform with the intent and provisions of this Article.

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## ARTICLE XIX

### EMPLOYEE PERFORMANCE

A. The Association agrees to support and cooperate with the City and the City agrees to support and cooperate with the Association in improving employee performance. In furtherance thereof the Association shall encourage all employees to:

1. Be in attendance and punctual for scheduled work hours, unless unavoidably prevented.
  2. Give such effort to their work as is consistent with the requirements thereof.
  3. Avoid waste in the utilization of materials and supplies.
  4. Maintain and improve levels of performance.
  5. Assist in preventing accidental injury to themselves and others.
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6. Cooperate in the installation of methods and technological improvements and suggest other improvements where possible.
  7. Assist where possible in building good will between the City, the Association and the public at large.

B. The Association recognizes that it is the City's responsibility to determine levels of performance for employees, and to establish standards and methods to provide services to the public in the most efficient manner possible.

C. Pursuant to Civil Service Rules and Regulations, standards for acceptable levels of performance may be established and employees evaluated by the City in relation to the duties and responsibilities of each job.

**ARTICLE XX****DEDUCTIONS FROM SALARY**

- A. The City agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Association. Such deductions shall be made in compliance with Chapter 310, Public Law of 1967, N.J.S.A. (R.S.) 53:14-15, 9e as amended. Said monies, together with records of any corrections, shall be transmitted to the Association office by the fifteenth (15th) of each month following the monthly pay period in which deductions were made.
- B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Association shall furnish to the City written notice prior to the effective date of such change, and shall furnish to the City either new authorizations from its members, showing the authorized deduction for each employee, or an official notification on the letterhead of the Association, signed by the President and Secretary of the Association, advising of such changed deduction.
- C. The Association will provide the necessary "Check off Authorization" form and the Association will secure the signature of its members on the forms and deliver the signed forms to the Director of Finance. The Association shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon salary deduction and authorization cards submitted by the Association to the City, or in reliance upon any official notification sent to the City, on the letterhead of the Association which as signed by the President and Secretary of the Association, advising of any change in the deduction amount.

## ARTICLE XXI

### REPRESENTATION FEE IN LIEU OF DUES

- A. All employees in the bargaining unit who are not members of the Association shall be required to pay a representation fee, in lieu of dues, for services rendered by the Association.
- B. The representation fee shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the Association to its own members, less the cost of benefits financed through the dues, fees and assessments, and available to, or benefiting only its members, with a maximum limit of eighty-five percent (85%) of the regular membership dues, fees and assessments.
- C. (1) The Association shall establish and maintain a "demand and return" system which provides pro-rata returns, as required by N.J.S.A. 34:13A-5.5 and N.J.S.A. 34:13A-5.6.

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(2) Any non-member employee who pays a representation fee to the Association in lieu of dues shall have the right to demand and receive from the Association a return of any portion of that representation fee which represents the non-union member's pro-rata share of expenditures by the Association that are in aid of activities or causes of a partisan, political or ideological nature only incidentally related to the terms and conditions of employment of such employee or applied toward the cost of any other benefits available only to members of the Association.

(3) Any non-member employee shall be entitled to a review of the amount of the representation fee by requesting the Association to substantiate the amount charged for the representation fee. The Association shall establish and maintain such a review system and shall submit a copy of its review system to the City. The deduction of the representation fee shall be available only if the Association establishes and maintains this review system.

D. The Association shall be entitled to the representation fee, only if membership in the Association is available to all employees in the bargaining unit on an equal basis; and, provided further, that nothing herein shall be deemed to require any employee to become a member of the Association.

E. Payment of the representation fee shall be made to the Association during the term of the collective bargaining agreement effecting such non-member employees, and during the period, if any, between successive agreements so providing.

F. (1) The employer shall deduct the representation fee from the wages or salaries of the non-member employees.

(2) The Association shall provide to the employer a list of membership dues, fees and assessments charged to its own members, and the cost of any benefits financed there from which benefit only members; any change in this list must be reported to the employer within fifteen (15) days of such change.

(3) The deduction process and the transmission of fees to the Association will, as nearly as is efficient and practicable for the employer, be the same as the deduction process and transmission of regular membership dues, fees and assessments to the Association.

(4) Obligation to pay the representation fee shall start the thirtieth (30) day after the beginning of an employee's employment in a position included in the bargaining unit, or the tenth (10th) day after re-entry into the bargaining unit, for employees who previously served in a position included in the bargaining unit and who continued in the employ of the employer in an excluded position, and individuals being re-employed in the bargaining unit from a re-employment list.

G. As of the date of the signing of the Agreement by both parties, the City of Newark agrees to commence agency fee deductions for the Association upon receipt of verifications from the Association that all unit members have received notice of the “demand and return” procedures in a manner which conforms with Boonton v. Kramer, (Docket CI-82-32-124), and a copy of the “demand and return” system.

H. The Association shall indemnify and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, action taken by the City pursuant to the terms of this Article.

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**ARTICLE XXII****NO STRIKE AND LOCKOUT PLEDGE**

- A. During the term of this Agreement the Association agrees on behalf of itself and insofar as it is legally possible on behalf of each of its members that there will be no strike of any kind and the City agrees that it will not cause any lockout.
- B. The Association covenants and agrees that neither the Association nor any person acting on its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of an employee from his/her position, or stoppage of work or sustenance in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the City. The Association agrees that such action would constitute a material breach of this Agreement.
- C. In the event of a strike slowdown, walkout, or job action, it is covenanted and agreed that participation in any such activity by an employee shall be deemed grounds for disciplinary action including termination of such employee or employees subject, however, to the application of the Department of Civil Service Regulations.
- D. Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain any judicial relief it may be entitled to, in law or in equity, for an injunction or damages, or both, in the event of a breach of this Article by the Association or any of its members.

**ARTICLE XXIII**

**HEALTH AND SAFETY**

The parties recognize that from time to time there may be health issues affecting specific areas of the workplace. When there are such adverse health issues which create an unsafe working environment, employees shall notify the City's Health and Safety Committee to have the problem addressed. The City recognizes that when the workplace causes adverse health conditions to employees, employees will not be required to work at that particular location, but will be relocated to another safe and healthy location.

The parties will continue to seek to negotiate secure parking for employees covered by this Agreement.

**ARTICLE XXIV****NON DISCRIMINATION**

- A. There shall be no discrimination by the City or the Association against any employee on account of race, color, creed, sex or national origin.
- B. There shall be no discrimination, interference, restraint or coercion by the City or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Association or because of any lawful activities by such employees covered under this Agreement. The Association, its members and agents shall not discriminate against, interfere with, restrain or coerce any employees covered by this Agreement who are not members of the Association.
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## ARTICLE XXV

### SEPARABILITY AND SAVINGS

A. If any provision of this Agreement, or any application of this Agreement to any employee or group of employees, is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

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**ARTICLE XXVI****FULLY BARGAINED PROVISIONS**

- A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were, or could have been, the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement except as stated otherwise in this Agreement.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing executed by both parties.
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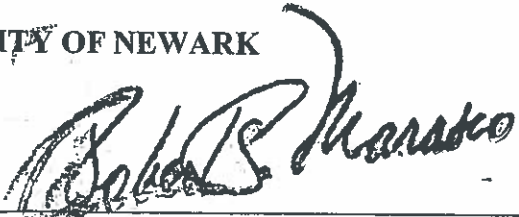
**ARTICLE XXVII**

**DURATION**

- A. This Agreement shall be in full force and effect as of January 1, 2009 and shall remain in effect, to and including, December 31, 2014.
  - B. This Agreement shall continue in full force and effect from year to year therefore, unless one party or the other gives notice in writing at least ninety (90) days prior to the expiration date of this Agreement.
-

IN WITNESS WHEREOF, the Parties hereto have set their hands and seals at Newark, New Jersey on this \_\_\_\_ Day of \_\_\_\_\_ 20\_\_.

CITY OF NEWARK

  
\_\_\_\_\_  
ROBERT P. MARASCO, CITY CLERK

8-9-12

CITY OF NEWARK

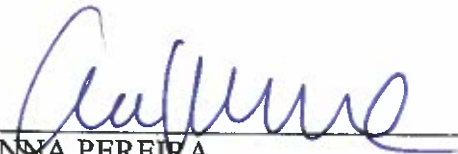
  
\_\_\_\_\_  
CORY A. BOOKER, MAYOR

WITNESSED:

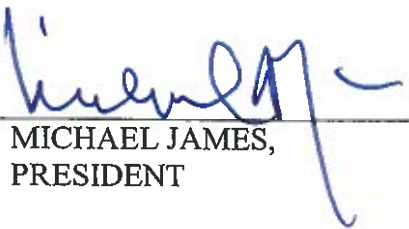
  
\_\_\_\_\_  
KECIA DANIELS,  
PERSONNEL DIRECTOR

  
\_\_\_\_\_  
JULIEN X. NEALS,  
BUSINESS ADMINISTRATOR

APPROVED AS TO FORM:

  
\_\_\_\_\_  
ANNA PEREIRA,  
CORPORATION COUNSEL

NEWARK COUNCIL NO. 21

  
\_\_\_\_\_  
BY: MICHAEL JAMES,  
PRESIDENT



## MEMORANDUM OF AGREEMENT

Between the City of Newark  
And  
Newark Council No. 21, Newark Chapter  
New Jersey Civil Service Association (AFL-CIO)

April 10, 2012

### ARTICLE VI - Work Week

Between Sections A & B, add language referencing 37.5 hour employee:

Those Employees covered by this Agreement who have a thirty-seven and a half (37.5) hour work week shall work seven and a half (7.5) hours per day exclusive of the lunch period.

Section D: To be eliminated.

### ARTICLE VIII - COMPENSATION

The following sections shall be changed as follows:

Section A: Effective January 1, 2009, the base salary of all employees shall be increased by 0%.

Effective January 1, 2010, the 2010 base salary of all employees shall be increased by 0%.

Effective January 1, 2011, the 2011 base salary of all employees shall be increased by 0%.

Effective January 1, 2012, the base salary of all employees shall be increased by 0%. However, all eligible employees shall receive a one-time stipend of five hundred (\$500) <sup>1</sup>. However, in lieu of the \$500 one-time stipend, those employees currently being paid on the (a) scale will be elevated to the (b) scale and the (a) scale will be eliminated.

Effective January 1, 2013, the base salary of all employees shall be increased by 2%.

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<sup>1</sup> Eligible employees are defined as those active employees who are on the payroll at the time that the disbursement is due.

Effective January 1, 2014, the base salary of all employees shall be increased by 2%, inclusive of salaries and increments and in a manner consistent with the provisions Governor Chris Christie's "Tool Kit" Reform Legislation and related enactments and amendments.

In addition to the above, the City agrees to pay Newark Council 21 one lump sum payment in the amount as scheduled immediately below herein, and which amount Newark Council 21 will distribute amongst its membership as it finds and deems appropriate:

- a. \$325,000 is due in 2012.

Section C: To be eliminated.

Section D: To be eliminated.

Section F: Longevity payments will be eliminated for any and all employees hired on or after 1/1/2013.

Section G: Change Police Guard to Police Aide.

Section H: To be eliminated.

#### **ARTICLE XI- HEALTH INSURANCE AND LIFE INSURANCE**

Insert at beginning of Article:

The provision of this Article shall be administered in accord with provisions P.L. 2011, Chapter 78, as presently provided.

Change section A to delete Aetna Major Medical Plan and change Blue Cross/Blue Shield P.A.C.E. Medical/Surgical Program to Horizon Blue Cross/Blue Shield of New Jersey Traditional Plan.

Change Section A to include:

Effective June 1, 2009, the lifetime maximum coverage shall be increased from \$1,000,000 lifetime maximum to an unlimited lifetime maximum for active employees.

Additionally, in Section A the following changes will be made:

Delete references to Aetna Major Medical benefit. However, dependent benefits shall remain the same as those under the previous Aetna plan. Therefore, all eligible dependents shall be covered until 12/31, or as otherwise provided by law.

Add Section F to read as follows:

Effective January 1, 2010, all active employees covered under this Agreement shall make a ten dollar (\$10.00) per month contribution toward their retiree health benefits.

Add Section G to read as follows:

For the purpose of this memorandum of Agreement of the following definition will apply.

Retiree: An individual who has satisfied the retiree health benefit entitlement criteria in accordance with the contract or by health benefit entitlement established by Ordinance.

Effective June 1, 2008:

- All Medicare (Parts A and B) eligible retirees and their eligible dependents (legal spouse or eligible Civil Union partner) will be ineligible for the City's traditional retiree health plan offered by Horizon Blue Cross Blue Shield of New Jersey (hospitalization/med-surgical).
- All Medicare (Parts A and B) eligible/enrolled retirees and their eligible/enrolled spouse or Civil Union partner who are entitled to City funded retiree health benefits will be entitled to enroll in the contracted carrier provided Medicare retiree plan. The City agrees to assume the full employer billed cost of the carrier provided Medicare retiree plan for the eligibly enrolled population.
- The City will no longer provide a separate Medicare supplemental retiree health insurance plan for Medicare eligible retirees or their Medicare eligible dependents. The carrier provided Medicare retiree plan will be the sole employer sponsored retiree health benefit plan for all Medicare eligible retirees and their eligible spouse/Civil Union partners.
- The enrollment under the carrier provided Medicare retiree plan will be based on single member enrollment. Therefore, the eligible retiree and eligible spouse/Civil Union partner will be provided with separate enrollment under the carrier provided Medicare retiree plan.
- All confirmed Medicare ineligible (based on notification from Medicare indicating Part A benefit is not "premium free".) retirees and their spouse/Civil Union partner will be entitled to the traditional retiree health plan noted in their union contract or by health benefit entitlement established by ordinance.

- Eligible retiree's entitlement under the carrier provided Medicare retiree plan will continue for the remainder of the retiree's life.
- All City sponsored health benefit coverage for the spouse, Civil Union partner and dependent children will cease immediately upon the retiree's death.
- Medicare eligible retirees that reside outside of the 50 States are ineligible to participate in the carrier provided Medicare retiree plan. Traditional retiree plan entitlement will continue for retirees, their spouses and eligible Civil Union partners that have permanent residence outside of the 50 States. They will receive benefit in accordance with the contract or by health benefit entitlement established by ordinance.
- Retirees and their eligible spouse that are at least age 65 but ineligible (based on notification from Medicare) for Medicare Part A or B must submit the original notification letter they received from Medicare to the City. These retirees will be ineligible to enroll in the carrier provided Medicare retiree plan and must remain in the traditional retiree plan, receiving benefit levels in accordance with the union contract or by health benefit entitlement established by ordinance.
- Traditional retiree plan entitlement will continue for dependent children of the Medicare eligible retiree. The benefit levels will be provided in accordance with the contract or by health benefit entitlement established by ordinance.
- Uninterrupted member enrollment in the carrier provided Medicare retiree plan is contingent upon timely Part A/B premium payments to Medicare which are made by the Medicare eligible retiree and spouse.
- If reenrollment in the carrier provided Medicare plan is required, the enrollment will be subject to the established enrollment periods provided for the City subscribers and their eligible dependents.
- The Medicare Part B reimbursement entitlement is contingent upon the entitlement reflected in the union contract or by health benefits entitlement established by ordinance.

#### **ARTICLE XV – PERSONAL AND BEREAVEMENT LEAVE**

Amend the article to read:

Employees covered by this Agreement shall be entitled up to a maximum of three (3) bereavement days per calendar year upon the death of the employee's parents, grandparents, step-parents, siblings, spouse, civil union partner or children. Additional bereavement leave is chargeable to sick leave pursuant to Article XII. Proof of loss will be required.



**ARTICLE XIX – EMPLOYEE PERFORMANCE**

The following Sections shall be eliminated: D, E, & F.

**ARTICLE XXVII – DURATION**

Section A shall be changed to read as follows:

This Agreement shall be in full force and effect as of January 1, 2009, and shall remain in effect up to and including December 31, 2014.

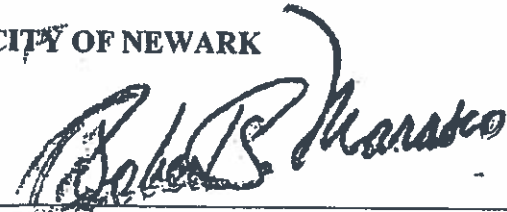
**Additional Terms**

Upon execution of this MEMORANDUM OF AGREEMENT, in exchange for the various terms herein, Newark Council No. 21, Newark Chapter, New Jersey Civil Service Association (AFL-CIO), will withdraw any and all litigations, actions and/or proceeding that concern this agreement and/or reaching same, including, but not limited to any unfair labor practice charges relating to any/all temporary furlough appeals, and “30 Day Rule” violations.

All other terms and conditions of the current agreement not addressed in this MEMORANDUM OF AGREEMENT shall remain in full force and effect until the execution of the revised collective negotiations agreement.

IN WITNESS WHEREOF, the Parties hereto have set their hands and seals at Newark, New Jersey on this \_\_\_\_ Day of \_\_\_\_\_ 20\_\_.

CITY OF NEWARK

  
\_\_\_\_\_  
ROBERT P. MARASCO, CITY CLERK

8-9-12

CITY OF NEWARK

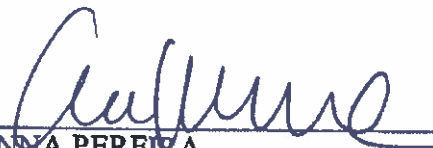
  
\_\_\_\_\_  
CORY A. BOOKER, MAYOR

WITNESSED:


  
\_\_\_\_\_  
KECIA DANIELS,  
PERSONNEL DIRECTOR

  
\_\_\_\_\_  
JULIEN X. NEALS,  
BUSINESS ADMINISTRATOR

APPROVED AS TO FORM:

  
\_\_\_\_\_  
ANNA PEREIRA,  
CORPORATION COUNSEL

NEWARK COUNCIL NO. 21

  
\_\_\_\_\_  
BY: MICHAEL JAMES,  
PRESIDENT

Report ID: PY01GPAY

City of Newark - Departmental Gross Pay Details

Page No. 101

As Of Date: 10/05/2012

Run Date 12/03/2012

Run Time 16:27:48

EmpId Name Empl Rec# Hours Earn Cd Description Hly Rate Reg Pay OT Pay Vac Pay Hol Pay Sick Pay Other Pay Total Gross

Account Code Grand Total: 0.00 354,172.76 213.03 0.00 0.88- 354,384.91

Earn Code Totals

Earn Code	Description	Total Hours	Total Earnings
012	Regular Earnings Amount	0.00	354,172.76
013	Overtime Earnings Amounts	0.00	213.03
035	Longevity Premium	0.00	0.88-



Report ID: PY01GPRY  
 As Of Date: 10/05/2012  
 Department: 1808003

Peoplesoft  
 City of Newark - Departmental Gross Pay Details

Page No. 100  
 Run Date 12/03/2012  
 Run Time 16:27:37

Empl Id Account Code	Name	Empl Rec#	Hours	Barn CQ	Description	Hrly Rate	P A Y E L E M E N T S								
							Reg Pay	OT Pay	Vac Pay	Hol Pay	Sick Pay	Other Pay	Total Gross		
102141 0386008003	Mohamed, Ousama A.	0	0.00	012	REG AMTS	0.00	500.00	0.00							500.00
Department Total:							0.00	500.00	0.00					0.00	500.00

Name	Hire Date	Title	Hwy Rt	Full/Part	Time	lang%	RTO Reg	Hours	Reg Earnings	Holiday Earnings	Longevity Earnings	OT @ 1.5 Hours	OT @ 1.5 Earnings	OT @ 1.0	OT @ 1.0 Earnings	OT Amt	Earnings 013	Total OT Hours	Total OT Earnings
Scott-Rountree, Louise S.	10/19/2008	Admin Analyst	24.48 F			0		1906.5	43044.97	0	0	0	0	0	0	0	0	0	0
Ferreira, Henrique	7/31/2006	Administrative	29 F			0		1927.5	55914.97	0	0	0	0	0	0	0	0	0	0
Garrett, Doris A.	4/15/2007	Clerk	14.99 F			0		2056	30834.34	0	0	0	0	0	0	0	0	0	0
Watts, David	8/9/1999	Complaint Inves	15.42 F			0		1798	34937.63	0	0	0	0	0	0	0	0	0	0
Berna, Elvis	1/26/2009	Exec Asst	35.58 F			0		1621.5	66073.02	0	0	0	0	0	0	0	0	0	0
Orque, Al-Frank S.	11/17/2008	Prgrn Dev Spec -C	31.39 F			0		1799	56474.7	0	0	0	0	0	0	0	0	0	0
Vicente-Cruz, Melissa Marlene	7/1/2006	Prfln OPER AUTO	28.28 F			0		1774.5	50195.53	0	0	0	0	0	0	0	0	0	0
Land, Lavonne	2/28/1988	Srv Indecr Clerk	30.53 F			6		1792	54720.78	0	0	0	0	0	0	0	0	0	0
Colan, Marilyn	7/1/2006	Pr Admin Analyst	34.39 F			0		1799	61878.94	0	0	0	0	0	0	0	0	0	0
Cruz-Martinez, Xiomara	7/1/2006	Pr Admin Analyst	29.48 F			0		2056	60622.68	0	0	0	0	0	0	0	0	0	0
Pereira, Chaila	7/1/2006	Pr Admin Analyst	34.39 F			0		1799	61878.94	0	0	0	0	0	0	0	0	0	0
Stone-Barton, Jennifer R.	7/1/2006	Pr Admin Analyst	34.01 F			0		1977.5	65557.61	0	0	0	0	0	0	0	0	0	0
Audry, Janet	7/10/1989	Pr Clerk-Typist	11.66 F			6		1799	31786.28	0	0	0	0	0	0	0	0	0	0
Coleman, Tee D.	7/1/2006	Pr Community Re	24.48 F			0		1799	44049.27	0	0	0	0	0	0	0	0	0	0
Alvarez, Jiss	7/1/2006	Pr Pgm Monitor	29.9 F			0		1799	53603.47	0	0	0	0	0	0	0	0	0	0
Brooks, Sheila M	3/15/1982	Acctg Asst	20.35 F			10		1793	36543.82	0	0	0	0	0	0	0	0	0	0
Morales, Marisol	4/17/2003	Administrative	18.42 F			0		1720.5	34098.12	0	0	0	0	0	0	0	0	0	0
Brown Adamsom, Thiltha M	8/21/1989	Assignment Cler	25.66 F			6		1765	45290.68	0	0	0	0	0	0	0	0	0	0
Green, Sharon D.	10/31/1994	Assignment Cler	25.66 F			4		1740.5	44585.33	0	0	0	0	0	0	0	0	0	0
Hernandez, Maria G	3/19/1990	Assignment Cler	25.66 F			6		1798.5	46150.29	0	0	0	0	0	0	0	0	0	0
Grati, Audrey D.	2/11/2008	Assistant Chief	31.55 F			0		2056	64882.1	0	0	0	0	0	0	0	0	0	0
Delapara, Ingrid P.	3/18/1991	Asst Assignment	28.07 F			6		1797	50909.99	0	0	0	0	0	0	0	0	0	0
Gregory, Fannie M.	10/24/1988	Asst Assignment	21.16 F			6		1792.5	37939.03	0	0	0	0	0	0	0	0	0	0
Michelle Lawan	8/8/1989	Asst Assignment	21.16 F			6		1730	36565.49	0	0	0	0	0	0	0	0	0	0
Naveado Eddie M	11/3/1986	Asst Assignment	28.07 F			8		1765.5	49823.99	0	0	0	0	0	0	0	0	0	0
Patel, Mahendra G.	10/31/1988	Asst Assignment	21.16 F			6		1796.5	38023.69	0	0	0	0	0	0	0	0	0	0
Terry, Pamela J.	4/6/1987	Asst Assignment	23.75 F			8		1797	42693.17	0	0	0	0	0	0	0	0	0	0
Ingram, Myrtle O.	1/8/2001	Asst Chief-Viol	25.66 F			0		1798.5	46393.11	0	0	0	0	0	0	0	0	0	0
Simpson, James	9/25/1985	Chief Muni Cour	30.2 F			8		1796.5	54065.88	0	0	0	0	0	0	0	0	0	0
Burns-Reeves, Dorreen L	10/12/2004	Clerk	15.43 F			0		1760	27155.64	0	0	0	0	0	0	0	0	0	0
Campbell, Umara	6/19/2006	Clerk	11.77 F			0		1612	18981.54	0	0	0	0	0	0	0	0	0	0
Gonzalez, Pablo	1/8/2007	Clerk	15.43 F			0		1799	2765.23	0	0	0	0	0	0	0	0	0	0
Graham, Derrick C	12/13/1998	Clerk	15.43 F			0		1597	24624.56	0	0	0	0	0	0	0	0	0	0
Hugh, Ronald C.	2/12/2007	Clerk	11.77 F			0		1650.5	18741.12	0	0	0	0	0	0	0	0	0	0
Jruegas, Daniel	1/2/2007	Clerk	11.77 F			0		1798.5	21159.97	0	0	0	0	0	0	0	0	0	0
Lawrence, Alanna L.	1/29/2007	Clerk	14.51 F			0		1490	26105.44	0	0	0	0	0	0	0	0	0	0
Maldonado, William	1/17/2006	Clerk	11.77 F			0		1490	17544.94	0	0	0	0	0	0	0	0	0	0
Mills, Clementine	2/22/2005	Clerk	11.77 F			0		1796	21448.14	0	0	0	0	0	0	0	0	0	0
Reed, Jo Ann	12/20/1993	Clerk	12.68 F			4		1761.5	22429.07	0	0	0	0	0	0	0	0	0	0
Tucker, Marie R.	1/2/2007	Clerk	12.23 F			0		1797	21981.66	0	0	0	0	0	0	0	0	0	0
Estes, Lisa M	6/21/2004	Customer Servic	16.42 F			0		1881	30903.85	0	0	0	0	0	0	0	0	0	0
Stuckey, Dorreen	6/21/2004	Customer Servic	16.42 F			0		1904	31281.71	0	0	0	0	0	0	0	0	0	0
Stuckey, Rounette	6/21/2004	Customer Servic	16.42 F			0		1921	31285.06	0	0	0	0	0	0	0	0	0	0
Chambers, Tiqui D.	11/8/2004	Data Control Cl	15.35 F			0		1696	26044.02	0	0	0	0	0	0	0	0	0	0
Richardson, Lavonne	12/3/2002	Data Control Cl	15.35 F			0		1771	27195.7	0	0	0	0	0	0	0	0	0	0
Speaks, Mildred A.	1/22/2002	Data Control Cl	15.06 F			0		1796	28679.57	0	0	0	0	0	0	0	0	0	0
Cleveland, Janet T.	8/1/2005	DE Machine Oper	15.96 F			0		1796.5	28687.25	0	0	0	0	0	0	0	0	0	0
Grey, Patricia D	4/26/1993	DE Machine Oper	19.64 F			0		1799	35338.02	0	0	0	0	0	0	0	0	0	0

Name	Hire Date	Title	Hwy Rt. Full/Part Time	Wkgs	YTD Reg Hours	Reg Earns	Holiday Earns	Longevity Earns	OT @ 1.5 Hours	OT @ 1.5 Hours	OT @ 1.0	OT @ 1.0	OT Amt	OT Amt	Total OT Hours	Total OT Earns
Hagan, Terry	10/26/1987	DE Machine Oper	20.25F	8	1775.5	35963.75	0	2903.82	16	486.13	68	1377.4	65.21	0	84	1928.74
Hicks, Alvin M.	6/9/2003	DE Machine Oper	15.35F	0	1331.5	20993.2	0	0	40.2	925.97	85	1305.28	0	0	152	2231.23
Lima-Atiles, Stella S.	1/2/2007	DE Machine Oper	20.25F	0	1594	32287.35	0	0	9.25	213.07	18.5	435.49	0	0	21.5	435.49
Thomas, Sonya S.	1/2/2006	DE Machine Oper	15.35F	0	1745.5	26857.82	0	0	78	1888.32	86.05	1374.06	0	0	27.75	284.08
Anderson, Beverly J.	1/19/1993	Dep Muni Court	19.42F	4	1798	34918.21	0	2120.82	93	2709.16	189.5	3680.19	0	0	164.05	3242.38
Bacon, Janet L.	7/2/1999	Dep Muni Court	19.42F	0	1791.5	34791.98	0	0	149.5	4355.07	225.5	4379.37	0	0	375	6489.63
Green, Alethea M.	2/8/1999	Dep Muni Court	19.42F	0	1786.5	34665.87	0	28.78	140.05	4009.76	209.2	4175.44	0	0	349.25	9408.76
Jenkins, Milton R.	5/10/2004	Dep Muni Court	19.42F	0	1712	33510.26	0	0	175.7	5118.28	215	1565	0	0	196.5	4917.27
Lewis-Parker, Aethia E.	11/27/2000	Dep Muni Court	19.42F	0	1769	34345.35	0	0	64	1864.38	132.5	2573.22	0	0	196.5	4917.27
Lopez, Benjamin	2/18/2003	Dep Muni Court	19.42F	0	1792	34549.23	0	0	232	6788.33	210.75	4092.97	0	0	442.75	11288.04
Salph-Harrison, Wanda A.	8/6/1990	Dep Muni Court	19.42F	6	1695.5	34103.18	0	2102.77	2	58.28	60.25	1170.06	0	0	62.25	1228.32
Reeves, Lisa	3/6/2000	Dep Muni Court	19.42F	0	1729	34103.18	0	0	3.25	94.67	23.2	450.55	0	0	26.45	545.22
Arenas, Anthony	7/26/2006	DP Tech	23.02F	0	1729	39744.88	0	0	49	1692.48	108.5	2498.42	0	0	157.5	4190.9
Hillman, Stacie B.	3/30/1998	DP Tech	25.18F	0	1779	44772.7	0	0	120.75	4560.99	188.75	4752.97	0	0	309.5	9389.2
Lenard, Anthony C.	7/1/2006	DP Tech	20.85F	0	1792	37382.38	0	0	3.75	117.35	5	104.3	0	0	8.75	221.65
Riley, Diane	9/28/1981	Mgmt Asst	40.15F	10	1911	76719.87	0	7533.36	18.75	1129.42	42.5	1706.67	355.43	0	61.25	3191.52
Blvns, Denise	11/26/1984	Muni Court Admi	26.16F	8	1775.5	46465.08	0	3805.61	49.5	1945.01	145.8	3815.47	286.8	0	195.35	6027.28
Drayton, Sandra	12/5/1994	Muni Court Admi	20.36F	4	1762.5	35892.06	0	1474.88	89.5	2733.91	113.5	2311.34	0	0	203	5495.25
Henderson, Sandra	10/20/1988	Muni Court Admi	24.51F	6	1771	433971.57	0	3561.41	18.45	715.09	186.5	4572.45	201.49	0	206	5495.25
Holt, Estelne P.	9/11/1999	Muni Court Admi	20.36F	8	1655	33702.92	0	1391.35	151.25	4620.16	160	3258.25	73.62	0	311.25	7952.03
Jackson, Clarence	1/30/1984	Muni Court Admi	26.99F	8	1748.5	47179.59	0	3890.94	46.7	1890.63	243	6504.52	0	0	314	8882.02
Ortega, Silvia	10/20/1986	Muni Court Admi	24.51F	8	1799	44082.27	0	3567.78	96.75	3357.06	217.25	5324.96	0	0	344	8882.02
Roberts, Hattie	9/4/1990	Muni Court Admi	22.85F	6	1782.5	40733.71	0	2948.14	178.95	6134.03	190.5	4353.32	17.14	0	369.45	10504.49
Taylor, Michelle A.	10/20/1988	Muni Court Admi	20.36F	8	1748	35586.64	0	2227.14	60.05	1682.57	89.5	1475.27	0	0	157.55	4263.02
Whalley, Lisa	3/13/1998	Muni Court Admi	20.36F	6	1740	28081.16	0	0	118.75	2936.1	80.5	1326.92	0	0	199.25	463.02
Barres, Andrew B.	7/18/2007	Muni Court Aite	16.48F	0	1698	28267.63	0	0	13.5	333.79	15	247.26	0	0	28.5	663.15
Castro, Inmae M.	6/5/2008	Muni Court Aite	16.48F	0	1792.5	29497.32	0	0	59.75	1910.42	50	1065.8	0	0	109.75	2972.22
Earl, Lonnie	7/18/2007	Muni Court Aite	16.48F	8	1794	38340.64	0	3060.98	83.05	2102.88	53	873.64	147.17	0	138.05	3123.69
Falcon, Monica	8/26/1985	Muni Court Aite	21.31F	0	1768	29101.66	0	0	66	1631.86	39.5	651.11	168.31	0	105.5	2451.28
Lufren, Ruth E.	9/20/1999	Muni Court Aite	16.48F	0	1629.5	26859.77	0	0	79.6	1968.12	141.45	2331.58	268.88	0	221.05	4564.58
Megan, Bethi-Obong A.	1/30/2006	Muni Court Aite	16.48F	0	1791.5	29530.09	0	0	19	528.29	93.95	1734.87	0	0	112.95	2261.16
Rodwell, Maurice A.	7/30/2007	Muni Court Aite	18.46F	0	1668.5	30810.77	0	0	0	0	0	0	0	0	0	0
Carson, Theresa M.	1/26/2009	Purchasing Asst	18.46F	0	1790.5	26290.72	0	856.82	0	0	0	0	0	0	0	0
Concidi, Theresa W.	1/6/1991	Receptionist-ly	14.68F	0	1663	24111.5	0	1498.14	0	0	0	0	0	0	9	201.68
Johnston, Sharon D.	7/30/2001	Recorder-Oper-C	22.4F	0	1665.5	37591.43	0	0	620.75	1727.71	239.75	4448.8	662.97	0	860.5	22389.48
Ford, Valerie	7/26/1999	Sprv Cashier	18.55F	0	1778.5	32973.59	0	0	33.55	968.36	185	3559.77	0	0	218.55	4528.13
Haves, Stacey L.	11/27/2005	Sprv Data Contro	19.24F	0	1720	33237.62	0	0	169.75	5423.62	189	4025.71	434.81	0	358.75	9884.14
Wright, Bernadette	11/29/1999	Sprv Data Contro	21.3F	0	1927.5	43514.72	0	0	25.5	1654.04	110	2483.36	0	0	306.2	9127.4
Patel, Anukumar J	6/30/1975	Sprv-Op Operatio	43.25F	14	2055	88890.55	0	12471.8	196.2	6644.04	110	2483.36	0	0	306.2	9127.4
Jasasmy, Latasha R.	7/14/2008	Sr Accountant	22.57F	0	1927.5	43514.72	0	0	9.5	4420.28	111.5	2483.36	0	0	121	3708.84
Gracia, Brown, Lucy	9/6/1994	Sr Admin Anlys	29.49F	4	1794.5	39868.41	0	2148.85	31	759.42	43.05	703.08	0	0	74.05	1462.5
Bailey, Veronda D	11/15/1999	Sr Data Control	16.33F	0	1799	25315.3	0	0	0	0	0	0	0	0	0	0
Louis, Baptiste, William	4/28/2003	Pgm Monitor	22.16F	0	1791.5	39868.41	0	0	0	0	0	0	0	0	0	0
Bailey, Veronda D	9/13/1993	Sr Pgm Monitor	26.72F	4	1791.5	47873.24	0	2872.31	0	0	0	0	0	0	0	0
Tyndall, Angela	6/6/1994	Sr Pgm Monitor	25.65F	4	1799	46161.12	0	1886.57	0	0	0	0	0	0	0	0
Martinez, Angelia	2/28/1997	Admin Anlyst	25.1F	4	2054.5	51570	0	1488.6	107	4028.68	3	75.3	0	0	110	4103.98
Garland, Sylvette	11/29/1993	Admin Clerk	25.18F	4	1799	45301.39	0	2736.16	5	188.86	32	805.81	0	0	37	994.67

Name	Hire Date	Title	Hly Rr	Full/Part Time	Length	YTD Reg Hours	Reg Eams	Holiday Eams	Longevity Eams	OT @ 1.5 Hours	OT @ 1.5 Eams	OT @ 1.0	OT @ 1.0 Eams	OT Amt Eams 013	Total OT Hours	Total OT Eams
Sanchez,Lizette	3/21/2005	Administrative	23.76 F			0	1920.5	45573.69	0	0	30.75	1095.97	44	1045.45	74.75	2141.42
Dahl, Gregory A	10/6/1986	Analyst, City C	47.68 F			8	1799	85790.22	0	6911.83	13.5	965.67	23.25	1108.76	36.75	2074.43
Linker, Joyce L	1/10/2000	Analyst, City C	46.15 F			0	1799	83028.72	0	0	15.5	1073.06	15	692.28	30.5	1765.34
Patel, Nagma N	6/16/1986	Analyst, City C	46.15 F			8	1799	83028.47	0	0	20	1384.57	63.5	2930.71	83.5	4315.28
Reyes, Ernestine	12/15/2004	Clerk Typist	16.13 F			0	1726	27851.91	0	6726.12	0	0	2	32.28	2	32.28
Bowens, Sherry L	3/25/1996	Conference Sec	23.37 F			4	1762.5	41204.98	0	1657.06	0	21	480.95	0	21	480.95
Maney, Sharon	8/25/1997	Conference Sec	30.1 F			4	1794.5	54015.5	0	327.33	7.25	327.33	45	1354.5	52.25	1691.83
Quinonez-Gay, Darnis	9/17/1990	Conference Sec	31.06 F			6	1886	58980.88	0	3437.43	0	1	31.06	0	16	622.11
Johnson, Debra A	5/1/1980	DP Tech	25.92 F			10	2054.5	53255.99	0	5325.51	16	622.11	1	0	16	622.11
Jackson, White Ruth	7/1/2003	DP Tech	19.42 F			0	1795	34859.94	0	0	0	8	155.36	0	8	155.36
James, Michael A	8/1/1974	Exec Asst	47.49 F			14	2056	97652.55	0	13766.13	43	3065.5	0	0	43	3065.5
Labor, Carole	7/6/1987	Fiscal Analyst	48.75 F			8	1927.5	93979.76	0	7570.45	20.25	1481.01	26.75	1304.23	47	2785.24
Marrant, Randy T	9/4/1984	Fiscal Analyst	47.22 F			8	1927.5	91025.04	0	7359.94	20.5	1452.14	25	1180.6	45.5	2632.74
Ransome, Georgia M.	12/15/2008	Index Clerk	19.18 F			0	1818	40066.77	0	0	7	201.41	0	0	7	201.41
Wadud, Saffyah B	1/3/1977	Index Clerk-Typ	22.4 F			14	1799	41587.81	0	4370.24	0	0	0	0	0	0
Williams, Melvin	10/6/2006	Mgmt Asst	38.81 F			0	1927.5	74821.19	0	4197.22	37	1997.27	47.25	1700.4	84.25	3697.67
Allen, Sylvester	1/5/1989	Mgmt Spec	35.98 F			6	1927.5	69364.56	0	13692.96	3.5	266.4	15	761.14	18.5	1027.54
Dios, Maria	6/19/1978	MIS Spec	50.74 F			10	1927.5	97806.23	0	0	0	0	0	0	0	0
Bradley, Joseph J	8/14/1972	Office Services	57.47 F			14	34	1987.98	0	14230.53	0	0	0	0	0	0
Contreras, Valentina W	6/27/1966	Office Services	49.44 F			14	2056	101659.97	0	6605.16	20	562.98	73.75	1384.01	93.75	1946.99
Williams, Lamar T.	2/28/2005	Photostat Oper	18.76 F			0	1784	33478.81	0	0	0	0	0	0	0	0
Collins, James Victor	7/1/1985	Records Mgr	42.83 F			8	1927.5	82565.06	0	0	0	0	0	0	0	0
Malayath, Naitiha	8/15/2005	RECORDS RETRIEV	21.82 F			0	1798	39233.14	0	0	0	1	21.82	0	1	21.82
Santos, Febelha R	8/20/1989	Research Aide	25.96 F			6	1799	46710.8	0	2802.61	0	0	0	0	0	0
Da Silva, Jose A.	2/23/1998	Research Aide-T	27.41 F			4	1795.5	49275.95	0	1988.08	10.5	431.8	79.75	2186.43	90.25	2618.23
Hidalgo, Tatiana	12/18/2000	Research Aide-T	23.67 F			0	1789.5	45944.89	0	0	4	154.05	29.5	757.38	33.5	911.43
Robinson, Pamela	8/29/1988	Research Aide-T	26.54 F			6	1795.5	47609.49	0	3808.69	0	6.5	172.55	0	6.5	172.55
Veloso, Graziela	10/29/1991	Research Aide-T	19.65 F			6	1796.5	46124.63	0	2767.39	0	0	0	0	0	0
Lara, Soraida	6/12/2008	Research Asst	22.67 F			0	1772.5	40191.98	0	0	0	24.25	549.95	0	24.25	549.95
Carvalho, Sonia	9/30/1986	Research Spv	25.48 F			4	1795.5	45781.36	0	1778.42	0	1	25.46	0	1	25.46
MacLaughlin, Dorrinda	8/15/2005	Research Spv	25.45 F			0	1798	45799.19	0	0	65.75	2510.81	134.5	3424.12	200.25	5834.93
Santagelo, Anna	10/4/1999	Research Spv	31.76 F			0	1799	57138.29	0	0	13.5	515.59	81	2062.12	94.5	2977.65
Silva, Ilda B	10/4/1999	Research Spv	31.76 F			0	1799	57138.29	0	0	0	5	158.8	0	5	158.8
Wyatt, Theresa	3/7/1994	Research Spv	31.76 F			4	1799	57138.29	0	2067.14	13.5	634.17	81	2572.64	94.5	3215.81
Bush, Keith T.	3/5/1990	Spv Office Appl	25.8 F			6	2026	54289.6	0	3155.69	18.75	725.89	0.5	12.9	19.25	738.79
Ferreira, Mario J	10/10/1995	Spv Office Appl	22.52 F			4	2052.5	46225.91	0	1746.34	128.75	4349.51	7	157.65	135.75	4507.16
Green, Anthony L	5/23/1988	Spv Office Appl	26.63 F			6	2053.5	54687	0	4409.6	33	1318.23	2.5	66.58	35.5	1384.81
Velazquez, Nancy L.	10/19/1987	Spv-Accounts	28.29 F			8	1927.5	54522.68	0	4320.96	0	2	56.59	2	58.59	
Christiani, Everette J.	11/13/1995	Spv Admin Anlys	31.94 F			4	1780.5	58864.98	0	2277.24	0	3	95.85	0	3	95.85
Lopes, Maria	6/23/1986	Spv Admin Anlys	35.29 F			8	1799	70698.4	0	5671.51	1	38.95	15.5	609.13	16.5	666.08
James, Renee D	10/28/1985	Spv Index Clerk	26.41 F			8	1841	44087.97	0	3363.65	0	0	0	0	0	0
Sherman, Mildred	1/3/2006	Spv Index Clerk	23.94 F			0	616.8	14770.06	0	0	0	0	0	0	0	0
Benson, Florence D	3/10/1980	Spv Index Clerk	28.28 F			10	1780.5	50365.26	0	3997.17	0	9.5	268.73	0	9.5	268.73
Conson, Cheryl J	2/16/1981	Spv Index Clerk	25.67 F			10	1799	46188.82	0	4673.94	10	385.11	71.25	1829.3	81.25	2214.41
Soares, Joao Dileu	1/4/1999	Spv Photostat Op	25.67 F			0	1797	46137.46	0	0	151.75	5844.19	232.5	5969.38	384.25	11813.58
Morgan, Sonya D	8/14/1989	Spv Records Mgr	28.28 F			6	1799	50888.83	0	3053.42	0	5.25	148.51	0	5.25	148.51
Guardalupi, Katalina	4/3/1989	Spv Word Process	26.99 F			6	1778.5	48016.42	0	2907.54	0	0	51	1376.94	51	1376.94
Boudreau, Mark	7/1/2006	Aide to Council	22.23 F			0	2056	45794.25	0	0	137	5241.93	0	133.56	169	5375.49
Daye, Yvonne T.	10/5/2009	Aide to Council	22.15 F			0	1194.05	20390.12	0	0	0	0	0	0	0	0

Name	Hire Date	Title	Hi/Ly Ret	Full/Part Time	Length	YTD Reg Hours	Reg Earnings	Holiday Earnings	Longevity Earnings	OT @ 1.5 Hours	OT @ 1.5 Earnings	OT @ 1.0	OT @ 1.0 Earnings	OT Amt	Earnings 013	Total OT Hours	Total OT Earnings
Edmond, Juana	10/27/2008	Aide to Council	22.15 F	0	0	2056	45542.97	0	0	0	0	0	0	0	0	0	0
Nieves, Nelson	11/7/2005	Aide to Council	22.25 F	0	0	2056	45764.23	0	0	0	0	0	0	0	0	0	0
Nolan, Donna	1/16/2007	Aide to Council	22.25 F	0	0	2056	45764.23	0	0	55	1836.35	0	0	0	0	55	1836.35
Perera, Garma	10/6/2008	Aide to Council	22.15 F	0	0	2056	45542.97	0	0	169	5615.32	3	66.45	0	0	172	5681.77
Ransom, Constance	10/19/1992	Aide to Council	22.25 F	6	0	2056	45764.23	0	1920.25	0	0	0	0	0	0	0	0
Sharif, Jerry H.	7/1/2010	Aide to Council	22.15 F	0	0	2056	45542.97	0	0	0	0	0	0	0	0	0	0
Williams, Annette	7/1/2006	Aide to Council	22.25 F	0	0	2056	45764.23	0	0	0	0	0	0	0	0	0	0
Sanchez, Edith G.	3/24/2008	Admin Analyst	25.1 F	0	0	1841	42212.39	0	0	0	0	0	0	0	0	0	0
Brown, Sharon	4/17/1972	Admin Sec/Offic	36.02 F	14	0	1799	64814.36	0	9073.89	0	0	0	0	0	0	0	0
Lopez, Digna M	3/7/1993	Admin Sec/Offic	36.02 F	8	0	1799	64814.36	0	5088.86	0	0	0	0	0	0	0	0
Ried, Travis	1/26/2010	Exec Asst	38.59 F	0	0	2056	79278.31	0	0	0	0	0	0	0	0	0	0
Schultz, Gertha J.	10/10/2006	Exec Asst	35.58 F	0	0	1799	64009.47	0	0	0	0	0	0	0	0	0	0
Golinski, Ana M.	9/14/1987	Mgmt Spec	38.2 F	8	0	1799	68725.42	0	4539.93	0	0	0	0	0	0	0	0
Archer, Aileen N.	8/7/2006	Senior Management	35.58 F	0	0	2056	79159.53	0	0	0	0	0	0	0	0	0	0
Bennett, James E.	8/21/2006	Senior Management	37.07 F	0	0	2039	79196.76	0	0	0	0	0	0	0	0	0	0
Farias, Rosa	6/18/2007	Senior Management	35.58 F	0	0	2034.5	85377.94	0	0	0	0	0	0	0	0	0	0
Knigh, Debra D.	6/18/2007	Senior Management	35.58 F	0	0	2034.5	85377.94	0	0	0	0	0	0	0	0	0	0
Way, Orville	9/14/1977	Spv-Motor Pool	29 F	14	0	1827.5	59914.97	0	7828.22	0	0	0	0	0	0	0	0
Smith, Charles E	1/16/1996	Data Processing	33.48 F	4	0	2051	68882.61	0	2582.82	107.75	5412.4	0	0	0	135.63	107.75	5538.03
Wizary, Edwin	9/26/2005	DP Tech	19.42 F	0	0	1790.5	34772.56	0	0	0	0	0	0	0	0	0	0
Carrroll, Sheronda	5/18/1998	MIS Spec	37.01 F	0	0	1790.5	64875.39	0	2800.93	0	0	0	0	0	0	0	0
Darby, Cristofine R	2/14/1995	MIS Spec	33.39 F	4	0	2056	86168.48	0	3466.63	0	0	0	0	0	0	0	0
Finley, Annette	6/29/1987	Princ Budget Ex	41.91 F	8	0	1894	63188.53	0	4863.54	0	0	0	0	0	0	0	0
Patel, Parul B.	9/8/1997	Senior Management	35.58 F	4	0	2056	73866.89	0	2830.35	0	0	0	0	0	0	0	0
Del Sol, Kelly M.	1/29/2007	Sr Admin Analyst	29.48 F	0	0	2056	60622.68	0	0	0	0	0	0	0	0	0	0
Morgan, Terome	10/1/2001	Sr Admin Analyst	29.15 F	0	0	1861.25	54262.84	0	0	0	0	0	0	0	0	0	0
Sanders, Martha	5/26/1976	Sr Admin Analyst	30.36 F	14	0	1927.5	58355.1	0	8194.95	2.25	102.49	2.5	75.92	0	0	4.25	178.41
Smith, Gregory J	4/14/1980	Sr Admin Analyst	35.22 F	10	0	1886.25	66992.64	0	6248.53	0	0	0.25	8.81	0	0	0.25	8.81
Ceron, Monica	10/2/1989	Sr Budget Examr	30.03 F	6	0	1927.25	57891.76	0	3473.41	0	0	0	0	0	0	0	0
Patel, Priit K.	3/21/2003	Sr Budget Examr	28.21 F	0	0	1866.5	54745.19	0	0	0	0	0	0	0	0	0	0
Robinson, Al-Rahim P.	5/30/2000	Sr System Anly	24.89 F	0	0	1827.5	47977.54	0	0	0	0	0	0	0	0	0	0
Johnson, Rawana	4/20/1993	Sr System Anly	30.86 F	0	0	1787.5	54940.54	0	0	0	0	0	0	0	0	0	0
Wright, Raymond	7/14/1987	Sr Training Tec	32.2 F	4	0	1919.5	61815.33	0	3432.09	0	0	0	0	0	0	0	0
Daly-Mingo, June A.	6/5/2006	Systems Analyst	27.93 F	8	0	1797.5	50220.1	0	3524.63	3.5	146.68	5	139.69	0	0	8.5	286.37
Alicentara, Maitro A.	11/23/1998	Systems Analyst	29.79 F	0	0	1889	56790.41	0	348.5	1557.48	93.5	442	2786.25	0	0	25.75	1039.24
Allen, William R.	6/5/2006	Systems Analyst	29.79 F	0	0	1927.5	57288.71	0	2227.83	18.25	815.74	7.5	223.5	0	0	33.5	1385.67
Roman, Julio C.	12/1/1983	Systems Analyst	29.79 F	8	0	1903	56677.93	0	4536.51	26	1162.17	2.5	74.5	0	0	9.75	398.56
West, Bernice	1/14/1985	Asst Purchasing	36.78 F	8	0	1799	65173.14	0	5293.94	0	0	0	0	0	0	0	0
Perez, Bridget J	12/16/1987	Asst Purchasing	35.36 F	8	0	1799	63620.87	0	5071.91	16.5	875.27	40	1414.56	0	0	56.5	2299.83
Stevenson, Lynelle	11/2/1972	Princ Buyer	34.15 F	12	0	1798.75	61435.02	0	8600.85	0	0	0	0	0	0	0	0
McKnight, Carolyn	2/5/1992	Secretarial Ass	20.64 F	6	0	1799	37136.76	0	2228.19	0	0	0	0	0	0	0	0
McQueen, Sarah S.	3/14/1988	Sr Buyer	21.32 F	6	0	1763.75	38075.94	0	3008.18	0	0	0	0	0	0	0	0
Brown, Helena M.	5/4/1981	Sr Buyer	23.06 F	10	0	1799	39156.86	0	2860.19	0	0	4	92.25	0	0	4	193.72
Enteria, Sharon	2/21/1978	Sr Buyer	28.28 F	10	0	1799	50888.57	0	7124.3	0	0	0	0	0	0	0	0
Newkirk, Ann D.	12/4/2006	CLERK, BILLINGUA	14.51 F	0	0	1797.5	26095.45	0	0	0	0	0	0	0	0	0	0
Barcelo, Susan I.	10/4/2010	Personnel Tech	26.86 F	0	0	1798	48306.43	0	0	0	0	0	0	0	0	0	0
Sonear, William R.	7/29/2008	Princ Personnel	34.23 F	0	0	1767.5	60501.73	0	0	0	0	0	0	0	0	0	0
Veliz, Carrie	10/18/1999	Princ Personnel	29.49 F	0	0	1773	52792.63	0	0	0	0	0	0	0	0	0	0



Name	Hire Date	Title	Htly Rt	Full/Part	Time	Lang%	YTD Reg Hours	Reg Earnings	Holiday Earnings	Longevity Earnings	OT @ 1.5 Hours	OT @ 1.5 Earnings	OT @ 1.0	OT @ 1.0 Earnings	OT Amt	Earnings O13	Total OT Hours	Total OT Earnings
Warren, Carol S.	11/13/2006	Princ Personnel	23.48F	0	0	0	2056	60622.68	0	0	0	0	0	0	0	0	0	0
Hayes, Yolanda	8/25/1997	Spr Personnel C	23.02F	0	0	0	2050.5	47211.24	0	1888.51	0	0	0	0	0	0	0	0
Turner, Arthur L.	9/2/1986	Spr Princ. Perso	38.2F	0	0	8	1794	68934.41	0	5482.73	0	0	0	0	0	0	0	0
Alvarado, Savitri Barbara	2/8/1999	Spr-Accounts	22.31F	0	0	0	1799	40152.42	0	0	0	0	0	0	0	0	0	0
Loynar, Lalanya R.	8/11/1997	Sr Admin Anlys	29.15F	0	0	4	1927.5	56194.31	0	2247.71	0	0	0	0	0	0	0	0
Chavers, Jacqueline A.	6/4/2001	Sr Personnel CI	17.69F	0	0	0	1799	31827.14	0	0	0	0	0	0	0	0	0	0
Jenkins, Felicia	1/5/2009	Sr Training Tec	29.65F	0	0	0	1998.5	60461.86	0	0	0	0	0	0	0	0	0	0
Salter, Michael Anthony	9/27/1993	Princ Office App	26.66F	0	0	4	1798	47950.87	0	2877.06	0	0	0	0	0	0	0	0
Bigelow, Preston M.	8/8/2011	Princ Office App	19.92F	0	0	0	1774.5	35362.24	0	1414.52	0	0	0	0	0	0	0	0
Smith, Demond E	9/20/1999	Princ Office Ap	18.55F	0	0	0	1672.5	31034.41	0	0	0	0	0	0	0	0	0	0
Macd, Patrick E.	8/29/2002	Princpal Mail	19.98F	0	0	0	1882	37617.16	0	0	0	0	0	0	0	0	0	0
Reyes, Jose A.	10/28/2009	Spr Office Appl	19.1F	0	0	0	97.5	6735.62	0	0	0	0	0	0	0	0	0	0
Richard David S.	12/6/1999	Spr Office Appl	19.2F	0	0	4	1334.5	25623.65	0	0	0	0	0	0	0	0	0	0
Hughes, Cynthia	1/30/1995	Spr-Accounts	27.35F	0	0	4	1927.5	52734.87	0	2109.45	0	0	0	0	0	0	0	0
Wesley, Valentin, Gloria L	9/19/1988	Spr-Central Mail	23.87F	0	0	6	1926.5	45990.19	0	3679.11	0	0	0	0	0	0	0	0
Carter, Edwinna	12/8/1997	Spr-Telephone S	24.48F	0	0	4	1799	44049.27	0	1761.98	0	0	0	0	0	0	0	0
Leaner, Keanna T.	1/31/2007	Sr Mail Clerk	18.55F	0	0	0	1777	32973.49	0	0	0	0	0	0	0	0	0	0
Kingart, Faranda R	7/7/1982	Admin Analyst	25.1F	0	0	10	2056	51607.65	0	4496.55	0	0	0	0	0	0	0	0
Dehaarte, Kimberly N	10/16/2006	PROCEEDURES AVAIL	27.52F	0	0	0	1927.5	53063.84	0	0	0	0	0	0	0	0	0	0
Jones, Brenda L	10/21/1996	Public Informat	29.62F	0	0	4	2056	60918.02	0	2436.62	0	0	0	0	0	0	0	0
Lippman, David H.	8/31/1998	Administrative	28.71F	0	0	0	2056	59028.03	0	2361.07	0	0	0	0	0	0	0	0
Taylor, Theresa Fant	11/8/1976	Administrative	30.62F	0	0	14	1901.5	58215.56	0	8152.4	0	0	0	0	0	0	0	0
Gonzalez-Murriel, Arvelise	9/5/2006	Assistant Chief	35.1F	0	0	0	2056	72185.01	0	0	0	0	0	0	0	0	0	0
Rashid, Edna M.	1/26/1998	Mgmt Spec	33.94F	0	0	0	1217.5	41081.11	0	1653.18	0	0	0	0	0	0	0	0
Cathoun, Kenneth G.	9/11/2006	Paralegal Spec	23.93F	0	0	4	1797.5	49007.65	0	1549.05	0	0	0	0	0	0	0	0
Johnson, Kellee P.	3/17/1997	Paralegal Spec	22.19F	0	0	4	1745	38624.31	0	0	0	0	0	0	0	0	0	0
Stitt, Sulbarnan O.	2/14/2005	Paralegal Spec	21.32F	0	0	4	1776.5	37865.15	0	0	0	0	0	0	0	0	0	0
Anthony, Debra A.	9/19/1994	Princ Legal Ste	21.19F	0	0	8	1798	38106.07	0	1524.21	0	0	0	0	0	0	0	0
Jackson, Veronica	3/10/1986	Princ Legal Ste	26.99F	0	0	8	1791.5	48367.41	0	3869.38	0	0	0	0	0	0	0	0
Schudder-Jimnan, Tonya	11/27/1989	Secretarial Ass	20.64F	0	0	6	1735	35795.06	0	2148.89	0	0	0	0	0	0	0	0
Johnson, Awarida	7/7/1986	Spr Legal Ste/no	28.71F	0	0	8	1765.5	50675.98	0	4095.05	0	0	0	0	0	0	0	0
Suarez, Rosemary	5/29/1990	Sr Accountant	35.22F	0	0	6	1927.5	45572.39	0	4060.22	0	0	0	0	0	0	0	0
Murray, Shirlene	1/11/2004	Sr Admin Anlys	23.22F	0	0	6	1921	67669.39	0	9372.96	0	0	0	0	0	0	0	0
Armond, Margiv	7/11/1977	Chief Clerk-(De	37.48F	0	0	14	1786	66990.27	0	0	0	0	0	0	0	0	0	0
Guzman, Benjamin A.	9/12/2005	Sr System Anly	31.13F	0	0	0	2055	70370.58	0	0	0	0	0	0	0	0	0	0
Negron, Abraham	8/3/1999	Systems Anlyst	29.49F	0	0	0	1799	55099.44	0	0	0	0	0	0	0	0	0	0
Moreno, Victor C.	11/13/1990	Asst Accountan	44.15F	0	0	6	1917	73086.92	0	4468.69	0	0	0	0	0	0	0	0
Willard, Alexander	12/6/1976	Chief Accountan	35.22F	0	0	14	1927	67880.74	0	9614.14	0	0	0	0	0	0	0	0
Martyn, Hope	5/10/1991	Claims Examiner	16.42F	0	0	0	1926	31663.16	0	0	0	0	0	0	0	0	0	0
McKinnon, Larry	4/29/1996	Mgmt Spec	33.2F	0	0	4	1920	74010.07	0	2542.43	0	0	0	0	0	0	0	0
Gonzalez, Pamela M.	8/29/1988	PAYROLL SUPVR/JP	41.67F	0	0	6	1787.5	74659.61	0	4500.04	0	0	0	0	0	0	0	0
Gonzalez, Ana	9/9/2002	Receptionist-We	14.68F	0	0	0	1506	23573.96	0	0	0	0	0	0	0	0	0	0
Groce, Lorraine E.	6/14/1993	Spr Data Contro	25F	0	0	4	1917	47962.79	0	2802.2	0	0	0	0	0	0	0	0
Hippolite, Joyce P	5/1/1980	Spr Data Contro	24.04F	0	0	10	1797	43208.85	0	4320.77	0	0	0	0	0	0	0	0
Brown, Valerie A	6/16/1980	Spr-Accounts	29.22F	0	0	10	1927.5	59100.61	0	5646.86	0	0	0	0	0	0	0	0
Davis, Daisy	4/17/1989	Spr-Accounts	25.05F	0	0	6	1798.5	45190.49	0	2707.93	0	0	0	0	0	0	0	0
Drakeford, Barbara J.	3/1/1980	Spr-Accounts	30.16F	0	0	10	1927.5	58140.06	0	5846.55	0	0	0	0	0	0	0	0
Williams, Linda	3/27/1989	Spr-Check Recon	25.28F	0	0	6	1795.5	48414.24	0	2397.45	0	0	0	0	0	0	0	0
Fisher, Kimberly H.	3/5/2001	Sr Accountant	23.62F	0	0	6	1915.5	45291.17	0	0	0	0	0	0	0	0	0	0

Name	Hire Date	Title	Hiy Rt	Full/Part Time	Log%	YTD Reg Hours	Reg Eams	Holiday Eams	Longevity Eams	OT @ 1.5 Hours	OT @ 1.5 Eams	OT @ 1.0	OT @ 1.0 Eams	OT Amt Eams 013	Total OT Hours	Total OT Eams
Oleke, Osaia S.	3/29/1998	Sr Auditor	30.16 F		6	1296.5	58100.9	0	3527.45	130.5	5904.51	25	754.1	0	155.5	6658.61
Powell, Robert E.	6/30/1997	Sr Data Control	18.05 F		4	1297.5	32420.44	0	1334.41	5.5	148.97	18.75	338.55	0	24.25	487.52
Etwaroo, Sunjidal	3/4/2002	Exec Asst	35.38 F		0	1799	64009.73	0	0	8.25	440.31	77.1	2743.24	0	85.35	3183.55
Patillo, Shirley J.	4/10/1995	Mgmt Asst	22.39 F		4	1875	75405.18	0	2065.24	66.5	3290.84	60.25	1951.4	0	4994.09	10176.33
Somari, Loreeta L.	7/5/1993	Princ Office Ap	24.04 F		8	1798.5	43262.11	0	4303.55	0	0	3.15	75.75	0	3.15	75.75
Nicasro, Philip	2/5/2007	Srv Admin Analy	37.37 F		0	1927	42977.54	0	3226.76	0	0	0	0	0	0	0
Foote, Keera M.	4/26/1988	Admin Analyst	24.89 F		8	1927.5	47977.54	0	0	0	0	1	24.89	0	1	24.89
Jordan, Juanita M	10/11/1943	Asst. Municipa	47.49 F		8	4001.5	94618.5	0	9199.81	35	2493.56	13.75	653.07	500	48.75	3646.63
Ospina, Josie E.	9/19/2011	Cashier-HHS	14.61 F		0	1792	26185.71	0	0	0	6.25	0	91.33	0	6.25	91.33
Middlebrooks, Chanel	5/10/2004	Customer Service	16.48 F		4	1762.5	29052.05	0	6118.85	0	0	0	0	0	0	0
Turner, Ernest	7/15/1995	DP Coord/Sr Acc	40.01 F		8	1911.5	78442.48	0	0	0	0	0	0	0	0	0
Gonzales, Angela R.	12/4/2006	Princ Cashier-T	15.75 F		4	1799	30687.16	0	2105.35	0	0	0	0	0	0	0
Daniel, Beverly J.	5/24/1993	Princ Tax Clerk	21.31 F		6	1797.5	38315.25	0	3071.66	0	0	4	85.26	0	4	269.33
Fuller, Ivy Monica	6/1/1998	Princ Tax Clerk	21.31 F		10	1799	38347.23	0	3864.54	7.75	247.81	12.5	286.45	0	20.25	514.25
Gullford, Linda	4/1/1980	Princ Tax Clerk	21.31 F		4	1798.5	35976.49	0	1266.66	0	0	0	0	0	0	79.45
Porter, Grace F.	9/29/1997	Princ Tax Clerk	17.69 F		0	1774	29194.16	0	0	0	0	0	0	0	0	0
Route, Tara A.	4/5/1999	Princ Tax Clerk	16.48 F		0	1764	29560.15	0	3934.48	0	0	0	0	0	0	0
Smith-Shakeenah T.	3/3/2003	Princ Tax Clerk	22.67 F		8	1735	38099.79	0	2677.64	0	0	0	0	0	0	0
Armand-Ortiz, Denise	8/22/1983	Rep-Citizens Co	25.97 F		10	968	26777.14	0	0	11.25	343.65	17.25	351.28	0	28.5	694.93
Leath, Keely M	8/6/1979	Srv-Accounts	20.36 F		0	1773.5	35894.14	0	0	0	0	0	0	0	0	0
Smith, Lisa	3/17/1997	Srv-Accountant	22.68 F		0	1911.5	43362.75	0	7337.36	0	0	0	0	0	0	0
Harley, Rosalyn	11/29/1999	Sr Accountant	29.14 F		14	1798.5	52408.81	0	2119.94	14	816.41	35.5	1380.12	0	49.5	198.38
Borne, Denise Y	12/12/1977	Sr Actg Proc'd	20.36 F		4	1914	3887 F	0	5115.27	0	0	0	0	0	0	0
Wilder, Pamela	1/22/1996	Sr Admin Analyst	20.35 F		14	1795	42710.56	0	4318.52	0	0	14.5	295.15	0	14.5	295.15
Lokshina, Inna	8/11/1975	Tax Searcher	32.18 F		0	1799	57891.67	0	0	2.5	120.71	0	0	0	0	0
Walker, Mildred S	4/9/2007	Chief Admin Sar	23.74 F		0	1913.5	81965.36	0	680.68	18.75	1204.74	7	299.85	0	25.75	1504.59
Sanchez, Majorie D.	8/6/2007	Investment Spec	20.25 F		8	1777	35996.92	0	79.62	0	0	0	0	0	0	0
Jackson, Marguerite G	8/25/1985	Princ Account C	23.64 F		4	1869	44994.97	0	0	0	0	0	0	0	0	0
Mark, Cheryl T.	4/28/2008	Princ Auditor	25.72 F		0	1927.5	52235.33	0	0	0	0	0	0	0	0	0
Calero, Isabel I.	9/10/2001	Srv Data Contro	18.86 F		0	1927.5	36361.14	0	0	0	0	0	0	0	0	0
Ralsh, John K.	7/22/2002	Srv-Collection	27.17 F		0	1923	56725.67	0	0	0	0	0	0	0	0	0
Jackson, Robert	10/5/1987	Srv-Collection	25.33 F		8	1798.5	45573.46	0	2881.47	0	0	0	0	0	0	0
Justiniano, Nannette	4/10/2000	Sr Clerk-Typist	17.66 F		0	1798.5	31777.45	0	5655.79	0	0	0	0	0	0	0
Maldonado, Daisy L	7/23/1984	Sr System Analy	40.36 F		8	1927.5	77804.18	0	6384.35	0	0	0	0	0	0	0
De La Rosa, Aylene	10/12/2011	Admin Analyst	33.12 F		10	1927.5	63852.43	0	0	0	0	0	0	0	0	0
Bartle, Carol A	6/29/2004	Asst Assessor	16.91 F		0	1781	30128.12	0	0	0	0	0	0	0	0	0
Hannibal, Hollie	10/4/1993	Chief Asst Asse	35.5 F		4	1799	65669.95	0	3939.55	0	0	0	0	0	0	0
Simon, Sidney I	12/11/2000	Clerk	15.43 F		0	1649.5	25381.05	0	2605.89	0	0	0	0	0	0	0
Goodwin, Turner, Janise R	4/16/1990	Princ Assessing	24.14 F		6	1799	43437.88	0	3970.19	0	0	0	0	0	0	0
Montgomery, Valerie	7/1/1985	Princ Assessing	24.14 F		8	1785.5	49633.8	0	0	0	0	0	0	0	0	0
Rodriguez, Ametree	9/5/2006	Princ Assessing	24.14 F		0	1785	43075.8	0	3340.34	0	0	0	0	0	0	0
Walker, Jacqueline	2/24/1986	Princ Assessing	23.23 F		8	1797.5	41760.28	0	1868.57	0	0	0	0	0	0	0
White, Shirley	1/30/1995	Princ Assessing	25.97 F		4	1797	46658.77	0	2151.85	0	0	0	0	0	0	0
Brandon, Tracey	8/10/1998	Princ Asst Asse	29.97 F		0	1799	53788.58	0	4914.73	0	0	0	0	0	0	0
Patel, Anshuman M	5/12/1986	Princ Asst Asse	34.15 F		8	1795	61443.56	0	0	0	0	0	0	0	0	0

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Name	Hire Date	Title	HR/HR	Full/Part	Time	Log%	YTD Reg Hours	Reg Earnings	Holiday Earnings	Longevity Earnings	OT @ 1.5 Hours	OT @ 1.5 Earnings	OT @ 1.0	OT @ 1.0 Earnings	OT Amt	Earnings 013	Total OT Hours	Total OT Earnings
Barcelo, Pedro	11/13/2008	Sr Asst Assessor	22.31F			0	1799	40152.42	0	0	0	0	0	0	0	0	0	0
Crawford Angel	6/16/2003	Chief Clerk-Ce	28.14F			0	1827	51414.4	0	0	0	0	0	0	0	0	0	0
Gonzalez, Jaime L.	10/13/2011	Commbio Spec/la	35.62F			4	2088	74378.47	0	2960.79	5	267.16	0	0	0	0	5	267.16
Ambrusco, Megan	10/20/1997	Crime Analyst	27.21F			0	2088	56814.75	0	2272.53	768.5	31366.5	0	0	0	0	768.5	3307.54
Logan, Marquerite	1/5/1970	Data Processing	30.9F			14	2088	64520.51	0	4967.35	0	0	0	0	0	0	0	0
Lutz, Peter J.	12/31/2001	MGR INFORMATION	53.4F			4	2088	111515.38	0	0	73.5	5888.21	0	0	0	0	73.5	5888.21
Andrews, Tabitha M.	4/6/1998	Police Aide	16.75F			4	1650.5	27924.49	0	1179.52	0	0	0	0	0	0	0	0
Butterfield, Pamela D.	8/5/2002	Police Aide	16.75F			0	2088	34987.32	1876	0	247	6208.25	0	0	0	0	247	6508.81
Carney, Sheik	5/30/2000	Police Aide	16.75F			0	2088	34987.32	1876	0	189	4750.43	0	0	0	0	189	5276.27
Crews, Felicia	6/16/2003	Police Aide	16.75F			0	1856	31233.84	1876	0	108.35	2720.53	0	0	0	0	108.35	3560.54
Giaz, Angelina	6/16/2003	Police Aide	16.75F			0	2088	34987.32	1876	0	27	678.53	0	0	0	0	27	678.53
Donnelly, Craig	10/29/2001	Police Aide	22.57F			4	2083	47016.44	2527.84	0	0	0	0	0	0	0	0	0
Dorch, Curtis	8/20/2001	Police Aide	22.57F			4	2088	47129.3	2527.84	0	13	440.14	0	0	0	0	13	440.14
Ounby, Charlene N.	6/16/2003	Police Aide	16.75F			0	2088	34987.32	1876	0	401	10078.95	0	0	0	0	401	1326.86
Eates, Chantia	9/28/1998	Police Aide	16.75F			0	2024.5	33923.3	1908.17	1366.63	64	1608.61	0	0	0	0	64	2009.18
Evans, Clarence	8/5/2002	Police Aide	16.75F			0	2088	34987.32	1876	0	120	3016.16	0	0	0	0	120	3717.14
Fageloun, Mary	4/3/2000	Police Aide	16.75F			0	2088	34987.32	1876	0	16.5	414.72	0	0	0	0	16.5	414.72
Farrar, Lake M.	8/5/2002	Police Aide	16.75F			0	1920	31905.23	1876	0	0	0	0	0	0	0	0	400.56
Hall, Patricia	8/11/1997	Police Aide	16.75F			4	2088	34987.32	1951.05	1399.48	483	12140.07	0	0	0	0	483	13528.06
Harrison, Wallace E	5/30/2000	Police Aide	16.75F			0	2060.5	34509.83	1876	0	6	150.8	0	0	0	0	6	21.34
Hartner, Darrell A.	12/5/2006	Police Aide	16.75F			0	1664	31904.16	1876	2486.14	976.5	2454.34	0	0	0	0	976.5	3404.76
Johnson, Valerie	10/10/1999	Police Aide	18.93F			6	2087	39511.69	2095.18	2486.14	183.25	5204.44	0	0	0	0	183.25	5982.42
Johnson, Vanessa S.	6/16/2003	Police Aide	16.75F			0	2088	34987.32	1876	0	140	3518.05	0	0	0	0	140	3518.05
Kinard, Tamisha S.	6/16/2003	Police Aide	16.75F			0	2088	34987.32	1876	0	253	6399.04	0	0	0	0	253	777.98
Lane, Tina	6/16/2003	Police Aide	16.75F			0	2088	34987.32	1652.34	0	395	9927.34	0	0	0	0	395	1401.96
Mumfin, Morris T.	9/7/1999	Police Aide	16.75F			0	2088	34987.32	1876	0	44	1105.92	0	0	0	0	44	1105.92
Nasta, Anthony John	8/11/1997	Police Aide	16.75F			4	2088	34987.32	1951.07	1399.48	0	0	0	0	0	0	0	0
Ramos, Teresa L.	7/15/2007	Police Aide	17.48F			0	1928	36505.29	1911.04	0	54	2465.16	0	0	0	0	54	253.84
Rebumbas, Manuel	8/11/1997	Police Aide	16.75F			4	2088	34987.32	1951.07	1399.48	21	527.82	0	0	0	0	21	592.51
Rivera, Gisell Victoria	10/29/2001	Police Aide	16.75F			0	2088	34987.32	1876	0	96.5	2425.5	0	0	0	0	96.5	751.05
Rosario, Keith	10/29/2001	Police Aide	16.75F			0	2024	33781.4	1876	0	0	0	0	0	0	0	0	0
Sanders, Sameerah R.	8/5/2002	Police Aide	16.75F			0	1882.5	31243.46	1876	0	0	0	0	0	0	0	0	0
Taylor, Myketh L.	10/29/2001	Police Aide	16.75F			0	2053.5	34409.22	1876	0	36	904.85	0	0	0	0	36	904.85
Vieira, Adilson	6/16/2003	Police Aide	16.75F			0	2088	34810.52	2291.1	0	0	0	0	0	0	0	0	0
Walton, Lisa	8/11/1997	Police Aide	16.75F			4	2085.5	34937.08	1951.07	1398.14	101	2538.59	0	0	0	0	101	2538.59
Washington, Antonio	6/16/2003	Police Aide	16.75F			0	2088	34987.32	1876	0	299	7515.25	0	0	0	0	299	7515.25
Williams, Bernzeta	7/18/2011	Police Aide	16.75F			0	2088	34987.32	1876	0	1231.5	30953.29	0	0	0	0	1231.5	3682.11
Williams, Patricia	5/30/2000	Police Aide	16.75F			0	2088	34987.32	1876	0	189	4750.45	0	0	0	0	189	4750.45
Williams, Ramona T.	8/5/2002	Police Aide	16.75F			0	2088	34987.32	1876	0	6.5	163.38	0	0	0	0	6.5	163.38
Zarnu, Mirna	4/30/2001	Police Aide	16.75F			0	2088	34987.32	1876	0	14	351.88	0	0	0	0	14	351.88
Hillson, Inez R.	6/23/1997	Police Records	13.86F			4	1827	25330.58	0	1013.2	0	0	0	0	0	0	0	0
Judd, Roderick T.	10/15/2001	Princ Accountan	24.74F			0	1882.5	48419.12	0	17.5	649.46	126	3117.4	0	0	0	126	3667.18
Shulka, Paulka M.	12/28/1998	Princ Auditor	24.74F			4	1957.5	44930.62	0	1781.1	1.8	612.5	20.25	0	0	0	1.8	459.37
Brown, Delphine	3/29/1978	Princ Oper-Avio	26.34F			10	2088	55269.6	0	6094.09	373	14272.88	0	0	0	0	373	1944.34
Baker, Rebecca A.	4/20/1987	TRAFFIC CONTROL	18.44F			8	2088	38502.72	0	3080.32	18.5	511.71	0	0	0	0	18.5	511.71
Harris, Sharre Nichelle	12/4/2006	TRAFFIC CONTROL	14F			0	2072	28224.52	0	0	8	168	0	0	0	0	8	336
Rosario, Maritza	7/16/2007	TRAFFIC CONTROL	14F			0	2088	29455.56	0	0	134	2814.06	0	0	0	0	134	2991.8
Gutierrez, Jorge L.	1/1/2001	Community Org S	21.58F			0	1827	39428.22	0	0	28.5	922.58	391	841.64	0	0	391	284.85
Zuniga, Wendy T.	3/3/2008	Traffic Invest	24.81F			0	2088	51804.06	0	0	86.25	3209.85	0	0	0	0	86.25	3592.78

Name	Hire Date	Title	Hly Rt	Full/Part	Time	Long%	YTD Reg Hours	Reg Earnings	Holiday Earnings	Longevity Earnings	OT @ 1.5 Hours	OT @ 1.5 Earnings	OT @ 1.0	OT @ 1.0 Earnings	OT Amt	Earnings 013	Total OT Hours	Total OT Earnings
White Annette	11/15/1999	Chief Clerk-101	24,511 F				1827	44,780.81	0	0	0	0	121	2965.77	0	0	121	2965.77
Braswell Diana N.	3/25/2002	Investigator-AB	21,32 F				1795.5	38,280.83	0	0	0	0	67	1428.45	0	0	67	1428.45
Graddille Armando M.	3/25/2007	Investigator-AB	23,05 F				1827	42,134.54	0	0	0	0	13.5	311.34	0	0	13.5	311.34
Newman Steven P.	10/16/2006	Investigator-AB	28.28 F				1824.5	51,609.89	0	0	0	0	96.5	2729.72	0	0	96.5	2729.72
Flores Milagros	2/28/1988	Prtnr Oper-Anno	25.67 F				1827	46,907.7	0	0	0	0	222.5	5712.63	0	0	222.5	5712.63
Greene Charlene	4/6/1998	Asst Chief Cler	23.61 F				2088	49,913.87	0	0	10	354.27	0	0	0	0	10	354.27
Davis, Steven B.	7/18/2005	Chaplain-Fire	14.04 F				1827	25,657.35	0	0	0	0	0	0	0	0	0	0
Porter Brenda	10/22/1989	Chief Clerk-10a	28.12 F				2088	58,732.57	0	0	300	1265.79	0	0	0	0	300	13107.74
Walker, Paulette Y.	10/29/2001	Community Retail	20.86 F				1852	39,641.8	0	0	18.5	565.11	15	305.46	0	0	33.5	870.57
Ehrlum, Linus O.	5/22/1989	Data Processing	41.17 F				1826	75,127.16	0	0	14	864.72	14	576.48	0	0	28	1841.2
Jordan-Bates, Yvonne	8/10/1998	DP Tech	25.18 F				2088	45,981.29	0	0	1839.31	0	0	0	0	0	1839.31	41,151.98
Adams-Sallyah	4/18/2003	Fire Prevention	21.12 F				2088	44,113.69	0	0	1.0	1763.78	0	0	0	0	1.0	3485.99
Franklin, Sherri	2/5/2001	Fire Prevention	21.12 F				2088	44,113.69	0	0	1.82	5767.76	0	0	0	0	1.82	5767.76
Kimber-Anderson, Mervlee A.	6/11/2001	Fire Prevention	21.12 F				2037	43,036.2	0	0	33	1094.8	0	0	0	0	33	1044.8
Mason, Yvelda Y.	7/8/2002	Fire Prevention	21.12 F				2087	44,092.57	0	0	37.5	1188.41	0	0	0	0	37.5	1188.41
Pereira Antonio	3/7/2011	Fire Prevention	21.12 F				2008.5	44,113.69	0	0	127.5	4040.61	0	0	0	0	127.5	4040.61
Tehlikian Dikran N.	3/7/2011	Fire Prevention	21.12 F				2006.5	44,082.01	0	0	262.5	8318.89	0.5	10.56	0	0	263	8329.45
West, John D.	2/9/2009	Fire Prevention	21.02 F				1852	39,959.29	0	0	14	441.53	0	0	0	0	14	441.53
Wilson, Zaria N.	5/4/1998	Fire Prevention	21.12 F				2078.5	43,912.99	2.32	0	47	1489.47	0	0	0	0	47	1489.47
Brooks, Jimmie S.	2/4/2002	Lineworker	21.12 F				2088	44,113.69	0	0	0	0	0	0	0	0	0	126.28
Edwards-Jason A.	6/9/2003	Lineworker	21.12 F				2088	44,113.69	0	0	0	0	0	0	0	0	0	0
Sealing Jr., Philip C.	1/29/2007	Prtnr Dev-Spec-C	28.48 F				2088	59,268.38	0	0	359	15282.32	0	0	0	0	359	15671.46
Smity, Aimeha L.	2/10/2009	Prtnr Account C	15.35 F				1827	28,055.67	0	0	5.5	126.88	19	291.76	0	0	24.5	418.44
Arcoho, Carlos E.	3/24/1997	Public Safety T	21.12 F				2068	43,891.15	2460.75	0	17	443.68	0	0	0	0	17	443.68
Artis, Mary I.	1/6/2003	Public Safety T	21.12 F				2078	43,902.42	2365.44	0	14	538.75	0	0	0	0	14	538.75
Boone, Lequan	7/25/2005	Public Safety T	16.75 F				1871	28,939.61	938	0	72	1654.83	30	449.28	0	0	102	2104.11
Calero, George	9/30/1996	Public Safety T	21.12 F				1863	41,172.78	2291.79	0	106	3359.22	0	0	0	0	106	3359.22
Cardona, Benny	6/4/2007	Public Safety T	20.41 F				2058	42,009.66	2285.88	0	112	3429.34	0	0	0	0	112	3429.34
Dozier, Regina A.	4/29/1985	Public Safety T	21.99 F				2054	45,181.32	2660.32	0	6	197.97	0	0	0	0	6	197.97
Foote, Leonard	8/29/1995	Public Safety T	21.12 F				2071	43,722.98	2071	0	88	2788.79	2.5	52.82	0	0	90.5	2841.61
Lemay, Robert Jr.	3/8/1999	Public Safety T	21.12 F				1736.5	39,560.35	2168.18	0	158	5007.15	0	0	0	0	158	5007.15
Lopez, Carlos S.	9/3/2002	Public Safety T	21.12 F				1982.5	42,965.03	2154.24	0	2	63.38	0	0	0	0	2	63.38
McLaurin, Lamont	8/9/1993	Public Safety T	21.12 F				2078	43,902.42	2507.45	0	10	316.91	0	0	0	0	10	316.91
Small, Sean E.	2/27/1995	Public Safety T	21.12 F				2088	44,113.69	2460.75	0	105	3327.54	0	0	0	0	105	3327.54
Thomas, Hasana	8/11/1997	Public Safety T	24.6 F				1942	48,998.18	2879.67	0	111.5	4179.73	0	0	0	0	111.5	4200.4
Williams, Leonard	4/5/1999	Public Safety T	21.12 F				1702	35,958.57	1971.2	0	107	3390.93	0	0	0	0	107	3390.93
Souza, Joaelma D.	8/24/2006	Secretarial Ass	21.23 F				1799	38,790.34	0	0	62.5	1640.14	135	2547.82	0	0	197.5	4187.96
Bullock-Saleem, Gwendolyn	6/5/1995	Sov Fire Preven	23.44 F				2088	48,962.82	0	0	39.5	1389.4	0	0	0	0	39.5	1389.4
Fonseca, Evelyn	4/18/1994	Sov Fire Preven	23.44 F				1950	49,043.51	0	0	0	1829.1	0	0	0	0	0	0
Harris, Carolyn E.	1/5/1987	Sov Fire Preven	27.02 F				2088	56,434.98	0	0	136.5	5534.03	0	0	0	0	136.5	5534.03
Melva Anthony	7/29/1996	Sov Fire Preven	30.6 F				2068	63,294.97	2729.55	0	105.5	3710.91	0	0	0	0	105.5	3710.91
Blount, Titus	8/11/1997	Sov Public Safe	23.44 F				2054	48,165.53	2729.55	0	47	2208.79	0	0	0	0	47	2208.79
Kassou, Linda	9/29/1994	Sov Public Safe	30.6 F				2088	64,988.82	2227.44	0	58	2040.11	0	0	0	0	58	2040.11
Maim, Ethan B	8/9/1999	Sov Public Safe	23.44 F				1976	46,338.44	2625.28	0	191	5114.75	0	0	0	0	191	5114.75
Soto, Jarime	7/3/2006	Sr Admn Analyst	35.22 F				1957.5	68,955.15	0	0	19.5	375.96	33.5	430.6	0	0	53	806.56
Nelson, Bernadette M.	9/3/2002	Sr Clerk-Part T	12.85 F				1809.5	23,251.86	0	0	15	550.93	8.5	208.13	0	0	23.5	756.05
Malone, Heidiyah M.	6/12/2003	Sr Community Re	24.48 F				2088	59,474.34	0	0	336	1435.91	0	0	0	0	336	14745.05
Melnetro, Joseph	4/14/2003	Sr Community Re	28.48 F				2088	59,474.34	0	0	0	274.92	23.5	478.56	0	0	23.5	752.48
Wilson, Carla	8/31/1998	Sr Word Process	20.36 F				1826	37,85.19	0	0	9	2151.27	0	0	0	0	9	2151.27

Name	Hire Date	Title	HRV Rt./Full/Part Time	Lang%	YTD Reg Hours	Reg Earnings	Holiday Earnings	Longevity Earnings	OT @ 1.5 Hours	OT @ 1.5 Earnings	OT @ 1.0	OT @ 1.0 Earnings	OT Amt Earnings 013	Total OT Hours	Total OT Earnings
Morrison, Ravin	6/19/2007	Admin Clerk	19,42 F	0	1797	34889.99	0	0	0	0	0	0	0	0	0
Bishop, Charles	9/8/1969	Asst Construct	38,11 F	14	2056	78388.89	0	10970.15	0	0	0	0	0	0	0
Oliberti, Charles D.	5/23/1988	Asst Construct	45,16 F	6	2056	94144.53	0	5278.54	252	17073.92	0	0	0	252	17213.29
Najjaral, Sunil K.	6/4/1997	Asst Construct	33,88 F	4	2055	69656.76	0	2784.66	0	0	0	0	0	0	0
Midgard, Neil	5/21/1995	Construction Of	48,44 F	4	2056	101055.05	0	2870.2	256.5	18638.23	0	0	0	53.46	18691.69
Ceola, Jacqueline D.	3/5/2001	DP Tech	22,72 F	0	1440	32724.75	0	0	100.5	3425.85	0	0	0	100.5	3425.85
Kalena, Renee	8/28/2006	DP Tech	19,52 F	0	2056	40152.9	0	0	60	1157.66	0	0	0	60	1157.66
Marines, Edie M.	8/6/2007	DP Tech	19,52 F	0	1406.5	29563.88	0	0	0	0	0	0	0	0	0
Moore, Dana T.	1/2/2007	DP Tech	19,52 F	0	2056	40152.9	0	0	300.25	8795.65	0	0	0	300.25	8795.65
Torres, Moraima D.	3/12/2007	DP Tech	21,92 F	0	2051	44971.01	0	0	39.5	1299.14	0	0	0	39.5	1299.14
Fox, Joseph Jr	1/27/1986	LAND SURV/PRI/M	32,64 F	0	2055	67077.77	0	0	0	0	0	0	0	0	0
Parsons, Sandra	1/27/1986	Princ Clerk	17,59 F	8	1795.5	31600.54	0	2515.75	0	0	0	0	0	0	0
Shukry, Samie	3/1/1993	Princ Engineer-	39,18 F	4	2056	80558.44	0	4831.84	0	0	0	0	0	0	0
Reid, Yolanda D	9/17/1984	Prject Coord-C	33,48 F	8	2046	68516.21	0	5479.47	0	0	0	0	0	0	0
Nazon, Felicia J.	8/1/1983	Senior Management	38,49 F	8	1836	75047.31	0	6466.75	0	0	0	0	0	0	0
Ferreira, Luis	2/22/1994	Spr. Drafting Te	29,09 F	4	1799	52340.1	0	2093.24	0	0	0	0	0	0	0
Parker, Anita	3/15/1976	Sr. Admin Anlyst	29,48 F	14	2046.5	60343.35	0	8445.26	0	0	0	0	0	0	0
Brown, Susan	1/20/1987	Tech Asst-Offic	27,93 F	8	1765.5	49310.41	0	3937.79	3.5	146.67	24.5	684.47	0	28	831.14
Cancel, Torres, Elizabeth B.	1/19/1993	Tech Asst-Offic	21,43 F	8	2056	44067.27	0	3805.28	285.23	9188.58	0	0	0	285.23	9563.22
Ford, Monisha	8/25/1997	Tech Asst-Offic	26,79 F	4	2052	54977.95	0	1865.78	181.73	7304.27	0	0	0	181.73	7304.27
Sagunto, Bethaida	2/20/1990	Administrative	27,68 F	8	2034	56313.32	0	2166.42	0	0	0	0	0	0	0
Malles, William A	7/29/1996	Tech Asst-Offic	22,97 F	6	1927.5	53925.08	0	3272.65	0	0	0	0	0	0	0
AMV, Zahir	5/23/1977	Princ Engineer-	43,23 F	14	2056	88933.81	0	12448.97	0	0	0	0	0	0	0
Felicio, Juan L.	3/1/2004	Princ Engineer-	32,38 F	6	1778.5	57603.63	0	0	0	0	0	0	0	0	0
Gallo, Michele J.	3/4/2002	Princ Engineer-	32,39 F	0	2055.5	66580.99	0	0	0	0	0	0	0	0	0
Wong, Sing K.	8/10/1987	Princ Engineer-	43,19 F	8	1798	77670.25	0	6212.81	0	0	0	0	0	0	0
Reeves, Larry T.	6/6/2005	Project Coord-C	30,67 F	0	1773.5	54403.87	0	0	0	0	0	0	0	0	0
Cobos, Dexter	3/14/2005	Spv Drafting Te	26,86 F	0	1799	48335.25	0	5871.16	0	0	0	0	0	0	0
Nantosh, Beth Ann	6/17/1985	Spv Planner-Lan	41,03 F	8	1788.5	73400.04	0	0	0	0	0	0	0	0	0
Nata, Jack M.	4/3/1989	Sr. Admin Anlyst	29,48 F	6	2056	60652.42	0	3637.33	0	0	0	0	0	0	0
Rivera, Jesteria	10/30/2000	Tech Asst-Offic	20,54 F	0	2055	42210.22	0	0	0	0	0	0	0	0	0
Arce, Samuet	2/26/2007	DP Tech	19,33 F	0	1924.5	37218.99	0	1614.33	0	0	0	0	0	0	0
Beaumont, Julia P	11/30/1998	DP Tech	20,87 F	0	1917	40012.93	0	1824.11	0	0	0	0	0	0	0
Jonas, Venus	11/27/1989	DP Tech	19,33 F	6	1906	36870.79	0	4732.04	0	0	0	0	0	0	0
King, Lester	11/1/1988	Sr. Computer Ope	29,95 F	6	1927	57715.21	0	1824.11	0	0	0	0	0	0	0
Spears, Kevin	8/1/1988	Storekeeper-Aut	20,39 F	8	2054	43342.36	0	3236.08	0	0	0	0	0	0	0
Medra, Theresa	7/26/1976	Coord-Contractu	29,48 F	14	2056	60624.59	0	8486.05	0	0	0	0	0	0	0
Cunningham, Cecilia M	9/23/1985	Princ Engineer	28,4 F	8	1927.5	54765.85	0	4376.58	0	0	0	0	0	0	0
Bornacelli, Shirley	8/21/2000	Secretarial Ass.	22,4 F	0	1791	40134.81	0	0	0	0	0	0	0	0	0
Argui, D. Tallib Ibn.	5/10/2010	Sr. System Anlyst	35,04 F	0	2052.5	71971.65	0	0	0	0	0	0	0	0	0
Williams, Sandra	9/27/1993	Admin Anlyst	32,55 F	4	1799	58562.86	0	3552.77	36.5	1782.28	34	58.5	0	89.64	2049.9
Williams, Odessa S.	3/14/1983	Admin Clerk	25,18 F	8	1799	45301.39	0	4554.06	0	0	0	0	0	0	0
David, Rosa S.	9/5/2006	Admin Sec/Offic	32,56 F	0	1799	58577.75	0	0	0	0	0	0	0	0	0
Estevan, Jose M.	5/27/2003	COORD OF MAINT	36,04 F	0	1778	64080.63	0	0	60	3243.69	42	1513.72	0	102	4757.41
Larden, Cathy	7/18/1983	Exec Asst	47,49 F	8	1927.5	91549.32	0	9154.87	0	0	0	0	0	0	0
Uzoukwu Odutola, Fidelity N	10/23/1995	Exec Asst	35,58 F	4	1927.5	68591.53	0	2743.23	21.25	1134.13	17.25	613.76	0	38.5	1747.89
Dunbar, Marjory	11/15/2000	Princ Account C	20,25 F	0	1799	36439.77	0	0	19	577.28	16.5	334.22	0	35.5	911.5
Eng, Chuen Choi	4/11/1997	Senior Management	47,49 F	0	2056	97652.55	0	0	48	3419.74	0	0	0	48	3419.74
Williamson, Tanya L.	9/5/2006	Senior Management	47,49 F	0	1927.5	91549.32	0	0	0	0	0	0	0	0	0

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Name	Hire Date	Title	Hly Rt	Full/Part	Time	Lang%	YTD Reg Hours	Reg Earnings	Holiday Earnings	Longevity Earnings	OT @ 1.5 Hours	OT @ 1.5 Earnings	OT @ 1.0	OT @ 1.0 Earnings	OT Amt Earnings 013	Total OT Hours	Total OT Earnings
Fryer, Rene A.	1/30/1994	Sr Admin Anlys	38.96 F			8	1927.5	74920.64	0	6048.95	1.9	1107.77	16	621.91	0	35	1729.68
Bogduy, Joan M.	6/7/2004	Sr Clerk-Part I	16.88 F			0	1197.5	30352.34	0	0	3.5	88.65	10	168.86	0	13.5	257.51
Arrington, Alisha C.	11/13/2000	Sr Payroll Cler	20.21 F			0	1799	36439.77	0	0	34	1033.04	64.5	1306.51	0	98.5	2329.55
Jackson, Wanda G.	4/25/1994	Analyst-Grant A	26.3 F			4	1799	47657.43	0	1806.26	46	1828.66	57.5	1523.88	0	103.5	3352.54
Ogumpe, Dickson D.	9/14/1993	Chief Medical T	29.27 F			4	1655.5	48463.58	0	2966.62	2	87.82	99.5	2912.79	0	101.5	3000.61
Dewitt, Deborah M.	5/18/1997	Chief Attendant	16.13 F			8	1799	28039.88	0	2249.6	0	0	0	0	0	0	0
Morton, Sandra M.	10/28/1991	Dental Asst	18.48 F			6	1797.5	33216.03	0	2016.97	0	0	2.5	46.21	0	2.5	46.21
Ovunntule, Mfon E.	11/8/2004	Dental Asst	14.04 F			0	1799	25264.15	0	0	0	0	0	0	0	0	0
Avery-Moore, Krysta N.	5/9/1994	Dentist	80.07 F			0	1028	82321.2	0	0	0	0	0	0	0	0	0
Gaterez, Nancy	5/27/2003	DP Tech	24.46 F			0	1799	44006.11	0	0	13	427	15	366.92	0	28	843.92
Leuaneo, Christine	6/5/2006	DP Tech	19.42 F			0	1791	34782.26	0	0	5.5	160.72	15	291.3	0	20.5	451.52
Netravali, Chitra A.	10/14/1980	Pediatrician-P	76.59 F			0	1799	137793.9	0	0	1.5	172.34	0	3496.54	0	47.15	3668.88
Barton, Martin L.	9/5/1990	Physician	76.59 F			0	1799	137793.9	0	0	0	0	3.5	268.08	0	3.5	268.08
Green, LuAnnla	4/8/2002	Rep-Citizens Co	25.96 F			0	1799	46710.8	0	0	20.5	798.42	22	571.23	0	42.5	1369.65
Cross, Eddy J.	4/24/2006	Senior Managemt	35.58 F			0	1799	64271.55	0	0	45.5	2428.58	147.5	5159.65	0	193	7691.16
Harris, Darlene P	11/3/1978	Sr Investigator	21.58 F			10	1630	35176.78	0	5007.79	0	0	6.5	140.28	0	6.5	140.28
Shelley, Valerie L.	4/1/1991	Sr Venerual Dis	17.01 F			6	1799	30612.58	0	1762.01	0	0	21.15	359.89	0	21.15	359.89
Freeman, Lawrence M.	3/14/2005	Animal Control	21.11 F			0	2000	42235.25	0	0	9.5	300.91	0	0	0	9.5	300.91
Skinner, Arthur	8/25/2008	Animal Control	16.67 F			0	2054.5	34259.82	0	0	12	300.16	0	0	0	12	300.16
Spaam, Bernie D.	2/5/2001	Animal Control	22.57 F			0	2056	46407.02	0	0	34.5	1168.07	0	0	0	34.5	1168.07
Crawford, Shanetia	6/21/2004	Asst Admin Anal	25.33 F			0	1799	45586.13	0	0	0	0	0	0	0	0	0
Parlier, Lisa	2/14/2006	Clerk	15.43 F			0	1793.5	27680.33	0	0	0	0	0	0	0	0	0
James, Solomon C	9/14/1970	Project Directo	39 F			14	1799	70166.14	0	9823.22	0	0	0	0	0	0	0
Artis-Thompkins, Diane	12/2/1977	Secretaria Ass	22.4 F			14	1799	40314.07	0	5643.96	0	0	0	0	0	0	0
Justice-Hollway, Phyllis	5/7/1973	Sr Community Re	32.55 F			14	1798.5	58546.58	0	8196.54	0.5	24.41	5	162.77	0	5.5	187.18
Fard, Basrah	12/26/2000	Sr Data Control	16.9 F			0	1797.5	30398.29	0	0	2	50.72	10	169.06	0	12	219.78
Frazier, Gregory	10/12/1993	Systems Analyt	36.84 F			4	1799	66288.79	0	4106.41	0	0	6	221.09	0	6	221.09
Johnson, David R.	1/5/2004	Pgm Monitor	22.16 F			0	1784	39535.99	0	6342.24	0	0	0	0	0	0	0
Coleman, Carol A	2/4/1974	Social Casework	25.18 F			14	1799	45301.39	0	5406.6	0	0	0	0	0	0	0
Abreu, Sonia M.	3/6/1978	Sr Admin Anlys	32.79 F			14	1177.5	38618.86	0	0	0	0	0	0	0	0	0
Jefferies, Dolores	7/25/1977	Chief Clerk-IDI	26.99 F			14	1799	48569.91	0	6798.8	0	0	1	27	0	1	27
Cunningham, Kaleigha C.	4/30/2001	Clerk	11.77 F			0	1799	21160.78	0	0	0	0	0	0	0	0	0
Alf, Jabbar	9/26/2005	Clerk	11.77 F			0	1412.55	16832.94	0	0	0	0	0	0	0	0	0
Johnson, Frances E.	10/12/2004	DP Tech	19.42 F			0	1799	34937.63	0	0	41.5	1208.93	21	407.82	0	62.5	1616.75
Curtis, Jamyl	2/23/1998	Motor Vehicle O	12.91 F			0	1799	23226.14	0	928.96	20.75	401.84	10	129.1	0	30.75	530.94
Mitchell, Robert L.	2/4/2002	Motor Vehicle O	12.91 F			0	1799	23226.14	0	0	0	0	0	0	0	0	0
Stead, Marcella R.	8/4/2008	Motor Vehicle O	12.84 F			0	1799	23111.66	0	0	0	0	0	0	0	0	0
Stokes, Everett H.	12/10/2001	Motor Vehicle O	12.91 F			0	1799	23226.14	0	0	0	0	0	0	0	0	0
Sabb, Almetia	12/4/1995	Pgm Coord Sr Cl	29.49 F			0	1799	53059.44	0	0	0	0	0	0	0	0	0
Brown, Willie M	8/22/2000	Secretarial Ass	17.69 F			0	1791.5	31708.5	0	0	0	0	0	0	0	0	0
Granni, Willie M	12/14/1989	Sov-Sr Citzen	18.55 F			0	1799	33381.73	0	1328.69	0	0	0	0	0	0	0
Latief, Pharms, Robin T.	9/17/2001	Sov-Sr Citzen	18.55 F			0	1799	32583.81	0	0	0	0	0	0	0	0	0
Couto, Christina M.	1/29/2004	Sov-Sr Citzen	18.55 F			0	1799	33381.73	0	0	0	0	0	0	0	0	0
Schreiner, Alice A.	9/8/1997	Sov-Sr Citzen	18.55 F			4	1799	33381.73	0	1335.18	0	0	0	0	0	0	0
James, Diane	12/18/2001	Sr Citzen Pgm	11.14 P			0	1028	11460.41	0	0	0	0	0	0	0	0	0
Ulland, Marie L.	9/19/2011	Sr Citzen Pgm	11.14 P			0	1028	11460.41	0	0	0	0	0	0	0	0	0
Marcos, Maria D.	3/27/2000	Sr Citzen Pgm	11.14 P			0	1028	11460.41	0	0	0	0	0	0	0	0	0
Antonie, Nardisha A.	3/14/2005	Sr Pgm Monitor	25.66 F			0	1782	45726.9	0	0	0	0	0	0	0	0	0
Rubio, John	8/7/2000	Systems Analyt	29.49 F			0	1799	53059.44	0	0	0	0	0	0	0	0	0

Name	Hire Date	Title	Hly Rt.	Full/Part	Time	Long%	YTD Reg Hours	Reg Earnings	Holiday Earnings	Longevity Earnings	OT @ 1.5 Hours	OT @ 1.5 Earnings	OT @ 1.0	OT @ 1.0 Earnings	OT Amt	Earnings 013	Total OT Hours	Total OT Earnings	
Williams,Janice L.	2/16/1999	Systems Analyst	39.29 F			0	1795	70148.2	0	0	0	0	0	0	0	0	0	0	0
Edwards,Deborah L.	10/22/2001	Asst DP-Person	40.34 F			0	1923.5	77603.72	0	0	0.75	45.39	21.5	867.42	0	0	22.25	912.81	
Cooke,Cory L.	5/3/2005	Sr Clerk-Part T	15.37 F			0	1766.5	27157.65	0	0	0	0	0	0	0	0	0	0	0
Rodriguez,Joao M.	5/23/2005	Systems Analyst	29.49 F			0	1798.5	53044.69	0	0	5.75	2543.84	21	619.38	0	0	78.5	3163.22	
Bonetti,Tanya	5/30/1995	Admin Analyst	24.48 F			4	1757	43020.88	0	0	1727.82	0	3.5	85.7	0	0	3.5	85.7	
Holland,Melissa T.	5/13/2002	Clerk	15.43 F			4	1799	27765.23	0	0	5.5	127.33	14.2	219.16	0	0	19.7	346.49	
Underland,Berita I.	1/19/1993	Dep Registrar-V	18.41 F			4	1799	3134.49	0	0	1988.14	0	0	0	0	0	0	0	
Miller,Sarah A.	5/23/2007	DP Tech	19.42 F			0	1792	34801.68	0	0	0	0	0	0	0	0	0	0	0
Ramos,Brenda Y.	2/5/2007	DP Tech	19.42 F			0	1799	34837.63	0	0	0	0	0	0	0	0	0	0	0
McCallum,Joseph A.	12/9/2011	Program Coordin	35.36 F			0	1796.5	63532.47	0	0	0	0	70	2475.54	0	0	70	2475.54	
Barnes,Bruce	9/9/2009	Secretarial Ass	17.69 F			6	427	9787.76	0	0	0	0	0	0	0	0	0	0	0
Garcia,Maria	5/28/1991	Secretarial Ass	18.28 F			6	1799	32900.36	0	0	1874.02	0	0	0	0	0	0	0	0
Fraser,La Guanda	11/27/1989	Sr Admin Analyst	36.84 F			6	1799	66288.53	0	0	3986.77	0	1	36.85	0	0	8	423.75	
Starford,Vivonne E	7/6/1981	Sr Data Control	20.33 F			10	1799	36619.67	0	0	3661.99	0	5	101.78	0	0	14.5	391.85	
Austin,Marion	8/17/2009	Housing Dev Ana	29.27 F			4	1913	46909.26	0	0	1676.73	0	0	0	0	0	0	0	453.6
Osantuy,Lucas O	9/11/1995	Projector Coord	36.7 F			4	2056	75469.1	0	0	3018.71	0	0	0	0	0	0	0	0
Harris,Carol A.	3/6/2006	DP Tech	22.3 F			0	1799	40119.49	0	0	0	0	0	0	0	0	0	0	0
Smith,Gregory E.	8/29/1994	DP Tech	24.48 F			4	1789.5	43772.19	0	0	1750.9	0	0	0	0	0	0	0	0
Hazzard-William,Lenline B	4/11/1990	Sov Admin Andly	36.78 F			6	1799	66173.14	0	0	3970.39	0	0	0	0	0	0	0	0
Brantley,Leroy E.	6/15/1987	Sov Field Rep-P	28.89 F			8	2056	59397.84	0	0	4751.93	0	0	0	0	0	0	0	0
Muhammad,Annette	5/19/1997	Sov-RE Sales	26.88 F			4	1799	48366.35	0	0	1934.69	0	0	0	0	0	0	0	0
Alonso,Michele	4/10/2006	Print Planner-D	35.26 F			0	2056	74030.91	0	0	0	0	0	0	0	0	0	0	0
Straughter,Perris G.	2/22/2010	Print Planner-D	0 F			0	469	18755.91	0	0	0	0	0	0	0	0	0	0	0
Costley,W Deia	8/4/2003	RadDev Asst	26.79 F			0	2046	54444.27	0	0	24	939.74	0	0	0	0	24	939.74	
Roberts,Margaret A.	11/27/2000	Sr Planning Aid	22.31 F			0	1799	40052.72	0	0	0	0	0	0	0	0	0	0	0
Bishop, Bill	11/30/2009	Systems Analyst	30.72 F			0	161	4945.83	0	0	0	0	0	0	0	0	0	0	0
Nich,Damon I.	5/12/2008	UREAM RENEWAL S	35.47 F			0	1816	64408.26	0	0	0	0	0	0	0	0	0	0	0
Hernandez,Maria M	7/25/1978	Rent Regulation	35.94 F			10	1799	64656.58	0	0	8517.18	0	75.8	4006.41	0	0	61.3	2203.11	6299.52
Harris,Dawn	6/16/2003	Rep-Regt Regula	19.42 F			0	1792	34801.69	0	0	0	0	0	0	0	0	0	0	0
Alotabi,Ade	12/8/1986	Sov Planner-Lan	45.7 F			8	2056	93979.76	0	0	6901.72	0	68.1	4669.27	2.6	0	70.7	4788.12	
Emiss,Walford S.	11/1/2005	Sr Admin Analyst	29.48 F			0	2053	60534.23	0	0	159.2	0	0	0	0	0	0	0	0
Brown,Loretta E.	7/18/2005	Sr Clerk-Typist	14.5 F			0	1382.95	20644.36	0	0	0	0	0	0	0	0	0	0	163.3
Wilbush, Kim	10/23/2007	SECRETARY BOARD	22.24 F			0	434	9908.53	0	0	0	0	0	0	0	0	0	0	7162.09
Moore,Kimberly L.	1/26/1987	Chief-Admin Ser	38.89 F			8	1921.5	74743.52	0	0	5979.44	0	17.75	1035.68	5.5	213.95	23.25	1500.03	
Gregory,Toni-Lorraine G.	11/15/2011	DP Tech	23.02 F			0	1723	40383.44	0	0	0	0	0	0	0	0	0	0	0
Roque,Waldilyn	10/12/1993	DP Tech	25.18 F			6	1799	47054.51	0	0	2562.55	0	0	0	0	0	0	0	0
Holmes,Patricia C	1/8/1990	Admin Analyst	33.12 F			0	1852.5	63852.65	0	0	25.5	1267.11	12.5	414.09	0	0	38	1681.2	
Almeida,Maria J.	1/1/2002	DP Tech	19.42 F			0	1797.5	34868.82	0	0	0	0	0	0	0	0	0	0	67.69
Carney,Deia Elizabeth	6/28/1999	DP Tech	20.14 F			0	1785	35951.2	0	0	0	0	0	0	0	0	0	0	67.69
Imenez,Dagne	5/23/1988	DP Tech	25.18 F			6	1799	43501.39	0	0	3624.22	0	0	0	0	0	0	0	0
Brashner,Lauren E	6/11/2007	Sr Clerk-Typist	13.43 F			0	1754.5	23424.73	0	0	0	0	8	161.22	0	0	8	106.25	
Crudup,Amos J.	8/9/1989	Community Relat	28.49 F			6	2055.5	52410.63	0	0	3214.26	0	25.15	9619.04	0.5	12.75	252	9631.79	
Hughes,Tony C.	12/21/1987	Coord-Motor Veh	34.41 F			8	2056	70760.86	0	0	363.5	1796.55	5.5	189.29	369	18260.15	369	18260.15	
Felder,Karen	10/5/1998	DP Tech	19.42 F			0	1718.5	33372.28	0	0	1336.19	0	1.5	29.13	0	0	1.5	29.13	
Kemish,Beryl D	3/9/1996	DP Tech	19.42 F			0	1781	34588.06	0	0	1419.31	0	162	4719.2	26	504.94	188	5224.14	
Fardan,Joanne	2/26/1996	DP Tech	25.18 F			6	1798.5	45288.8	0	0	3623.21	0	9.5	239.22	0	0	9.5	239.22	
McQueen,Andrey	4/1/2002	DP Tech	19.42 F			0	1798.5	34927.92	0	0	3	87.39	5	97.1	0	0	8	184.49	
Cohen,Janetwee	5/9/1988	Sr Admin Analyst	31.58 F			6	1890	56961.5	0	0	4275.4	0	0	0	0	0	0	0	0
James,Valerie	6/23/1984	Camp Director-W	28.27 F			8	2056	58140.06	0	0	4669.28	0	43.5	1845.15	0	0	43.5	1845.15	

Name	Hire Date	Title	HiLy Ret	Fall/Part Time	Long%	YTD Reg Hours	Reg Eams	Holiday Eams	Longevity Eams	OT @ 1.5 Hours	OT @ 1.5 Eams	OT @ 1.0	OT @ 1.0 Eams	OT Amt	Eams 013	Total OT Hours	Total OT Eams	
McKenix, David A.	9/30/2002	Community Relat	26.16 F		0	1799	47078.04	0	0	0	0	0	0	0	0	0	0	4488.41
Mosen, Gwendolyn Q.	9/2/1997	Exec Asst	47.49 F		4	2056	97652.55	0	3921.34	60	4274.68	4.5	213.73	0	0	0	0	4488.41
Padilla, Tracy	5/5/2008	Unleashed	12.36 F		0	2012	24868.32	0	0	13	241.02	5	61.8	0	0	0	0	302.82
Rivera, Trena	6/5/2005	Unleashed	12.42 F		0	1827.5	23256.45	0	0	8.75	163.02	3.75	46.58	0	0	0	0	209.6
Smith, Brenton	11/21/2005	Unleashed	12.42 F		0	1913	23759.46	0	0	136	2533.7	12	149.04	0	0	0	0	2682.74
Lenix-Hooker, Catherine J.	1/1/2000	Mgmt Spec	43.75 F		0	2056	89967.73	0	0	93.5	6137.15	4.5	196.91	0	0	0	0	6334.06
Johnson, Arthur	9/20/1999	Pgm Coord Spec	24.98 F		0	2056	51374.04	0	0	85	3185.9	0	0	0	0	0	0	3185.9
Mason, Andrea L.	3/29/2002	Pgm Coord Spec	20.05 F		0	2056	41235.39	0	0	73.75	2218.71	0	0	0	0	0	0	29.96
Monique, Tia D	8/31/1998	Pgm Coord Spec	22.52 F		0	2056	46304.74	0	0	71.5	2415.47	0	0	0	0	0	0	264.63
Redding, Donnell M	11/2/1998	Pgm Coord Spec	22.52 F		0	2047.5	46113.29	0	0	62	1073.83	0.5	11.26	0	0	0	0	2880.49
Santagomir, Miriam A.	11/19/1990	Pgm Coord Spec	26.63 F		6	1949.25	51910.7	0	0	48.5	3201.72	0	1424.77	0	0	0	0	3468.26
Pedilla, Antonio R.	10/17/2011	RECREATION AIDE	12.03 F		0	1026	12349.69	0	0	0	0	10	120.37	0	0	0	0	120.37
Robinson, Wanda	11/5/2011	RECREATION AIDE	12.09 F		0	1010	12216.21	0	0	0	0	6.5	78.62	0	0	0	0	78.62
Vines, Gloria W.	11/15/2011	RECREATION AIDE	12.09 F		0	1027	12421.82	0	0	0	0	17.5	211.67	0	0	0	0	211.67
Bowser, Elaine	12/1/1987	Recreation Cent	28.27 F		8	2041.5	57730.01	0	0	9.75	413.57	9	254.51	0	0	0	0	668.08
Tapp, Jr., Wade	10/18/1999	Recreation Cent	21.28 F		0	2056	43725.72	0	0	0	0	5	115.1	0	0	0	0	2497.69
Washington, Elouise	1/1/1996	Recreation Cent	23.02 F		4	2056	47329.38	0	0	69	2382.59	0	0	0	0	0	0	398.5
Zarnora, Victor	1/22/1969	Recreation Cent	21.26 F		14	2056	43725.72	0	0	6137.37	10.5	0	0	0	0	0	0	63.54
Borxon, Willie	6/29/1988	Recreation Lead	16.8 P		6	1010.5	16980.72	0	0	1355.03	0	12	201.66	0	0	0	0	201.66
Bradley, Willie	10/31/2011	Recreation Lead	13.43 F		0	1964.75	26387.77	0	0	19.5	392.84	11.5	154.46	0	0	0	0	547.3
Colon, Eusebio	11/15/2011	Recreation Lead	13.43 F		0	2033	27394.43	0	0	32	644.67	0	0	0	0	0	0	153.76
Cordeiro, Jims	11/15/2011	Recreation Lead	13.43 F		0	2056	27613.34	0	0	15.38	309.84	0	0	0	0	0	0	15.38
Graves, Clarence E	4/2/1984	Recreation Lead	16.96 F		8	2049	34761.06	0	0	2781.66	0	0	0	0	0	0	0	50.7
Green, Kevin	11/15/2011	Recreation Lead	13.43 F		0	2012	27022.39	0	0	-2.5	-50.37	8	107.45	0	0	0	0	5.5
Hannibon, Kevin B.	1/10/1995	Recreation Lead	14.75 F		4	2054	30308.81	0	0	22	466.95	0	0	0	0	0	0	486.95
Hines, Natalie	9/26/1995	Recreation Lead	14.31 F		4	2048	29315.6	0	0	1175.88	0	7	100.2	0	0	0	0	508.15
Ortiz, Luis W.	11/21/2005	Recreation Lead	13.43 F		0	2056	27613.34	0	0	133.25	2684.45	176.88	2375.62	0	0	0	0	310.13
Pickett, Kevin W.	2/7/2012	Recreation Lead	16.52 F		8	2018	33434.72	0	0	3335.87	45	1115.3	1	16.52	0	0	0	1131.82
Ross, Samare	11/21/2005	Recreation Lead	13.43 F		0	1999	27489.78	0	0	8	161.16	0	0	0	0	0	0	187.9
Washington, Joel	7/14/1998	Recreation Lead	13.43 F		0	2047.5	27499.16	0	0	1119.35	118.75	5.5	73.89	0	0	0	0	2681.81
Moore, Angela J.	11/6/2000	St Admin Analyst	29.15 F		0	1927.5	56194.31	0	0	506.75	22160.74	101	2944.55	0	0	0	0	607.75
Barber, Corey D.	11/21/2005	Water Safety In	16.15 F		0	2046.5	30050.93	0	0	115.75	2804.04	12	193.82	0	0	0	0	2997.86
Bowman, Derick	11/18/1991	Water Safety In	16.15 F		6	1911.5	30870.67	0	0	16	387.61	8	129.2	0	0	0	0	516.81
White, Samuel	7/24/2001	Water Safety In	16.15 F		0	2048.5	32875.69	0	0	85.75	2077.3	0	0	0	0	0	0	85.75
Turner, Daphne	3/29/1993	Admin Analyst	27.51 F		4	1785	49106.82	0	0	296.48	0	0	0	0	0	0	0	2077.3
Anderson, Brenda	8/10/1987	Community Org S	24.46 F		8	1794.5	43896.04	0	0	12.5	458.65	0	0	0	0	0	0	1131.35
Washington, Vicky	2/5/1990	Community Org S	25.18 F		6	1769.5	44558.54	0	0	2674.2	472.15	5	125.91	0	0	0	0	17.5
Green, Latoanya M.	12/12/2000	Recycling Pgm A	19.24 F		0	1785	34318	0	0	3	86.59	5	96.21	0	0	0	0	182.8
Turner, Karen E.	7/27/1997	Secretarial Ass	18.28 F		4	1784.5	37635.18	0	0	1305.48	0	0	0	0	0	0	0	0
John, Saranna	7/25/1988	Chief Accountan	30.36 F		6	1927.5	58535.1	0	0	4682.8	0	0	0	0	0	0	0	0
Sweeney, Margaret	10/19/2009	DP Tech	23.02 F		0	364	8379.69	0	0	0	0	0	0	0	0	0	0	0
Armand, Maria J	10/10/2006	Princ Account C	15.35 F		0	1792.5	27518.23	0	0	0	0	0	0	0	0	0	0	0
Morales, Alicia C	6/15/1986	Rep-Citizens Co	22.67 F		8	1799	40648.78	0	0	3251.85	0	0	0	0	0	0	0	0
Pinnoch, Wilma D	8/13/1984	Rep-Citizens Co	20.21 F		8	1799	36561.14	0	0	2908.98	0	0	0	0	0	0	0	0
Black, Brandon	3/6/1989	Svc-Customer Se	28.71 F		6	1695.5	56881.65	0	0	3265.72	0	0	0	0	0	0	0	0
Rusidan, Mahdi	6/3/1985	Svc-Customer Se	31.77 F		8	2046	65020.1	0	0	0	0	0	0	0	0	0	0	0
Cruz, Marcia D	6/8/1981	Sr. Rep-Citizens	25.29 F		10	1799	45513.44	0	0	4551.47	0	0	0	0	0	0	0	0
Pinderoy, Margie L	5/23/2008	Sr. Rep-Citizens	28.04 F		10	1799	50450.85	0	0	0	0	0	0	0	0	0	0	0
William, John J	10/26/1992	SUPV WATER/METE	27.04 F		6	2056	55597.86	0	0	3335.86	0	0	0	0	0	0	0	0



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Name	Hire Date	Title	Hi/ly	Full/Part	Time	Length	YTD Reg Hours	Reg Eans	Holiday Eans	Longevity Eans	OT @ 1.5 Hours	OT @ 1.5 Eans	OT @ 1.0	OT @ 1.0 Eans	OT Ant. Eans Q13	Total OT Hours	Total OT Eans
Adams,Rita I	8/18/2008	Timekeeper	15,771 F		6	1,915	28868.59	0	2079.99	0	0	0	0	0	0	0	0
Bonileo,Anthony	8/20/1979	Water Meter Rea	19,341 F		10	1,799	34809.6	0	3481.09	0	0	0	0	0	0	0	0
Figuera Sr, Ronnie	1/29/2007	Water Meter Rea	19,341 F		0	1,799	34809.6	0	0	0	0	0	0	0	0	0	0
Greck,Shadrone	7/29/2008	Water Meter Rea	14,611 F		0	1,791	26171.11	0	0	0	0	0	0	0	0	0	0
Mendez,Johnny	5/27/1986	Water Meter Rea	19,341 F		8	1,799	34809.6	0	2784.84	0	0	0	0	0	0	0	0
Salas,Ricardo A.	6/6/2007	Water Meter Rea	19,341 F		0	1,771	34267.81	0	0	0	0	0	0	0	0	0	0
Soto,Luis	5/5/2008	Water Meter Rea	17,511 F		0	1,729	30895.55	0	0	0	0	0	0	0	0	0	0
Pilgrim, Jennifer M.	7/6/1992	Chemist-Water A	24,81 F		6	1,799	44623.12	0	2677.06	0	0	0	7	173.63	0	7	173.63
Santuel, Selena	8/20/1990	Chief Chemist	28,79 F		6	2056	60561.76	0	3369.94	19	820.79	0	0	0	58.75	19	879.54
Samuel,Thomas J	3/28/1983	Chief Forester	28,48 F		8	2056	58562.86	0	3915.12	9.5	405.9	0	0	0	425.17	9.5	831.07
David, Belinda L.	4/17/1989	DP Systems Prgm	35,49 F		6	1,797	63781.43	0	3826.35	0	0	0	0	0	0	0	0
Mehru,Shenro	4/6/2007	DP Systems Prgm	29,97 F		0	1,792.5	53295.8	0	0	0	0	0	0	0	0	0	0
Armour, Sharon Denise	11/16/1987	DP Tech	25,18 F		8	1,799	45301.99	0	3624.22	0	0	0	1	25.18	0	1	25.18
Brown, Bertha P	6/15/2009	DP Tech	21,58 F		4	980	21199.22	0	846.09	0	0	0	0	0	0	0	0
Malone, Arlon	11/22/2004	DP Tech	20,86 F		4	1457	30394.04	0	0	0	0	0	0	0	0	0	0
Douting, Stephen L	2/6/1990	DP Tech	22,3 F		6	1,785	39807.27	0	2376.86	0	0	0	0	0	0	0	0
Perez-Montalvo,Verelida	6/13/1977	Magnt Spec	35,99 F		14	1927.5	69364.56	0	9709.72	0	0	0	0	0	0	0	0
Lewis,Bryant H.	6/20/1994	Prnc Drafting	23,62 F		4	2053.5	48510.85	0	1931.07	0	0	0	0	0	0	0	0
Llumbinguga,Angel	3/5/1996	Prnc Drafting	19,26 F		4	1992	38385.84	0	1528.11	0	0	0	0	0	0	0	0
George,John T	1/22/1990	Prnc Engineer-	45,28 F		6	1,796	81350.57	0	4881.02	0	0	0	0	0	0	0	0
Hines, Thertul I	6/21/1985	Prnc Engineer-	45,29 F		8	1,797.5	81418.52	0	6512.54	0	0	0	0	0	0	0	0
Titusca,Vivrel Y.	3/21/1998	Prnc Engineer-	43,87 F		6	1,799	78934.2	0	6324.44	0	0	0	0	0	0	0	0
Koshy,Alex	9/19/1994	Prnc Planner-E	33,17 F		0	1,799	59674.14	0	0	0	4.5	223.9	0	0	0	0	223.9
Jimenez,Leonor	10/13/1987	Rep-Citizens Co	21,85 F		8	1,799	39318.16	0	3145.01	0	0	0	0	0	0	0	0
Wornack,Meroy,Adrienne	9/21/1987	Secretarial Ass	22,4 F		8	1,792.5	40168.42	0	3213.01	0	0	0	0	0	0	0	0
Colon,Marita	8/5/1991	SPV Data Contro	20,61 F		6	1,798.5	37074.79	0	2210.11	0	0	0	0	0	0	0	0
Adewalae,Adebowale,Andrea	1/9/1989	SPV Engineer	52,23 F		8	1,799	99797.16	0	5638.1	0	0	0	0	0	0	0	0
Lajili,Salah P	7/24/1984	SPV Engineer	52,23 F		6	2056	107405.18	0	8992.55	0	0	0	0	0	0	0	0
Velaz,Albert	1/30/1989	SPV-Accounts	21,4 F		6	1632.25	35206.1	0	2085.98	0	0	0	0	0	0	0	0
Sherban, Christian	3/30/1998	Sr Engineer-Hyd	26,96 F		0	1,797	48281.53	0	0	105.5	4171.23	93	2498.71	414.78	196.5	7084.72	
Balwin,Jerry	9/23/1974	Sr Lab Tech W/a	13,6 F		14	2056	40314.06	0	5649.42	0	0	0	0	0	0	0	0
Rodriguez,Celeste G	6/22/1981	Chief-Admin Ser	40,93 F		10	2056	84168.28	0	8415.64	3.5	102.94	0	0	0	0	3.5	102.94
Lourenco,Clelia L.	7/5/2005	Prnc OPER AUTO	21,32 F		0	1,799	46542.55	0	0	0	0	0	0	0	0	0	0
Burd, Pearl F.	6/15/1987	Prnc Oper-Auto	28,28 F		8	1,794.5	50761.31	0	4060.43	0	0	0	0	0	0	0	0
Williams,Cynthia L.	10/17/1988	Asst Spv-Custom	27,4 F		6	2046.5	55962.45	0	0	0	0	0	0	0	0	0	0
Sharihan - Shih, Majeedah	12/3/1973	Asst Spv-Water	24,77 F		14	2056	50933.04	0	7130.71	0	0	0	0	0	0	0	0
Patel,AJit G.	3/10/1986	Prnc Account C	20,25 F		8	1,798	36419.51	0	2913.16	0	0	0	0	0	0	0	0
Bortos, Waltra Y	11/16/1990	Rep-Citizens Co	20,11 F		6	1,799	36185.34	0	2171.13	0	0	0	0	0	0	0	0
Knight,Sabrina F.	7/24/1989	Sr Accountant	28,29 F		6	1927.5	54586.45	0	3309.72	0	0	0	0	0	0	0	0
Asiquin-Smith,Victoria E	7/10/1989	SUPV WATER/METE	29,28 F		6	2056	60217.67	0	3612.01	0	0	0	0	0	0	0	0
Rivera-Acosta,Johnny	8/19/2008	Water Meter Rea	14,51 F		0	1,797	26258.78	0	0	0	0	0	0	0	0	0	0
Theil,Wyatt	5/27/1986	Water Meter Rea	19,341 F		8	1,797	37357.26	0	2781.74	0	0	0	0	0	0	0	0
Mohamed, Ousama A.	4/22/1991	Prnc Planner-E	31,94 F		6	1,799	52469.29	0	3440.55	0	0	0	0	0	0	0	0
Scott,Earl	12/13/2010	Senior Managemt	0 F		0	469	1726.34	0	0	0	0	0	0	0	0	0	0
Broxton,Wanda A	9/28/1993	Economic Dev Re	36,57 F		6	1,799	65790.69	0	3847.52	0	0	0	0	0	0	0	0
Wahneel,Leona E.	4/16/1990	Pgmt Dev Spec-C	28,51 F		6	1,799	51300.88	0	3069.49	0	0	0	0	0	0	0	0
Pronkney,Peter T.	9/30/1996	Asst Admin Manl	22,85 F		4	1,776	40573.77	0	1623.98	0	0	0	4.5	102.84	0	4.5	102.84
Mallory,Terrance	3/23/1998	DP Tech	19,42 F		4	1,771	34384.2	0	1375.79	0	0	0	0	0	0	0	0
Hazzard,Larry	8/10/1993	Pgmt Monitor	26,69 F		6	1,742.5	46523.46	0	2793.07	0	0	0	0	0	0	0	0

Name	Hire Date	Title	HiV Rt	Ful/Part	Time	Lang%	YTD Reg Hours	Reg Eams	Holiday Eams	Longevity Eams	OT @ 1.5 Hours	OT @ 1.5 Eams	OT @ 1.0	OT @ 1.0 Eams	OT Amt	Eams 013	Total OT Hours	Total OT Eams
Baptiste, Odette	5/1/1989	Secretarial Ass	22.4F			6	1799	40314.07	0	2418.89	0	0	1	22.41	0	0	1	22.41
Checid, Wlad	8/20/2007	Sps-Sr Citizen	24.04F			0	1799	43263.93	0	0	0	0	0	0	0	0	0	0
Butler, Mary L.	3/18/2002	Sr Citizen Egm	11.14P			0	1028	11460.41	0	0	0	0	0	0	0	0	0	0
Correr, Berntha I.	3/18/2002	Sr Citizen Egm	11.14P			0	1028	11460.41	0	0	0	0	0	0	0	0	0	0
Crowder, Milia	5/14/1984	Sr Citizen Egm	11.14P			8	1028	11460.41	0	916.59	0	0	0	0	0	0	0	0
Hamilton, Octavia	8/31/1998	Sr Citizen Egm	11.14P			4	1028	11460.41	0	458.44	0	0	0	0	0	0	0	0
Spralley, George W.	3/29/2004	Sr Citizen Egm	11.14P			0	1021.5	11387.96	0	0	0	0	0	0	0	0	0	0
Kelly, Frank	8/20/2001	Sr Citizen Egm	11.14P			0	1024	11415.82	0	0	0	0	0	0	0	0	0	0
Healin, Peter, Najah Z.	3/12/2007	Supv, Advocate	29.27F			0	1680	50103.26	0	0	0	0	0	0	0	0	0	0
Rosario, Carmn	4/12/1993	DP Tech	19.42F			6	1799	34937.63	0	2096.34	0	0	0	0	0	0	0	0
Rosario, Yolanda	8/14/1988	DP Tech	25.18F			8	1799	47410.03	0	3598.37	0	0	0	0	0	0	0	0
Dals, Zachariah	8/17/2009	Relocation Offi	25.47F			0	639.5	19469.1	0	651.57	0	0	0	0	0	0	0	0
Bialk, Zaki M.	8/7/2006	Sps Index Clerk	30.53F			0	1799	54934.53	0	0	0	0	0	0	0	0	0	0
Smith, Latrice T.	10/29/2007	Sr Clerk-Typist	14.5F			0	2047	28698.63	0	0	0	0	0	0	0	0	0	0
Flores, Simone Donna Denise	4/26/2004	DP Tech	25.12F			0	2056	51652.12	0	0	0	0	0	0	0	0	0	0
Urmachen, Ana M	1/3/2005	DP Tech	19.42F			6	1799	34497.63	0	3272.14	0	0	0	0	0	0	0	0
Abraham, Avey	6/24/1992	Sr Accountant	28.29F			6	1927.5	54536.45	0	3488.52	0	0	0	0	0	0	0	0
Rahuddin, Mohamed S	9/14/1992	Sr Accountant	30.16F			6	1927.5	58140.06	0	0	0	0	0	0	0	0	0	0
Rivera, Jose Jr.	6/2/2003	DP Systems Egm	26.66F			0	1798.5	47937.65	0	0	13.75	550.05	33.5	893.39	0	0	47.25	1443.44
McCray, Palmer, Regena L.	6/5/2000	Systems Analyst	36.26F			0	1904	69045.37	0	0	0	0	0	0	0	0	0	0
Uhl, Emmanuel	10/20/1999	Systems Analyst	29.79F			0	1917.5	57080.35	0	0	95.25	4257.55	58.25	1735.83	311.64	0	153.5	6305.02
Eatonwoy, Uwe O	5/24/1999	Senior Manager	40.04F			0	1799	72344.39	0	579.04	128	7229.74	32.5	1223.78	0	0	160.5	8453.52
Agomoh, Chris I.	3/14/1998	Chief Accountant	37.65F			8	1925.5	7304.57	0	5681.72	74.3	3312.69	20	592.88	0	0	94.5	3905.57
Laguana, Flores, Amalia I	6/22/1981	Pinc Accountant	29.64F			10	1799	57079.01	0	0	0	0	0	0	0	0	0	0
Collier, Carol J	2/6/1989	Sr Clerk-Typist	16.88F			6	1799	31786.28	0	1807.2	0	0	0	0	0	0	0	0
Woodard, Robert	5/16/1988	Pinc Personnel	34.39F			8	1768.5	60830.08	0	4865.74	0	0	0	0	0	0	0	0
McNeill, Pamela E.	1/4/1993	Analyst-Grant A	28.31F			6	1795.5	50833.93	0	3049.64	0	0	0	0	0	0	0	0
Morgan, Alana R.	2/8/1999	Sr Admin Analyst	39.29F			0	1788	33177.59	0	4434.59	3	83.5	14	259.78	0	0	17	343.28
Glover, Sherri Denise	9/17/2007	Income Maintena	30.86F			8	1788	55523.8	0	0	1	46.3	14	432.1	0	0	15	478.4
Corbo, Angela	3/22/1993	Mgmt Spec	45.16F			4	2056	92867.73	0	5506.24	0	0	0	0	0	0	0	0
McCaddin, Ronald	7/18/2007	Housing Coordin	35.35F			4	1799	63603.14	0	0	0	0	0	0	0	0	0	0
Bee, Martha M.	1/26/2009	Housing Dev Ana	29.13F			4	1540	48943.44	0	0	0	0	0	0	0	0	0	0
Vazquez, Christina	7/12/2007	Projector Coord	39.52F			0	2056	81268.54	0	0	0	0	0	0	0	0	0	0
David, Regina	6/5/2006	DP Tech	19.42F			0	1799	34937.63	0	0	11	320.44	23.5	456.39	0	0	34.5	776.83
Jacobs, Jerry	11/5/2007	Sr Pgm Analyst	22.16F			0	1789.5	38637.89	0	0	0	0	0	0	0	0	0	0
Aponte-Garcia, Myrtam	8/6/2001	Sr Pgm Monitor	25.66F			0	1799	46163.12	0	0	0	0	0	0	0	0	0	0
Lettman, Olyn J.	10/19/2009	Urban Initiativ	45.71F			0	416	19017.28	0	0	0	0	0	0	0	0	0	0
Schenck, Kelly L.	3/18/2002	DP Tech	23.74F			0	1799	47334.79	0	8126.86	0	0	0	0	0	0	0	0
Findley, Diane	10/9/1979	Projector Coord	39.52F			10	2056	81268.54	0	8126.86	0	0	0	0	0	0	0	0
Gould, Lurecia L	12/1/1978	Sr Loan Advisor	32.81F			14	1799	59038.31	0	8265.38	0	0	0	0	0	0	0	0
Dickson, Edna A.	7/1/2008	Asst Health Ed	23.1F			0	1799	41566.61	0	0	13	450.58	46.5	1074.45	0	0	59.5	1525.03
Okere, Frank	2/23/1998	Sr Accountant	21.32F			4	1798.5	38344.8	0	1537.27	18	575.66	24	511.68	0	0	42	1087.34
Butler, Evelyn I.	9/17/2002	DP Tech	20.14F			0	1799	36233.17	0	0	47.75	1442.58	51.75	1042.27	0	0	99.5	2484.85
Ashbrook, Keitan	1/22/2001	Senior Manager	35.58F			0	1799	59967.14	0	0	0	0	7	249.06	0	0	7	249.06
Cooper, Dorlan	4/22/1996	Senior Management	35.58F			4	1798.5	63906.09	0	1898.18	0	0	0	0	0	0	0	0
Figuerola, Wanda E.	11/5/2007	Physician	76.59F			6	1799	146143.85	0	2329.46	2.5	308.04	7.45	611.96	0	0	9.95	920
Bryant, Shonda M	8/28/1989	Community Servl	32.12F			6	1927.5	61914.65	0	0	7.5	361.37	10	321.21	0	0	17.5	682.58
Porter, Carin A	6/17/1985	Health Educator	33.86F			8	1772	5997.41	0	4792.33	7	355.56	24	812.69	0	0	31	1168.25

Name	Hire Date	Title	Hly Rt.	Full/Part Time	Ungr%	YTD Reg Hours	Reg Earns	Holiday Earns	Longevity Earns	OT @ 1.5 Hours	OT @ 1.5 Eams	OT @ 1.0	OT @ 1.0 Eams	OT Amt	Earns 013	Total OT Hours	Total OT Earns	
Jones, Sandra	3/22/1999	Sr Health Aide	14,68 F	0	0	1795.5	26364.13	0	0	6.5	143.17	29	425.81	0	0	35.5	568.98	
Majette, Reginald	9/12/1994	Clerk	14,06 F	4	0	1799	25297.03	0	1011.48	0	0	0	0	0	0	0	0	
Pinkh, Dorothy	4/6/1999	Site Mgr	14,44 P	1028	0	0	14847.94	0	0	0	0	0	0	0	0	0	0	
Willis, Ovelia	11/27/2000	Sr Citizen Ptm	11,14 P	0	0	992	11460.41	0	0	0	0	0	0	0	0	0	0	
Okeye, Abu-Bakr A.	1/2/2002	Fiscal Officer	35,78 F	0	0	1799	64373.89	0	0	0	0	0	0	0	0	0	0	
Zobals, Rafael	5/1/2002	Protector Coord	39,52 F	0	0	2036	81268.54	0	0	0	0	0	0	0	0	0	0	
Alexander, Clare D.	7/22/2002	Sr Planning Aid	26,88 F	0	0	1799	49366.35	0	0	0	0	0	0	0	0	0	0	
Chukwura, Constance A.	8/20/2001	Dietitian-P.T.	23,75 F	0	0	1799	42740.89	0	0	4	168.2	4	142.55	41.5	0	45.5	1128.52	
Deric, Phione	6/3/1996	Dietitian-P.T.	22,89 F	0	0	1799	41186.04	0	0	4	137.56	31.5	721.16	0	0	35.5	858.52	
Kinloch, Michele	5/9/1994	Dietitian-P.T.	24,62 F	0	0	1799	44295.47	0	1773.74	8	295.48	39	960.27	0	0	47	1255.75	
Rjoku-Oji, Nguzi	8/17/2002	Dietitian-P.T.	21,16 F	0	0	1799	38076.6	0	0	18	507.97	39	825.45	0	0	55	1866.55	
Figueroa, Maria	3/16/1992	Sr Clerk-BL	16,88 F	6	0	1799	30377.66	0	1829.74	3	75.99	25.5	430.99	0	0	28.5	506.58	
Gouveia, Ana A.	4/25/1994	Sr Clerk-BL	16,38 F	4	0	1799	29470.71	0	0	48.5	1191.78	80.5	1318.73	0	0	129	2510.51	
Carmichael, Opaline Lorraine	6/19/1986	Sr Clerk-Part T	16,88 F	8	0	1799	30377.66	0	2443.36	5.5	139.3	37.5	633.22	0	0	43	772.52	
McMillian, Ernestine	8/1/1983	Sr Clerk-Part T	16,88 F	10	0	1799	30377.66	0	3037.74	0	0	0	0	0	0	0	0	
Hall, Merlene	6/18/1979	Sr Communitary Re	26,5 F	10	0	1799	47677.86	0	4804.97	64	2980.2	147	4056.01	0	0	211	7036.21	
Collazo, Evelyn	5/21/2007	Sr Health Aide	14,58 F	0	0	1799	26415.51	0	0	1.8	396.45	72	1057.2	0	0	90	1453.65	
Dacosta, Elaine	2/20/1980	Sr Health Aide	19,34 F	6	0	1799	34809.6	0	2096.76	0	0	23	445.04	0	0	23	445.04	
Gachelin, Sandra J.	4/25/1994	Sr Health Aide	15,84 F	4	0	1799	28514.15	0	1141.84	15.5	368.51	54.5	863.82	0	0	70	1232.33	
Gibson, Evelyn	7/5/1988	Sr Health Aide	18,18 F	8	0	1799	32710.96	0	2418.37	0.5	13.2	25.5	448.8	0	0	26	374.42	
Person, Lou Ann	8/27/2007	Sr Health Aide	17,59 F	0	0	1799	31617.88	0	0	0	0	0	0	0	0	25.5	374.42	
Presley, Janice	3/1/1993	Sr Health Aide	17,01 F	6	0	1790.5	30467.93	0	1828.61	2	51.05	28	476.46	0	0	30	527.51	
Willis, Barbara E.	11/19/2007	Sr Pgm Analyst	30,71 F	4	0	1799	39868.41	0	0	15	498.64	40.5	897.54	0	0	55.5	1396.18	
Mateo, Abner	6/29/1998	Supervising Die	22,16 F	0	0	1799	55248.34	0	2166.95	0	21.75	1001.93	48	1474.1	0	0	69.75	2476.03
Santos, Cristina Diaz	9/2/1980	Medical Records	25,18 F	10	0	1729	47596.21	0	3428.24	0	0	50	1259.05	0	0	50	1259.05	
Seymour-Porter, Connie	10/17/2005	Physician	71,74 F	0	0	1799	138697.57	0	0	3.5	376.64	10.5	106.18	0	0	14	106.18	
Oshai, Sima R.	8/28/2006	Physician	69,31 F	0	0	1817	143141.73	0	0	0	0	4.25	753.27	0	0	4.25	1129.91	
McNeel, Isaac	1/22/2008	Physician	76,22 F	4	0	1799	137128.27	0	0	0	0	0	0	0	0	0	294.58	
Garcia, Carrie L.	9/29/1980	Secretarial Ass	20,05 F	10	0	1799	36077.66	0	3673.43	4.5	135.37	5	100.27	0	0	9.5	235.64	
Fasina, Obabisi O.	2/21/1989	Social Casework	18,87 F	8	0	1786	33714.03	0	2010.28	0	0	0	0	0	0	4	81.17	
Wyom, Therese D	6/28/2010	Social Casework	22,41 F	14	0	1724.5	34994.8	0	4910.72	0	0	4	81.17	0	0	4	81.17	
Sykes, Wendy	8/6/2007	Sr Pgm Monitor	25,66 F	0	0	1705.5	45021.4	0	0	19	731.32	52.25	1307.7	0	0	71.25	2072.08	
Hidmes, Suzanne R.	1/3/1989	Asst Admin Annl	20,36 F	6	0	1792	36492.83	0	1880.09	0	0	0	0	0	0	0	0	
Williams, Shleese	8/28/2001	Clerk	15,43 F	0	0	1798	29637.23	0	0	0	0	0	0	0	0	0	0	
Neal, Mikeyeha	7/16/2002	Pub Hlth Pract	29,49 F	0	0	1799	53059.44	0	0	1.3	575.13	33.5	988.05	0	0	46.5	1563.18	
Hernandez, Alexis	4/4/2005	Administrative	20,21 F	0	0	1799	36361.14	0	0	0	0	0	0	0	0	0	0	
Johnson-Walden, Tyronda D.	6/18/2007	Business Repres	32,14 F	0	0	1799	57832.45	0	0	0	0	0	0	0	0	0	0	
Casanova, Luis A.	7/18/2006	Contract Adminl	32,44 F	0	0	1798.5	58354.4	0	0	0	0	0	0	0	0	0	0	
Porter, Stephany A.	9/17/1990	COUNSELOR-1TTP	24,17 F	6	0	1799	43490.06	0	2609.33	0	0	0	0	0	0	0	0	
Richardson, Josephine	7/16/1990	Employment Coun	26,31 F	6	0	1799	47333.74	0	2840.11	0	0	0	0	0	0	0	0	
Meeves, Sweet A.	11/20/2006	Employment Test	15,75 F	0	0	1799	28346.58	0	0	0	0	0	0	0	0	0	0	
Smallwood, Frank I.	6/14/2004	Field Rep	17,6 F	0	0	1799	31667.8	0	0	0	0	0	0	0	0	0	0	
Reed, Dever	3/13/2006	Messenger	14,3 F	0	0	1071	15771.89	0	0	0	0	0	0	0	0	0	0	
Okemezie, Innocent	9/18/2006	Monitor - JTPA	29,31 F	0	0	1799	52734.87	0	0	0	0	0	0	0	0	0	0	
Gonzalez, Norma	9/14/2009	PROG OPER SPEC	44,75 F	0	0	1742	59230.81	0	0	0	0	0	0	0	0	0	0	
Cobb-Latham, Patricia	9/25/2006	Program Develop	29,52 F	0	0	1799	53120.38	0	0	0	0	0	0	0	0	0	0	
Luna, Luz	4/17/2006	Receptionist-BL	14,68 F	0	0	1299	26415.51	0	0	0	0	0	0	0	0	0	0	

CITY OF NEWARK Council 21 BU003

Name	Hire Date	Title	HHV Rt	Ful/Part Time	Langck	YTD Reg Hours	Reg Eams	Holiday Eams	Longevity Eams	OT @ 1.5 Hours	OT @ 1.5 Eams	OT @ 1.0	OT @ 1.0 Eams	OT Amt	Earns 013	Total OT Hours	Total OT Eams
Athen, Janelka N.	12/18/2006	Senior Technici	34.87 F		0	1799	62735.49	0	0	0	0	0	0	0	0	0	0
Doctor,Rose M.	7/17/2006	Sr Community Re	29.52 F		0	1799	53120.38	0	0	0	0	0	0	0	0	0	0
Bankston, Terrence L.	1/2/2009	SPECIALIST ASSI	41.73 F		0	2056	85807.16	0	0	0	0	0	0	0	0	0	0
Harris, Sharon	9/11/2006	Sr. Reg Monitor	34.15 F		0	1799	61443.56	0	0	0	0	0	0	0	0	0	0
Williams, Sonia D.	5/7/2007	Fount Services	23.27 F		0	1799	41877.37	0	0	0	0	0	0	0	0	0	0
Chance,Shakira C.	6/30/2003	Customer Servic	15.35 F		0	1799	27626.72	0	0	0	0	0	0	0	0	0	0
Colon,Monika	9/25/2006	PROG DELVY SPEC	32.55 F		0	1799	58562.96	0	0	0	0	0	0	0	0	0	0
Ort, Curtis B.	3/24/2008	Sr. Community Re	28.38 F		0	1794.5	50930.74	0	0	0	0	0	0	0	0	0	0
Levesti,Sylvia	6/6/1988	Technician,MIS	22.16 F		8	1799	39868.41	0	3189.37	0	0	0	0	0	0	0	0
Muhammad,Abdul S.	4/28/2008	Community Relat	20.26 F		0	1799	36458.29	0	0	0	0	0	0	0	0	0	0
Konkolowich,Denise	11/27/1989	Prgm Monitor	23.97 F		6	833	22285.26	0	1228.54	0	0	2	0	0	0	2	47.95
Williams, Stephen L.	9/29/1980	Social Casework	22.4 F		10	833	40314.07	0	4031.29	0	0	0	0	0	0	0	0
Benjamin, Courtney	8/2/2004	Asst Chief Acso	32.43 F		0	1927.5	62521.44	0	0	34	1654.25	29	940.66	0	0	63	2594.91
Rama,Jose A.	5/12/2003	Data Processing	39.89 F		0	1798.5	71747.3	0	0	43	2573.09	18	718.07	0	0	61	3291.16
Jani,Nilha C.	8/3/2009	Epidemiologist-	34.22 F		0	686	23477.76	0	0	7	359.35	0	0	0	0	7	359.35
Harris,Brian E.	8/11/2003	Program Coordin	42.45 F		0	1797.5	76318.24	0	0	0	0	72	3057	0	0	72	3057
							35,134,319.99		1,323,109.99								1,483,125.02