



**State of New Jersey**

OFFICE OF THE GOVERNOR  
OFFICE OF EMPLOYEE RELATIONS  
PO Box 228  
TRENTON NJ 08625-0228

CHRIS CHRISTIE  
Governor

KIM GUADAGNO  
Lt. Governor

DAVID A. COHEN  
Director

July 2, 2010

Lieutenant Jeffrey Smith, President  
New Jersey Superior Officers Law Enforcement Association  
P. O. Box 273  
Richwood, New Jersey 08074

Sent via email and regular mail  
Re: State of NJ and NJSOLEA  
2007 – 2011 MOA

Dear Lieutenant Smith:

The State has reviewed the Memorandum of Agreement in the matter referenced above to determine when it will be able to make the required payments. After consultation with Centralized Payroll; we are providing the following estimated payment dates.

- ATB 3.5% on 7/07 and 3.5% on 7/08 and 2.0% on 7/3/2010 8/20/2010
- Clothing Allowance Jul 07, Jan 08, Jul 08, Jan 09, Jul 09, Jan 10,  
and Jul 10 8/13/2010
- Clothing Allowance (non-corrections) Jan 08, Jan 09, Jan 10 8/13/2010
- Retroactive Pay for 07 and 08 thru 7/30/2010 9/10/2010
- Retroactive Overtime Pay for 07 and 08 thru 7/30/2010 9/24/2010

Extensive programming is required to process and pay increases in salaries and clothing allowance. Thus, we have provided the earliest possible dates, which enable us to properly process these payments. Employees who are no longer in the unit are not covered by this payment schedule because their payments require extra calculations; therefore, their payments will take a little longer. We hope these dates meet your needs.

Yours truly,

Camille Warner