



**STATE OF NEW JERSEY**

In the Matter of Jersey City Police  
Promotional Appointments

CSC Docket Nos. 2018-3409 *et al.*

**FINAL ADMINISTRATIVE ACTION  
OF THE  
CIVIL SERVICE COMMISSION**

Administrative Appeals  
(CORRECTED DECISION)

**ISSUED: AUGUST 27, 2018(CSM)**

The City of Jersey City (Jersey City) and various parties impacted by Jersey City’s recording of promotional appointments petition the Civil Service Commission for review and relief: 1) Jersey City requests the revival of the promotional list for Police Sergeant (PM5120N), Jersey City; 2) Jersey City requests retroactive regular appointments for various employees to the titles of Deputy Police Chief, Police Captain, Police Lieutenant, and Police Sergeant; 3) David Goldrich and Jay White request to file late applications for the promotional examination for Deputy Police Chief (PM0511W), Jersey City; 4) Jersey City, James Carroll and Ilias Voutsas appeal the decision of the Division of Agency Services (Agency Services) denying Jersey City’s request to amend the eligibility requirements for the promotional examination for Deputy Police Chief (PM0511W) to reduce the time-in-grade requirement to completion of the working test period. These matters have been consolidated due to common issues presented.

**1) Jersey City’s request to revive the promotional list for Police Sergeant (PM5120N), Jersey City**

By way of background, the promotional list for Police Sergeant (PM5120N) promulgated on February 19, 2015 and was initially set to expire on February 18, 2018. Since a new list was not available for use when this list was originally set to expire, in accordance with *In the Matter of Promotional Lists for Public Safety Titles* (MSB, decided April 7, 2004), the Police Sergeant (PM5120N) list was automatically extended for one year, not to exceed four years, *or until a new list became available*. Subsequently, a new promotional list for Police Sergeant (PM2041V), Jersey City

was *issued* on May 16, 2018 and was set to *promulgate* on May 24, 2018. Therefore, in accordance with *N.J.A.C.* 4A:4-3.3(e), the PM5120N list was expired on May 16, 2018, the date that the PM2041V list was *issued*. However, since the PM2041V list did not *promulgate* until May 24, 2018, neither list could be certified for use to make permanent appointments from May 16, 2018 to May 23, 2018.

On May 16, 2018, Jersey City submitted to this agency's certification unit a request to certify the names of 22 eligibles from the PM5120N list. It is noted that the appointing authority signed the request and dated it May 15, 2018. In accordance with *N.J.A.C.* 4A:4-3.3(e), the computer system that issues certifications, the Revised Automated Placement System (RAPS), is programmed to automatically expire extended public safety promotional lists the day before the new lists are *issued*, thus disabling the ability to distribute certifications from the expired list. However, for reasons unexplained in the record, the PM5120N list should have been expired in accordance with *N.J.A.C.* 4A:4-3.3(e), but was erroneously certified (PL180648) to Jersey City on Friday, May 18, 2018. Concurrently, on May 16, 2018, this agency's public safety make-up examination unit issued Tarance Bryant his score and ranking for a make-up examination he took for Police Sergeant (PM5120N), Jersey City. Bryant was advised that his name had been added to the Police Sergeant PM5120N eligible list since he passed the examination. After an inquiry from Jersey City regarding the placement of Bryant's name on the list, on May 23, 2018 the certifications unit discovered that RAPS did not expire the extended PM5120N list upon *issuance* of the PM2041V list and that PL180648 was issued from the expired list. Accordingly, on May 23, 2018, Jersey City was advised that certification PL180648 was invalid and scheduled to be cancelled since the eligibles certified came from the PM5120N list that should have been expired prior to receipt of the request for certification.

In its request to revive the Police Sergeant (PM5120N) list, Jersey City presents that on May 16, 2018 it requested that the next 22 eligibles be certified from the list and due to an administrative error, Agency Services issued certification PL180648 on May 18, 2018. In this regard, Jersey City states that it had no reason to know that harm would result or even that a new list was pending issuance. In fact, Jersey City maintains that it was merely doing what this agency instructed by relying on the extended list when it made its request for a certification. Further, it contends that good cause exists to grant its request to revive the list because the request for certification was merely one day late. Significantly, Jersey City emphasizes that it "moved forward with promoting these Sergeants, and indeed has done so already, presuming that the CSC would issue a certification." Additionally, it notes that the PM5120N list did not exist for more than four years, thus, reviving the list would not violate Civil Service law or rule. Acting on these facts, Jersey City states that it promoted its next round of Police Sergeant on May 14, 2018.

Jersey City also contends that the list should be revived because the letter advising Bryant that he achieved a passing score on the make-up examination for PM5120N and that his name was being added to the list is dated May 16, 2018. Upon receiving notice of this letter on May 21, 2018, Jersey City states that it acted quickly to promote Bryant on May 23, 2018, as it had been informed the PM2041V list would promulgate on May 24, 2018.

The Jersey City Police Superior Officers Association (PSOA), represented by Corey M. Sargeant, Esq., states that the subject list was still valid at the time of the appointments and the appointments should be upheld as valid and approved. It also states that due to an administrative error, a certification was issued due to a programming error. However, the request was made prior to the expiration of the list and Jersey City subsequently believed it was acting upon a correct list when the certification was issued. Therefore, the PSOA requests that the certifications and appointments from the PM5120N list be upheld as valid and approved.

**2) Jersey City requests retroactive regular appointments for various employees to the titles of Deputy Police Chief, Police Captain, Police Lieutenant, and Police Sergeant**

By way of background, the list for Deputy Police Chief (PM0296T), Jersey City *promulgated* on July 9, 2015 and expires on July 8, 2018. The list was certified on November 13, 2017 (PL171358) and five permanent appointments were made effective that date. However, in accordance with *In the Matter of Thomas Cowan et al., Promotional Police Titles, Jersey City* (CSC, decided March 27, 2018), these appointments were made retroactive to July 12, 2016. The list was again certified on December 19, 2017 (PL171532) and three permanent appointments were made effective that date.

The list for Police Captain (PM0863S), Jersey City *promulgated* on March 26, 2015 and expired on March 25, 2018. The list was certified on November 13, 2017 (PL171355) and 13 appointments were made effective that date. However, in accordance with *Cowan, supra.*, these appointments were made retroactive to July 12, 2016. The list was again certified on December 19, 2017 (PL171529) and three appointments were made effective date. The list was certified for the last time on February 22, 2018 (PL180256) and five appointments were made effective that date.

The list for Police Lieutenant (PM0945S), Jersey City *promulgated* on February 26, 2015, was automatically extended and expired on May 2, 2018. The list was certified on November 13, 2017 (PL171357) and seven appointments were made effective that date. In accordance with *Cowan, supra.*, these appointments were made retroactive to March 9, 2015. The list was again certified on December 19, 2017 (PL171530) and 23 appointments were made effective that date. In accordance with *Cowan, supra.*, these appointments were made retroactive to July

12, 2016. The list was certified on January 30, 2018 (PL180114) and 11 appointments were made effective that date. The list was certified for the last time on March 19, 2018 and eight appointments were made effective that date.

As noted earlier, the list for Police Sergeant (PM5120N), Jersey City *promulgated* on February 19, 2015 and was automatically extended and should have been expired on the *issuance* date of the subsequent list, which was May 16, 2018. The list was certified on November 13, 2017 (PL171356) and seven appointments were made effective that date. In accordance with *Cowan, supra.*, these appointments were made retroactive to March 9, 2015. The list was again certified on December 19, 2017 (PL171531) and 32 appointments were made effective that date. In accordance with *Cowan, supra.*, these appointments were made retroactive to July 12, 2016. The list was certified on May 2, 2018 (PL180296) and nine appointments were made effective that date. Finally, certification PL180648 was issued on May 18, 2018, but was cancelled as it was issued after the PM5120N list should have been expired.

In its petition to the Commission, Jersey City requests retroactive appointments of May 30, 2017 for the three individuals who were appointed from the PL171532 certification of Deputy Police Chief. Additionally, it requests retroactive appointments of May 30, 2017 for the three individuals (John Redmond, James Carroll, and Ilias Voutsas) who were appointed from the PL171529 certification for Police Captain. Further, it requests retroactive appointments of May 30, 2017 and November 21, 2017 for 16 individuals appointed from the certifications issued for Police Lieutenant (PM0945S), Jersey City. Finally, Jersey City requests the names of 26 individuals appointed from the certifications for Police Sergeant (PM5120N), Jersey City effective May 30, 2017 and November 21, 2017. In support of these requests, Jersey City provides payroll records and orders reflecting that these individuals began service in the respective titles effective the above noted dates. It is noted that Agency Services supports Jersey City's request and advises that all of the individuals listed are reachable for appointment on the requested retroactive effective date.

### **3) David Goldrich and Jay White request to file late applications for the promotional examination for Deputy Police Chief (PM0511W), Jersey City**

By way of background, the promotional examination for Deputy Police Chief (PM0511W), Jersey City was announced with a closing date of April 30, 2018. A total of 13 employees applied for this examination and 10 were deemed eligible to compete in the oral examination that was scheduled for June 12, 2018. The three applicants who were deemed ineligible were found not to have the required one year of permanent service in the title of Police Captain. It is noted that the June 12, 2018 oral examination for this symbol has been postponed due these appeals.

Goldrich and White present that they had received notifications of certification on November 20, 2017 for Police Captain, but they in fact were promoted to the title on July 12, 2016. Thereafter, in February 2018, the promotional examination for Deputy Police Chief (PM0511W), Jersey City was announced and they contacted this agency and were advised that they did not have the required time-in-grade to file an application. Subsequently, in May 2018, they discovered that other Police Captains who were also appointed on July 12, 2016 were deemed eligible for the Deputy Police Chief examination. Therefore, Goldrich and White request that they be permitted to file late applications for the subject examination.

**4) Jersey City, James Carroll and Ilias Voutsas appeal the decision of Agency Services denying Jersey City's request to amend the eligibility requirements for the promotional examination for Deputy Police Chief (PM0511W) to reduce the time-in-grade requirement to completion of the working test period**

By way of background, Jersey City submitted a request to Agency Services requesting that it amend the eligibility requirements for the Deputy Police Chief (PM0511W), Jersey City promotional examination. Specifically, Jersey City sought to waive the one year of continuous permanent service in the title of Police Captain in favor of completion of the working test period. In support of its request, Jersey City indicated that it currently has ten Deputy Police Chief positions and the majority of employees serving in the title have the years of service to retire. As such, Jersey City was concerned that it may have to fill all ten positions within the next year. Additionally, it stated that 20 of the employees serving in the Police Captain title are either presently eligible for retirement or will be within the next two years. As a result of attrition, Jersey City indicated that it had a concern that it would be left with a depleted list of candidates for Deputy Police Chief. Consequently, it sought to increase the number of applicants eligible to apply for the Deputy Police Chief examination by opening it to Police Captains who completed the working test period immediately preceding the April 30, 2018 closing date. Agency Services reviewed the request and advised Jersey City that it did not appear appropriate to waive the one-year time-in-grade requirement. In this regard, it noted that speculation of retirement is not a valid reason to waive the time-in-grade requirement. Further, the applicant population for PM0511W revealed that the current announced and ensuring examination would likely result in an adequate number of eligible candidates to consider for each vacant Deputy Police Chief position. Accordingly, Agency Services was unable to honor Jersey City's request.

In its appeal to the Commission, Jersey City states nearly all of its Deputy Police Chiefs "have retired, are eligible to retire right now or have been promoted." Further, since filing its initial request with Agency Services, an additional Deputy

Police Chief has filed for retirement effective July 1, 2018. Additionally, due to recent events and its aggressive review of the “Off Duty Program” in collaboration with the Federal Bureau of Investigation (FBI), Jersey City states that it will be restructuring its Police Department which will require increased supervision at the administrative levels in the department. Although not yet finalized, it is anticipated that at least six more Deputy Police Chief positions will be added to the Police Department’s organizational structure. Further, Jersey City highlights that roughly 2/3rds of its current Police Captains are eligible or will be eligible to retire in the next two years. In fact, since initially filing its request with Agency Services, Jersey City presents that two Police Captains have filed for retirement effective July 1, 2018. Under these circumstances, Jersey City argues that there is more than a sufficient basis to reduce the time-in-grade requirements for the subject examination for Police Captains who have completed the working test period before the April 30, 2018 closing date.

In their appeals to the Commission, Carroll and Voutsas initially argue that they have standing to appeal Agency Services’ denial of Jersey City’s request because they are impacted members of the group of Police Captains who were denied career advancement opportunities. Further, they state that there is a sufficient basis to grant Jersey City’s request based on anticipated vacancies due to retirements. Moreover, these appellants requests that their personnel records be corrected to reflect the actual date they began performing the duties of a Police Captain, May 30,2017.

## CONCLUSION

### 1) **Jersey City’s request to revive the promotional list for Police Sergeant (PM5120N), Jersey City**

*N.J.A.C.* 4A:4-1.10(c) provides that when a regular appointment has been made, a retroactive appointment date may be awarded due to an administrative error, administrative delay or other good cause, on notice to the affected parties. *N.J.A.C.* 4A:4-3.3(b) provides, in pertinent part, that promotional lists shall be promulgated for three years from the date of their establishment. *N.J.A.C.* 4A:4-1.10(c) provides that the Commission may order a retroactive appointment date for good cause.

The central issues in this case is whether Jersey City made a timely request for certification of the Police Sergeant (PM5120N) eligible list and whether there were actual vacancies to be filled. Initially, it must be noted that Commission utilizes two dates of significance for eligible lists. The first date, the issue date of the list, represents the date on which the list is initially compiled and provided to the appointing authority for review. The promulgation date, which is typically one week after the issue date, is the date on which the eligible list is available for

certification and appointment. It must be emphasized that, when a list is issued, the appointing authority is not yet able to utilize the list to make appointments. In accordance with *In the Matter of Promotional Lists for Public Safety Titles, supra*, the Police Sergeant (PM5120N) eligible list was extended for “one year . . . or until a new list *becomes available, whichever occurs first.*” (Emphasis added). Given that the Police Sergeant (PM2041V) eligible list was issued on May 16, 2018, the Police Sergeant (PM5120N) eligible list expired on this date. In this regard, the Police Sergeant (PM2041V) eligible list did not become available for certification and appointment until it was promulgated on May 24, 2018 and the Police Sergeant (PM4120N) eligible list was only available for certification until May 15, 2018.

However, Jersey City did not submit the request for certification in this case until May 16, 2018, the day the PM2041V list was *issued*. Thus, the PM5120N list had expired and certifications could not be issued from it. In this regard, *N.J.A.C. 4A:4-4.1(a)* states that when a vacancy is to be filled in the competitive division of the career service from an eligible list, the appointing authority shall request a certification of names for regular appointment. Such request shall be submitted in advance under procedures set by this agency to enable the issuance or authorization necessary to certify or advise that there is no appropriate eligible list. The normal procedures for requesting a certification are in writing or electronically through RAPS. The request should include relevant information, such as the title of the position or the eligible list to be certified and the number of vacancies. Nevertheless, it cannot be ignored that the appointments at issue were in fact made on May 14, 2018, two days prior to the expiration date of the PM5120N eligible list and the appointing authority signed the request for a certification on May 15, 2018. However, due to Jersey City’s administrative error and the timing of events, such a request in writing was not emailed to this agency until May 16, 2018, after the appointments had been made. In this regard, like all Civil Service jurisdictions, Jersey City is required to request that this agency certify the appropriate eligible list *prior* to making any permanent appointments from the list. Jersey City failed to do so in this case. Further, for reasons unexplained in the record, RAPS erroneously issued a certification from the PM5120N eligible list for use by Jersey City on May 18, 2018. Under these particular circumstances, the Commission concludes that Jersey City’s failure to submit a timely request in writing should not result in denial of this otherwise meritorious request. It was the intention of Jersey City to have this agency issue a certification on May 15, 2018, albeit one day after it made appointments to the Police Sergeant title on May 14, 2018, during the life of the Police Sergeant (PM5120N) eligible list.

Turning to the issue of vacancies, this agency may only issue a certification or extend a certification disposition due date to fill genuine vacancies, *i.e.*, not anticipated vacancies. See *N.J.A.C. 4A:4-4.1(a)*, *N.J.A.C. 4A:4-4.8(b)*, and *In the Matter of William J. Brennan* (MSB, decided April 9, 2003), *aff’d*, *William J. Brennan v. New Jersey Department of Personnel*, Docket No. A-4412-02T5 (App. Div.

February 24, 2005). In this case, it is clear the May 14, 2018 appointments, as well as the appointment of Bryant on May 23, 2018, evidence that vacancies did in fact exist. Therefore, based on the request for certification as determined above and the fact that vacancies existed, the Commission concludes that it is appropriate for the eligible list for Police Sergeant (PM5120N) to be revived and certified. Moreover, while *N.J.A.C.* 4A:4-2.9(h) only permits candidate's passing a make-up examination to be added to an eligible list, it cannot be ignored that Bryant's name could only be added to the list when his make-up score was issued and the PM5120N list expired on the same date, May 16, 2018. Thus, it would be unfair to penalize Bryant for circumstances beyond his control by not permitting his name to be included for appointment consideration from the PM5120N list one day prior to the promulgation of a new list. Therefore, it is appropriate to revive the PM5120N list, utilize certification PL180648 to permit Jersey City to record its May 14, 2018 appointments, and to add Bryant's name to that certification and record his appointment effective May 23, 2018.

### **2) Jersey City's requests retroactive regular appointments for various employees to the titles of Deputy Police Chief, Police Captain, Police Lieutenant, and Police Sergeant**

In these matters, there is no basic factual dispute but, rather, the central issue involves an administrative error, wherein the appointing authority failed to request certifications in order to properly effectuate these appointments at the time they were made. The record establishes that all individuals have been performing the duties of their promotional positions since the requested retroactive dates. Thus, Agency Services supports the appointing authority's request to grant retroactive dates of permanent appointment as listed in Attachment A. As such, good cause exists to provide each individual a regular appointment retroactive respectively as listed. Moreover, since the appointing authority believes that they had permanently appointed these individuals, they should be considered to have successfully completed their working test periods. Lastly, in the future, Jersey City must ensure that it requests a certification from an appropriate eligible list prior to making all permanent appointments.

### **3) David Goldrich and Jay White requests to file late applications for the promotional examination for Deputy Police Chief (PM0511W), Jersey City**

*N.J.A.C.* 4A:4-2.1(e) provides, in pertinent part, that applications for open-competitive and promotional examinations should be filed no later than the announced filing date for filing applications.

*N.J.A.C.* 4A:1-1.2(c) provides that the Civil Service Commission may relax a rule for good cause to effectuate the purposes of Title 11A, New Jersey Statutes.

In these matters, the petitioners did not file applications for the subject examination, indicating that they had received notifications of certification on November 20, 2017 for Police Captain, but they in fact were promoted to the title on July 12, 2016. Thereafter, in February 2018, the promotional examination for Deputy Police Chief (PM0511W), Jersey City was announced and they contacted this agency and were advised that they did not have the required time-in-grade to file an application. Subsequently, in May 2018, they discovered that other Police Captains who were also appointed on July 12, 2016 were deemed eligible for the Deputy Police Chief examination. Generally, such a circumstance would not be a persuasive reason to accept an untimely application, but given the number of appointments that Jersey City failed to correctly record with this agency, it is likely that individuals would be confused if whether or not they had the appropriate amount of permanent service to apply for a next-in-series promotional examination. As a result, since these individuals clearly had the required time-in-grade, good cause is established in this particular case to relax the provisions of *N.J.A.C. 4A:4-2.1(e)* and accept a late application. Therefore, Goldrich and White should submit an application and the required filing fee for the Deputy Police Chief (PM0511W), Jersey City examination within 20 days of the issuance date on this decision. Upon receipt of the application and processing fee, it is ordered that their applications be processed and if they are deemed eligible, they be admitted to the examination.

**4) Jersey City, James Carroll and Ilias Voutsas appeal the decision of Agency Services denying Jersey City's request to amend the eligibility requirements for the promotional examination for Deputy Police Chief (PM0511W) to reduce the time-in-grade requirement to completion of the working test period**

*N.J.A.C. 4A:4-2.6(g)* states that an appointing authority may request that the time requirements specified in *N.J.A.C. 4A:4-2.6(a)* for promotional examinations be reduced to the completion of the working test period if it appears that vacancies to be filled within the duration of the promotional list will exceed the maximum number of eligibles that could result from the examination or ... for other valid reasons.

Initially, Agency Services correctly determined that there did not appear at the time of Jersey City's request a basis to waive the one year of continuous permanent service in the title of Police Captain in favor of completion of the working test period. As Agency Services observed, the current announcement indicated that it would likely result in an adequate number of candidates for Jersey City to consider for each vacant Deputy Police Chief position and speculation of retirement has not been construed as a valid reason to grant such requests. However, since that time, the record indicates that additional Deputy Police Chiefs and Police Captains have in fact filed for retirement effective January 1, 2018. Moreover, due to its planned restructuring of the Police Department, Jersey City

anticipates the creation of at least six additional Deputy Police Chief positions to its organizational structure. Based on this subsequent information, it is appropriate to amend the promotional announcement for Deputy Police Chief PM0511W so that it is open to incumbents in the title of Police Captain who have successfully completed their working test periods prior to the April 30, 2018 closing date. As the Commission has granted Jersey City's request to reduce the time-in-grade requirement for this examination, it is not necessary to address the specific arguments of Carroll and Voutsas. However, *N.J.A.C.* 4A:4-2.6(g) was amended in July 2017 to specify that *only an appointing authority* may request that the time requirements be reduced to completion of the working test period.

One additional matter warrants comment. All of the cases addressed by the Commission in this decision would not have been necessary had Jersey City complied with the basic reporting requirements required of all Civil Service jurisdictions. Indeed, as this matter and *Cowan, supra*, evidence, Jersey City has not properly recorded numerous appointments which has caused not only serious disruption to the individual employees impacted, but to the administration of a subsequent promotional examination process. Indeed, given all of the retroactive appointments and corrections required to be made to those serving as Police Captains, a number of individuals failed to apply or were unable to apply to the Deputy Police Chief promotional examination. This resulted in this agency postponing the administration of the Deputy Police Chief oral examination for PM0511W that had been scheduled for June 12, 2018. Although it is difficult to pinpoint the actual costs associated with correcting these errors and the delaying of a promotional examination, it is safe to say that countless hours have needlessly been expended by staff of this agency to address these issues. Jersey City is reminded that in the future, its failure to accurately report its appointments with this agency may result in the Commission ordering that fines be assessed for each violation, up to a maximum of ten thousand dollars (\$10,000.00). See *N.J.S.A.* 11A:10-3; *N.J.A.C.* 4A:10-2.1(a)2.

### **ORDER**

Therefore, as specified in this opinion, it is ordered that these requests be granted.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON THE  
20<sup>TH</sup> DAY OF JUNE, 2018

*Deirdre L. Webster Cobb*

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Deirdre L. Webster Cobb  
Chairperson  
Civil Service Commission

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Attachment A

c: Robert Kakoleski  
Tarance Bryant CSC Docket No. 2018-3410  
Mark Bunbury CSC Docket No. 2018-3409 and 2018-3217  
James Carroll CSC Docket No. 2018-3073  
David Goldrich CSC Docket No. 2018-3326  
Ilias Voutsas CSC Docket No. 2018-3192  
Jay White CSC Docket No. 2018-3302  
Corey Sargeant, Esq.  
Kelly Glenn  
Records Center

<b>Name</b>	<b>Title</b>	<b>Requested Effective Date</b>
Keith O'Callahan	Deputy Police Chief	May 30, 2017
James Latella	Deputy Police Chief	May 30, 2017
Michael Kelly	Deputy Police Chief	May 30, 2017
John J. Redmond	Police Captain	May 30, 2017
James J. Carroll	Police Captain	May 30, 2017
Ilias Voutsas	Police Captain	May 30, 2017
James Hamilton	Police Lieutenant	May 30, 2017
<del>Keith Ludwig</del>	<del>Police Lieutenant</del>	<del>May 30, 2017</del>
Robert Sjosward	Police Lieutenant	May 30, 2017
Brian Gajewski	Police Lieutenant	May 30, 2017
Michael Hulings	Police Lieutenant	May 30, 2017
Brian Sullivan	Police Lieutenant	May 30, 2017
Shawn Broderick	Police Lieutenant	November 21, 2017
Miguel Reyes	Police Lieutenant	November 21, 2017
Anibal Rosario	Police Lieutenant	November 21, 2017
Vincent Corso	Police Lieutenant	November 21, 2017
Morgan Torres	Police Lieutenant	November 21, 2017
Daniel Coyle	Police Lieutenant	November 21, 2017
Cristino Felix	Police Lieutenant	November 21, 2017
Thomas McVicar	Police Lieutenant	November 21, 2017
Robert Majury	Police Lieutenant	November 21, 2017
Joseph French	Police Lieutenant	November 21, 2017
Michael Russo	Police Sergeant	May 30, 2017
David Humen	Police Sergeant	May 30, 2017
John Barone	Police Sergeant	May 30, 2017
Denise Aquino	Police Sergeant	May 30, 2017
John Theodoroleas	Police Sergeant	May 30, 2017
Wayne Zachowski	Police Sergeant	May 30, 2017

