HPAE

Representing Registered Nurses and Professional Staff
At Rowan University

Agreement between

Health Professionals and Allied Employees
AFT/AFL-CIO

and

State of New Jersey/Rowan University

October 1, 2014 through June 30, 2018

Health Professionals and Allied Employees

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AGREEMENT

Between

Health Professionals and Allied Employees
AFT/AFL-CIO

and

Rowan University

Registered Nurses and Professionals

October 1, 2014 through June 30, 2018

PREAMBLE

This Agreement is effective October 1, 2014 and is made between the State of New Jersey as the negotiations representative on behalf of Rowan University—School of Osteopathic Medicine (hereinafter called the "University") and the Health Professionals and Allied Employees, AFT, AFL/CIO, 110 Kinderkamack Road, Emerson, New Jersey, 07630 (hereinafter called the "Union").

The parties recognize that it is the responsibility of the University to provide high quality educational programs, to encourage the development of new knowledge through research, and to provide patient care services to the larger community. The University recognizes that due to their education and experience, the staff members covered by this Agreement have a unique contribution to make towards the advancement and execution of the missions of the University.

This Agreement is intended to contribute to the fulfillment of those responsibilities. The parties recognize and declare that it is their mutual goal to maintain a harmonious relationship in determining terms and conditions of employment. To this end they mutually enter into this Agreement which sets forth the employment relationship between the University and the staff members subject to this Agreement under applicable State and Federal law.

ARTICLE 1. AGREEMENT SCOPE

This Agreement covers all non-supervisory, full and part-time professional staff members of the University who have satisfactorily completed their initial probationary period as specified by the Public Employment Relations Commission Certification, Docket No. RO-92-115, dated February 7, 1992 and as amended by the supplementary Agreement between the University and the Union, dated July 14, 1992 and registered nurses who have satisfactorily completed their initial probationary period, including graduate nurses, and regularly employed per diem nurses as specified by the Public Employment Relations Commission Certification Docket No. RO-89-121, dated September 17, 1990. Excluded are those job titles set forth in said certificate as not being represented by the Union herein.

ARTICLE 2. UNION STATUS

2.01 Recognition:

The University recognizes the Union as the exclusive collective bargaining representative of every staff member covered by this Agreement.

At the time a new staff member, subject to this Agreement is hired, the University will deliver to said staff member a mutually agreed upon written notice provided by the Union which includes a list of Union Representatives (which Representatives are defined as staff members under this Agreement who are authorized by the Union to represent it).

Directly after the completion of general orientation presentations, the University's Human Resources representative will introduce the HPAE representative designated by the Union who will distribute orientation packets to the new HPAE employees. At that time, the representative designated by the Union, will speak to all new staff members, not to exceed fifteen (15) minutes. The University will continue the practice of providing the Union with notification of the names of new hires into bargaining unit titles, who are scheduled to attend each general orientation session.

2.02 Union Dues:

The University agrees to deduct from the regular paycheck of staff members included in the bargaining unit, dues for the Union, provided that the staff member authorizes such deduction in writing in proper form to the local Human Resources Office.

The University shall make Union dues deductions from a new staff member in the pay period next following the ninety (90) days after the staff member's date of hire.

Union dues deductions from any staff member in the bargaining unit shall be limited to the Union, the duly certified majority representative.

For the purpose of calculating dues deductions, reimbursement for tuition and continuing education shall not be included as part of the gross salary of staff members.

The University will make every effort to immediately cease deduction of HPAE dues when a staff member transfers out of the bargaining unit.

The Union will indemnify and hold the University harmless from any claims, actions or proceedings brought by any staff member in the bargaining unit which arises from dues deductions made by the University. The University shall not be liable to the Union for any retroactive or past due dues for a staff member who was identified by the University as excluded or confidential or in good faith was mistakenly or inadvertently omitted from the deduction of the dues.

2.03 Transmission of Dues:

Dues or agency fees and initiation fees so deducted by the University shall, within ten (10) days of the date of deduction, be transmitted to the designated officer of the Union together with a list of employees included, the amount deducted, hours worked, amount of HPAE dues, termination date, gross pay, employee identification numbers, and all currently provided information (excluding Social Security Numbers, which will be phased out). Once dues are transmitted to the Union, their disposition shall be the sole and exclusive responsibility of the Union. The Secretary of the Union shall certify to the University the amount of Union dues and shall notify the University of any changes in dues structure forty-five (45) days in advance of the requested date of such change. This information shall be provided electronically in a readable format such as Excel format for access by designated union officers.

2.04 Agency Fee:

All eligible nonmember staff in the unit will be required to pay to the Union a representation fee in lieu of dues for services rendered by the Union. Nothing herein shall be deemed to require any staff member to become a member of the Union.

For the purpose of calculating representation fee deductions, reimbursement for tuition and continuing education shall not be included as part of the gross salary of staff members.

Prior to the effective date of this Agreement and prior to each succeeding contract year, the Union will notify the University, in writing, of the amount of regular membership dues, initiation fees and assessments charged by the Union to its own members for that contract year. Any changes in the representation fee structure during the contract year shall be in accordance with the procedure set out in Section 2.03 above. In no event shall the representation fee exceed eighty-five (85%) percent of the payments of regular members.

After verification by the University that a staff member must pay the representation fee, the University will deduct the fee for all eligible staff in accordance with this Section. The mechanics of the deduction of

representation fees and the transmission of such fees to the Union will be the same as those used for the deduction and transmission of regular membership dues to the Union.

The University shall deduct the representation fee as soon as possible after the tenth (10th) day following reentry into the unit for staff members who previously served in a position identified as excluded, for individuals recalled from layoff, for staff members returning from leave without pay, and for previous staff members who become eligible for the representation fee because of nonmember status.

The University shall deduct the representation fee from a new staff member in the pay period following the ninety (90) days after the staff member's date of hire.

The representation fee in lieu of dues shall only be available to the Union if the procedures set out hereafter are maintained by the Union. The burden of proof under this system is solely on the Union.

The Union shall return any part of the representation fee paid by the staff member which represents the staff member's additional pro rata share of expenditures by the Union that is either in aid of activities or causes of a partisan political or ideological nature only incidentally related to the terms and conditions of employment, or applied toward the cost of any other benefits available only to members of the majority representative.

The staff member shall be entitled to a review of the amount of the representation fee by requesting the Union to substantiate the amount charged for the representation fee. This review shall be accorded in conformance with the internal steps and procedures established by the Union.

The Union shall submit a copy of the Union review system to the University's Labor/Employee Relations section of the Office of Human Resources. The deduction of the representation fee shall be available only if the Union establishes and maintains this review system. If the staff member is dissatisfied with the Union's decision, he/she may appeal to the three (3) member board established by the Governor.

The Union hereby agrees that it will indemnify and hold the University harmless from any claims, actions or proceedings brought by any staff member in the bargaining unit which arises from deductions made by the University in accordance with this provision. The University shall not be liable to the Union for any retroactive or past due representation fee for a staff member who was identified by the University as excluded or confidential or in good faith was mistakenly or inadvertently omitted from the deduction of the representation fee.

It is understood that the implementation of the agency fee program is predicated on the demonstration by the Union that more than fifty (50%) percent of the eligible staff members in the bargaining unit are dues paying members of the Union.

If at the signing of this Agreement the above percentage has not been achieved, the agency fee plan will be continued through pay period twenty-six (26) of the calendar year, after which it shall be discontinued unless the minimum has been achieved prior to that occurrence. Thereafter, if the minimum percentage is exceeded on any quarterly date; i.e., January 1st, April 1st, July 1st or October 1st, the agency fee plan shall be reinstated, with proper notice from the Union to affected staff members.

In each year of the Agreement on July 1st, an assessment shall be made to determine if the minimum percentage has been exceeded. If it has, the agency fee shall continue until the following annual assessment. If it has not, the agency fee will be discontinued and eligibility for reinstatement shall be on a quarterly basis as provided above.

Provisions in this clause are further conditioned upon other requirements set by statute.

The University will make every effort to immediately cease deduction of HPAE Agency Fee when a staff member transfers out of the bargaining unit.

2.05 Union Representatives, Rights and Limitations:

The Union shall furnish the Assistant V.P. Labor Relations or other designee of the University a list of all official Union representatives, specifying their authority and showing the name, title or office for each and the departments and shifts for which they function. The Union shall notify the University of any changes in the list within fifteen (15) working days of any change.

Both parties agree to recognize and deal with only properly authorized and empowered University or Union representatives who are officially made responsible by the parties' written compliance with the Section.

It is agreed that the Union will appoint or elect up to one (1) representative for each twenty-five (25) members of the bargaining unit and up to five (5) officers employed by the University—each of whom will be recognized by the University in their defined authority to act for the Union.

The names of these representatives and officers will be provided to the Assistant V.P. Labor Relations and Human Resources and updated within thirty (30) days of any change.

The University agrees that during working hours, on its premises and without loss of base pay, or when otherwise agreed upon, Union representatives previously designated and authorized to represent the Union and recognized by the University shall be allowed to:

a) Represent staff members in the department/work unit.

b) Investigate a grievance, provided such investigation time will be limited to a maximum of one (1) hour and further provided there is no interruption of work activities. In emergency situations, these time limitations may be extended if approved by the Office of Labor Relations or the supervisor on duty should the Office of Labor Relations be closed.

c) Post Union notices.

d) Attend negotiating meetings (the number of representatives to be agreed upon between the Union and the University) if designated as a member of the negotiating team and scheduled to attend by the Union.

e) Attend scheduled meetings with the University.

f) Attend/conduct membership meetings limited to a maximum of one (1) hour. Any meetings conducted by the Union must be done during lunch or break time. The Union representative conducting the meeting will be granted additional time not to exceed one (1) hour for travel time.

The authorized Union representative shall provide reasonable notification to his/her supervisor whenever he/she requests permission to transact such Union business. Permission will not be unreasonably withheld. It is understood that the supervisor has the right to seek rescheduling of appointments when the work situation warrants this.

2.06 Union Bulletin Boards and Mail:

The University will provide space on a centrally located bulletin board on the Stratford Campus, for the exclusive use of the Union.

As a matter of courtesy, the Union shall provide the University's Office of Labor Relations and the Office of Human Resources with a copy of all postings. The University shall have the right to remove material from the bulletin boards which is profane, obscene, defamatory of the State or the University and its representatives or which constitutes election campaign material.

When the Union has mail to be delivered to its officers or representatives, the University's interoffice mail system will be made available, provided that priority is retained for the business of the University. The HPAE staff and representatives shall have the right to e-mail HPAE members who have Rowan e-mail accounts. Rowan e-mail use shall be consistent with University policy.

Any mail incorrectly addressed to the Union at the University shall be forwarded with reasonable care to the Union at the address set out in the Preamble to this Agreement.

Union officers and representatives shall be allowed to use fax machines within the University to send grievance reports to the Office of Labor Relations and the Union office, provided that the primary use of the fax machine is for the business use of the department.

2.07 Union Business:

The University agrees to provide leave of absence at the regular rate of pay equal to the length of the employee's regular work shift for officers or representatives of the Union to attend Union activities.

The Union shall have the right to designate any Union officer or representative (i.e., President, Vice Presidents, Secretary, Treasurer and Grievance Chair) for such leaves of absence. A total of ten (10) days of such leave in the aggregate may be used each year of this Agreement.

This leave is to be used exclusively for participation in regularly scheduled meetings or conventions of labor organizations with which the Union is affiliated or for training programs for Union representatives and Union Officers and for which appropriate approval by the University is required. Written notice, from the Union (including President), of the authorization of an individual to utilize such leave time shall be given to the employee's supervisor with a copy to the Office of Labor Relations at least fourteen (14) days in advance of the date of such meeting except in an emergency, when less notice may be given. Granting of such leave to an employee shall not be unreasonably denied by the University.

Leave not utilized in any yearly period shall not be accumulated.

The University agrees to provide leave of absence without pay for officers or representatives of the Union to attend Union activities. A total of fifteen (15) days in the aggregate of such leave of absence without pay may be used in each year of this Agreement. Granting of such leave shall not be unreasonably denied by the University. This additional leave of absence without pay is to be used with the same conditions and restrictions as leave for Union business with pay provided in this section.

2.08 Information and Data:

A full list of professional job titles and their respective salary ranges shall be appended to the collective negotiations agreement. This list is complete as of the date of ratification of this contract.

The University shall e-mail all notices of changes in the Human Resources policies that will substantively affect the terms and conditions of employment.

The University shall provide the following information about members of the bargaining unit electronically in a readable format such as Excel format to a designated union representative(s) on a monthly basis.

- name
- University ID
- job title
- current university date of hire
- department
- classification description (FT or PT, exempt or non-exempt, bi-weekly standard hours)
- salary table
- grade
- step
- hours per pay period
- hourly rate
- annual salary
- home address
- Rowan email address
- leave status
- union membership status
- separation date

ARTICLE 3. PROFESSIONAL PRACTITIONER STATUS

3.01 Appointment to Position:

Appointment to a position shall be in writing with the date of hire, salary and any differential stated. A job description for the specific position occupied by the newly appointed staff member will be distributed to him/her prior to or at orientation. Further, at the time of hire or a change in position, each bargaining unit member will be informed in writing of his/her current normal work week and days, current travel requirements, current shift differential, and current on-call requirements.

Other job descriptions defining all positions under this Agreement will be made available for review by an authorized Union representative upon request.

Staff members holding positions which are grant funded shall be notified in a timely manner if the status of the grant has changed and such change will impact upon the staff member's term of employment.

3.02 Non-Nursing Services:

A. The University recognizes that due to their unique education and experience, the registered professional nurses covered by this Agreement have a unique contribution to make towards maintaining and improving professional nursing care at the University.

B. The parties agree that duties normally assigned to housekeeping, maintenance and other support staff are not to be a routine part of a registered professional nurse's activities. The parties further agree that registered professional nurses covered by this Agreement shall not perform non-nursing functions as a usual and substantial part of their assigned duties except in those cases in which such duties are part of the specific job for which the registered professional nurse was hired.

C. Upon request, the University agrees to discuss non-nursing duties in the Labor/Management Committee regularly with the goal of minimizing the use of covered registered professional nurses in such duties.

3.03 Work Outside of Job Classification:

Staff members shall be assigned work appropriate to their job classification.

Claims of work outside their job classification as identified by the Union are to be submitted to Human Resources and the staff member's department head. The claims will be investigated and Human Resources will provide a written decision within 120 calendar days from the date the claim was submitted. Such response shall include the substantive reason(s) for the determination. The remedy may include, but is not limited to, appointment to an acting position, taking away the work outside of the job classification, reclassification to another title, payment for the time period when the additional higher level duties were performed, etc.

If the claim is in violation of this provision of the Agreement, corrective action will be instituted and, if warranted, additional compensation will be provided retroactive to the date the claim was received by Human Resources. Should the claim be denied, the Union and the staff member may request to meet with Human Resources to discuss the decision. Reclassification may include a temporary appointment to an acting status, not to exceed one year. The decision of Human Resources will be final, binding and implemented the next full pay period.

3.04 Promotions and Transfers:

Professional staff are eligible for a promotion which occurs when there is a vacancy at a higher level for which they are qualified. The announcement of the position vacancy will include a description of the position, a detailed outline of expected educational and professional requirements, and the salary range for the position.

Staff members may apply online on any open position for which they qualify provided those positions are not being reserved for staff members affected by a layoff or intradepartmental postings.

All regular vacant bargaining unit positions will be posted on the University website. Interested internal candidates are to apply online. Computer Kiosks for the purpose of accessing job vacancies will be available at Human Resources.

Each internal candidate will be notified in writing of the decision with respect to his or her candidacy on a timely basis. This decision will indicate: 1.) that the applicant has been offered the position, or 2.) that the applicant has not been offered the position, including a reason for such decision.

The University agrees that seniority and all other relevant criteria will be taken into consideration in the selection of internal applicants for a position. Any dispute regarding this paragraph shall be grievable to Step Two of the grievance procedure with the decision at Step Two being final and binding.

Transfer in status or classification shall not delay the use of entitled benefits.

At the time of promotion, a staff member shall be provided the opportunity to negotiate his/her salary increase and shall receive written notice of final salary offer. Acceptance of the position constitutes acceptance of the salary, and the amount of the promoted staff member's salary shall not be subject to the grievance procedure. This provision shall not result in any promoted staff member being placed off guide.

Voluntarily transferred and promoted staff members shall serve a ninety (90) calendar day probationary period, subject to a ninety (90) calendar day extension. Reclassifications and Involuntary transfers within a Department do not serve a probationary period. Such staff member shall retain all benefits and rights pertaining to bargaining unit members, including access to the grievance procedure, except for the decision concerning the outcome and disposition of their probation period.

At any time prior to the end of probation, the staff member may return to his/her former position, provided that it is still available. If an employee opts to return to his or her former position, the employee may not apply on another position for six (6) months. Should the staff member fail probation, the University shall return the staff member to his/her former position if it is still available.

Should the staff member's position not be available, the employee may be offered a vacant position to the classification of the former title held by the employee before the promotion, if one exists on the campus. If the vacant position is in a different department, the employee must serve a ninety (90) calendar day probation period. If not, the employee will be placed on the recall list for one year.

3.05 Reassignment:

Reassignment is the movement of a staff member from one job assignment to another within such staff member's job classification and within his/her department. Such reassignment may be to another geographic location.

When a staff member is reassigned within his/her job classification, such staff member's salary shall not be reduced below that which s/he would have received had the staff member continued in his/her original position.

When a reassignment is deemed necessary, the University will ask for volunteers. However, the final decision on which employee is to be reassigned resides with management and is not grievable. The Department shall notify the employee in writing, of the reason and status (permanent or temporary) for the reassignment. Except in the case of an emergency, the employee shall receive two (2) weeks notice of a reassignment.;

3.06 Evaluations:

This section applies only to professional staff members.

The annual staff performance evaluations will be done on a prompt and timely basis. Staff members shall have the option to provide a self-evaluation or written comments to their supervisor in anticipation of their annual performance evaluation. Any staff member electing this option must provide the self-evaluation or written comments no later than three (3) days prior to the annual staff performance evaluation. At the time of the evaluation, the staff member will be provided a copy of his/her job description. The staff member being evaluated will be provided a copy of his/her performance evaluation and will have five (5) calendar days to review the evaluation. By the conclusion of the time period, the staff member may add his/her comments to the performance evaluation and shall sign the performance evaluation. Comments added by the staff member shall be attached to the evaluation and included in the staff member's personnel file in Human Resources.

If comments are not made within this period, or the staff member does not sign within this period, the right to comment will be forfeited, the supervisor will note the refusal to sign and forward the evaluation to Human Resources for inclusion in the personnel file. Once the evaluation has been signed by the supervisor and the employee, or where the time for the employee to sign has passed, no additional comments will be added to the evaluation other than notation of the refusal to sign.

Prior to evaluating a staff member "1" or "2", the staff member's supervisor must notify the staff member that his/her performance is deficient and that his/her merit increment may be delayed or denied (in any fiscal year in which merit increments are given). Such notification shall be made through a written memorandum, documented oral warning, and/or written warning regarding performance issues in a timely manner after such deficiencies are observed. Such notification shall contain a description of the performance deficiencies and the corrective actions needed to remedy the performance deficiencies.

In the event such notification is not provided, and a merit increment is delayed or denied, the staff member shall receive a merit increment, if applicable. In addition, the Campus Labor Relations Coordinator shall advise the issuing Supervisor that the employee must be properly informed of his/her performance deficiencies and given a three (3) month assessment period for a re-evaluation. Should the re-evaluation result in a satisfactory rating, the previous evaluation shall be void and expunged from the employee's personnel file. Should the re-evaluation continue to reflect a "1" or "2", the prior evaluation shall be maintained in the personnel file and appended to the re-evaluation. During this assessment period, the supervisor shall meet with the staff member to review his/her performance and the status of the corrective action plan.

Upon the mutual consent of the staff member and his/her supervisor, the staff member, his/her supervisor, and a Union representative shall meet to discuss performance issues. Such a meeting shall not be considered part of the grievance procedure. Further, the performance rating of the staff member is not subject to the grievance procedure.

3.07 Staff Development Programs:

This section applies only to registered nurse members.

A. The University shall provide staff development programs as required by the New Jersey Department of Health and the Joint Commission on the Accreditation of Health Care Organizations. Such programs may include training in the form of orientation programs, continuing education and/or critical care courses.

Subject to operational needs, the University will provide adequate coverage for patient care assignments in order to complete mandatory training during the regularly scheduled shift. If such adequate coverage is not available, the mandatory training will be rescheduled.

B. The University shall, subject to the availability of funds and operational requirements, offer a program of continuing education. Such programs will take place during work time, and coverage will be provided for participating employees, where in the discretion of the University it is required. Time spent at these programs will be considered time worked and the employee shall be compensated accordingly.

C. Full-time staff nurses may utilize up to twenty-four (24) hours of conference time per calendar year. This benefit shall be pro-rated for regular part-time staff nurses. An employee may request in writing to his/her supervisor, permission to participate in work-related educational workshops, seminars, conferences and/or conventions. The University will make a reasonable effort to approve such participation, subject to operational needs and the availability of funds.

The University, if it approves such participation, will grant time off without loss of the employee's pay, at his/her regular rate of pay, and subject to the limitations set out in the paragraph above, will grant financial assistance to attend such programs. If an approved conference falls on a day when the staff nurse is not scheduled to work, the staff nurse shall receive time off with pay equivalent to the time of the conference, to a maximum of twenty-four (24) hours. This time off shall be scheduled by management within sixty (60)

days of the conference. Night shift employees who are scheduled to attend such a program shall be given as a conference day, either the night before, or the night after. Employees will receive a response to their request for participation within two (2) weeks of submission. The University may set a deadline for receipt of requests for specific conferences. Reimbursement of expenses incurred shall be made within a reasonable time after submission of a request for reimbursement. All travel arrangements must be made in conformance with University policy in order to be reimbursable.

Approval for participation in continuing education programs necessary for the maintenance of employee's certification in his/her specialty area and/or University requirement shall receive priority consideration.

D. The annual employee performance evaluation will be done on a prompt and timely basis. At the time of the evaluation, the employee will be provided a copy of his/her job description. The employee being evaluated will be provided with a copy of his/her performance evaluation and will have three (3) calendar days, excluding weekends and holidays, to review the evaluation. The employee may take a copy of the evaluation home during the three (3) calendar day review period. By the conclusion of the time period, the employee may add his/her comments to the original performance evaluation and shall sign the original performance evaluation. Comments added by the employee shall be included in the employee's personnel file in Human Resources.

If comments are not made within this period, or the employee does not sign within this period, the right to comment will be forfeited, the supervisor will note the refusal to sign and forward the evaluation to Human Resources for inclusion in the personnel file. Once the evaluation has been signed by the supervisor and the employee, or where the time for the employee to sign has passed, no additional comments will be added to the evaluation. At the employee's verbal or written request, the employee will be given a copy of the evaluation within three (3) days of such a request.

Prior to evaluating an employee as less than satisfactory, the employee's supervisor must notify the employee that his/her performance is deficient and that his/her merit/step increment may be delayed or denied, if applicable. Such notification shall be made in a timely manner through a written memorandum, a counseling notice, and/or written warning regarding performance issues. In addition, such notification shall contain a description of the performance deficiencies and the corrective actions needed to remedy the performance deficiencies. Further, the employee's supervisor shall meet with the employee to discuss the performance deficiencies and a corrective plan of action. Upon mutual consent of the employee and his/her supervisor, a Union Representative shall be present at this meeting.

In the case where an employee is not notified before the annual evaluation that his/her work performance is deficient, the employee will be re-evaluated in ninety (90) days, and if the work performance is satisfactory, the previous evaluation shall be removed and replaced with the re-evaluation. If work performance remains at an unsatisfactory level, the re-evaluation shall be added to the initial evaluation and both shall remain in the employee's file. In the event the employee's evaluation is not provided in a timely manner or notification, as specified above, is not provided, the employee shall receive the merit/step increment, if applicable. If notice of performance deficiencies and a corrective plan of action is provided in a timely manner and the employee receives a less than satisfactory evaluation, the employee shall be reevaluated after ninety (90) days. During this period, the supervisor shall meet regularly with the employee to review his/her performance and the status of the corrective plan of action. If the employee receives a satisfactory evaluation at the end of ninety (90) days, the employee shall receive the merit/step increment effective that date, if applicable.

The University shall notify the Union by email, fax, or mail of any employee who has received a less than satisfactory evaluation within seventy two (72) hours of the employee receiving a less than satisfactory evaluation.

The meetings discussed in this section shall not be considered part of the grievance procedure. Further, the performance rating of a staff member is not subject to the grievance procedure.

ARTICLE 4. EMPLOYEE STATUS

4.01 Classification:

Professionals

A professional will be classified as either (a) full time or (b) part time.

Registered Nurses

A registered nurse will be classified as either (a) full time, (b) part time, or (c) per diem

4.02 Regular Full Time Staff Member:

A staff member who is hired to fill a position for an undetermined period of time. Regular full-time non-exempt staff will work thirty-five (35), thirty-seven and one-half (37½) or forty (40) hours each week, as determined by the position.

Regular full-time exempt staff will work their regularly scheduled work hours and are expected to work the necessary hours to complete their work assignments.

Regular full-time staff shall be eligible for all benefits pertaining to full-time status.

4.03 Regular Part Time Staff Member:

A staff member who is hired to fill a position for an undetermined period of time. Regular part-time non-exempt staff will work twenty (20) hours or more per week but less than the full-time equivalent for the position. A part-time staff member shall be eligible for pro-rated benefits. In addition, part-time staff shall be eligible for health insurance, subject to continued approval of the State Health Benefits Commission.

4.04 Per Diem Employee:

A per diem employee is an employee (1) in his/her second year of work as a per diem nurse, (2) who has worked at least one-sixth ($^1/_6$) of the hours of full-time nurses during his/her first year, (3) who expresses a willingness to continue working as a per diem nurse, (4) who works on a day-to-day basis as needed by the University and (5) who does not fall under the classification of full-time or part-time, except that employees who were hired as per diem prior to the effective date of this Agreement but who fit the definition of part-time employee shall remain classified as per diem. Per diem employees are not entitled to any benefits under this Agreement except where they are specifically provided for.

4.05 Regular Versus Temporary Employment:

When a staff member is hired or transfers into a position, such staff member shall be advised as to his/her status as either a regular or temporary staff member. Temporary staff are hired for a period of time not to exceed twelve (12) months in the same position, and are not eligible for any benefits except those required by law. If the staff member works beyond the twelve (12) months in the same position, or if the position is filled by a temporary employee beyond the twelve (12) months, the position shall be posted for bidding or closed. On a quarterly basis, the Union shall receive a list of temporary assignments including the date of the assignment.

4.06 Probationary Period:

All full and part-time staff members shall serve a one hundred and eighty (180) calendar day probationary period following their initial date of hire.

The University reserves the right to extend the initial probationary period up to an additional thirty (30) days for full and part-time staff members. A staff member's employment may be terminated at any time during the probationary period. Such decision shall be final and binding, and not subject to the grievance procedure.

Probationary staff will be eligible to use accrued sick leave after thirty (30) calendar days of employment and other accrued leave time after ninety (90) calendar days of employment.

4.07 Personnel Files:

A staff member shall, within three (3) working days of a written request to Human Resources, have an opportunity to review his/her central Personnel file in the presence of an appropriate official of Human Resources to examine any criticism, commendation or any evaluation of his/her work performance or conduct prepared by the University. Such examination shall not require a loss of paid time. If requested by the staff member, a Union representative may accompany the staff member.

A staff member shall be allowed to place in such file a response of reasonable length to anything contained therein. The University will honor a request made by a staff member for a copy of any derogatory item, the staff member's employment application, resume, performance evaluations or any correspondence addressed to the staff member contained in the central personnel file.

A staff member may request the expungement of materials included in the file where there are pertinent and substantive inaccuracies, for reasons of time duration, relevance or fairness. Such requests will be evaluated in relation to the University's needs for comprehensive and complete records but will not be unreasonably denied.

No document of anonymous origin shall be maintained in a staff member's central personnel file nor be a part of any personnel action taken against a staff member.

4.08 Seniority:

A. Accrual: Seniority will be credited from the date of hire or rehire to all regular full-time or part-time staff members upon the successful completion of their initial probationary period. Seniority for bargaining unit members hired prior to July 1, 2013 shall be based on their date of hire with UMDNJ.

B. Loss of Seniority: A staff member's seniority shall be broken by resignation, dismissals from employment, or other types of terminations, layoffs of more than one (1) year, or refusal of a suitable position while on recall from layoff.

C. Layoff: Layoffs shall be administered in accordance with University policy except as stated below:

Seniority will prevail on layoffs due to lack of work in the job classification, efficiency reorganization or reductions due to economic considerations. Seniority will prevail on call backs within one (1) year from layoff.

If there is a facility closure, the affected employees shall be treated as laid off staff.

1. Bumping and Vacancies

Bumps shall be only as per the procedure below. Staff members shall be able to exercise bumping and vacancy rights provided that the employee meets the requirements for the position as per the applicable job description.

A list of vacant positions will be available for review in the campus Human Resources offices.

A staff member who chooses to fill a vacancy or to bump another staff member, and is subsequently informed by the Human Resources department that the salary of the vacant or bump position is more than ten percent (10%) below his/her current salary, shall be allowed to reconsider their decision and to go on to the recall list. In situations where a higher paid staff member bumps an employee earning a lower salary, departments are encouraged to attempt to match the bumping staff member's current salary, but in no event may the salary offered be less than the salary of the staff member being bumped. In situations where a staff member is placed in a vacancy pursuant to "a", "b" or "c" below, departments are encouraged to attempt to match the staff member's current salary, but in no event may the salary offered be less than the amount budgeted for the offered position if such would represent a salary reduction for the staff member.

Within their respective departments/work units, regular staff members shall not be laid off before temporary or probationary staff members in the same job classification.

Staff members who have received layoff notices will be offered vacant positions as described in 4.08"a", and "b" below prior to such vacancies being offered to staff members on the recall list.

The University shall prepare layoff/bumping notices and serve the layoff/bumping notices to the staff member copying the Human Resources Generalist and the Union.

Upon receiving written notice of a layoff, the staff member will reply in writing to Human Resources within three (3) calendar days, the last of which must be a business day, indicating whether he/she wishes to accept layoff or to exercise his/her bumping and vacancy rights.

When an individual is identified for lay off, the staff member will follow the process below:

- First, an employee identified for layoff will be offered the opportunity to fill a vacancy in his/her current title at the University. If the employee chooses not to accept the vacancy offered, the employee may opt to be placed on the recall list. No probationary period.

- Second, if a vacancy pursuant to "a" above is not available, the employee will be offered the opportunity to fill a vacancy in the employee's immediate prior title, within his/her current operating unit first, and if nothing is available, within the operating unit at the University. If the employee opts not to fill a vacancy offered under this section, the employee may opt to be placed on the recall list or to proceed to "c" below. No probationary period.

- Third, if the employee is not placed in a vacancy pursuant to "a", or "b" above, the employee may bump the least senior employee in his/her current title at the University. If an employee opts not to exercise his/her bumping rights under this section, the employee may opt to be placed on the recall list. If the employee is unable to bump under this section, the employee may exercise rights under "d" below. Probation if an employee has less than ten (10) years seniority.

- Fourth, if the employee is not offered the opportunity to bump pursuant to "c" above, the employee may bump the least senior employee in his/her immediate prior title within his/her current operating

unit first, and if nothing is available, within the operating unit at the University. If an employee opts not to exercise his/her bumping rights under this section, the employee may opt to be placed on the recall list. If the employee is unable to bump under this section, the employee may opt to be placed on the recall list. Probation if an employee has less than ten (10) years seniority.

Vacancies shall be filled first before bumping. A list of vacancies shall be available for review in the campus Human Resources office.

Part-time staff members may not bump full-time staff members, however, they may bump other part-time staff at equivalent or less hours. Full-time staff may, however, bump part-time staff. Time off benefits for full-time staff bumping into a part-time position will be prorated. Prior to regular staff being placed on the recall list, regular staff may be placed in a vacant temporary position. A staff member placed into a temporary position will be benefits eligible consistent with the University guidelines and subject to applicable statutes and regulations, as may be amended from time to time. Regular staff who are placed into a vacancy which is a temporary position may bid on any vacant positions. When the temporary position has ended, the regular staff member will be placed on the recall list for a full year based upon his/her former title.

A staff member who is placed in a vacancy or bumps into a position other than a temporary position may not bid on a vacant position for a period of six (6) months.

***2.* Special Categories of Employees**
All regular full- or part-time staff members shall be covered by the layoff policy regardless of salary range, consistent with the following provisions:

a) Staff members employed under a J-Visa shall not be eligible for coverage.

b) Staff members employed under an H-Visa shall have bumping rights only into the same job classification.

c) Staff members holding research positions may only exercise a bump into a position in his/her own department for which he/she is qualified and only if the project would not be seriously disrupted by the change in personnel. A decision by a Principal Investigator to deny a bump based upon the foregoing may be appealed by the bumping employee to the school's Research Dean. If this appeal is denied, the bumping employee may appeal to the Vice President of Research. The review process will not delay the layoff or the placement of the employee on the recall list. If a staff member in a research position cannot bump into a position in his/her department, he/she can bump into the immediate prior title (non-research) on the Campus or be placed in the immediate prior held title (research) provided there is a vacant position and the staff member is qualified for such position.

The parties agree that the subject matter of any appeal to arbitration concerning the Vice President's decision on bumping rights shall be limited to whether the criteria as to which positions shall be exempt from bumping were applied. Should an arbitrator find that the criteria were not applied by the Vice President, then his/her sole remedy shall be to refer the matter back to the Vice President for reconsideration.

d) Recall of Researchers –The University will maintain the resumes of research staff on the recall list at employee's request. The University will grant access to this information to appropriate staff in each research department. Principal Investigators will be advised to review these resumes prior to filling a research vacancy.

If an employee who held a research title is on the recall list, and there is a vacancy in the same title he/she was laid off from which the individual believes he/she is qualified for, but the employee is not offered the vacancy due to being deemed unqualified, the employee may appeal first to the school's Research Dean. If this appeal is denied the employee may appeal to the Vice President of Research whose decision on this matter will be final, binding and not subject to grievance or arbitration.

3. Notice of Layoff and Information to the Union
The University will provide a minimum of twenty eight (28) calendar days notice of layoff to any regular staff member affected.

Upon receiving a written notice of layoff with rights, the staff member will reply in writing to Human Resources within three (3) calendar days, the last of which must be a business day, indicating whether the member chooses to exercise such rights or elects to be placed on the recall list. If Human Resources does not receive a response from the staff member within two (2) days, the last of which must be a business day, of his/her being notified of the department within which the employee is being placed or bumping into, then the staff member will be placed on the recall list.

The University shall continue the practice of providing the Union with a copy of each layoff notice sent to staff members. Such notice shall be provided, by mail, fax or email, within twenty-four (24) hours of the staff member's receipt of the layoff notice. In the event that five (5) or more staff members are laid off within a pay period on the Stratford campus, the University shall, upon notification to the Union of the names and job titles of the staff members affected by the layoff, provide the Union with a full up to date seniority list in Excel format.

4. Recall Rights
Laid off staff members, in the order of University seniority, have first recall rights beginning with the title and job requirements of the position from which they are laid off, to positions with comparable or lower requirements within the same classification series.

A staff member who has been laid off with rights under this provision will be subsequently notified if a position in his/her former title for which he/she is qualified is now available for re-employment.

All laid off staff who have been employed for at least a year shall retain their rights of recall for one (1) year from the date of layoff. Should a laid off staff member refuse a position when recalled, s/he shall be removed from the recall list. However, staff members shall be allowed to refuse a position if the salary of the position is greater than or equal to ten percent (10%) less than the salary of their former position. If more than one (1) staff member in the same job title is laid off, University-wide seniority will be utilized to determine recall rights. Should an employee be recalled to a position on a campus other than the one they were laid off from, the employee has the option of refusing the position and continuing on the recall list (not to exceed one (1) year from the layoff). If the employee accepts the position, s/he shall not have bidding rights for a period of one (1) year.

Upon recall, a staff member shall retain his/her original date of hire.

5. Continuity of Services:
The University agrees to consider patient transition issues in determining how much actual notice is given to Mental Health and Social Work professionals of layoff, consistent with Section 3 above.

4.09 J-Visa and H-Visa Employees:
As part of its notification to the Union of a Labor Condition Application filed with the U.S. Department of Labor, the University shall, if allowable by law, provide the Union with the name of each individual for whom the application is being made.

4.10 Confidential Employees:
When new professional confidential titles are created, the University will send a copy to the Union's HPAE Representative and the Local's Co-Presidents within thirty (30) days of posting, and the Union may request a meeting with Labor Relations to discuss the reasons for the confidential designation. The same notification process shall be followed within thirty (30) days of conversion of an incumbent Union member to confidential status. The Union retains the right to challenge such a designation.

ARTICLE 5. WORK TIME

5.01 Normal Workday:
For the purposes of determining the application of any non-exempt staff member's base compensation rate, a regular non-exempt staff member's normal workday will be either eight (8), seven and one-half (7½) or seven (7) work hours as determined by the staff member's position, except if s/he has been approved to work an alternative work arrangement, pursuant to University policy, when implemented. This hourly rate will also be used to calculate the compensation of regular part-time staff members. All defined workdays for non-exempt staff members shall include rest periods as specified in section 7.16 and a scheduled meal period as specified in section 7.17.

Regular full-time exempt staff members are salaried staff, and, as such, their compensation is not determined by the number of hours they work in a workday. Exempt staff are expected to work the necessary hours to complete their work assignments.

5.02 Normal Workweek:
The workweek begins at 12:01 am. Saturday and ends midnight Friday.

The implementation date(s) for changing the current work week period (Sunday-Saturday) will be determined by the University. The University shall notify the Union prior to changing the work week dates. Upon request, the University will meet with the Union to discuss these changes. The University will meet with the employee to discuss this change and any affect it will have on the employee's work week.

5.03 Work Schedules:
Requests or preferences for time off will be submitted in writing no less than one (1) week in advance of the date(s) requested except that Float Holidays may be used with less notice in the case of an emergency. Management has the right to require proof of an emergency usage of a Float Holiday. The University will respond in writing to all written requests within one (1) week of submission.

Changes requested by a staff member in his/her schedule will be considered by the University and will not be unreasonably denied.

Staff members shall receive as much notice as possible but not less than three (3) weeks notice in writing, except in the event of an emergency, of a change in scheduled hours that requires a staff member to work evening, night, or weekend hours on a regular basis. A staff member's schedule shall not be changed for disciplinary reasons, however, the University reserves the right to change an employee's schedule if it is determined the employee needs closer supervision or for operational needs.

Upon request, the University shall meet with the Union only to discuss the change in schedule and its impact on affected staff members.

If possible and where appropriate, the University will seek volunteers to change to new departmental schedules.

5.04 Overtime Work: Compensatory Time Off

A non-exempt staff member may request overtime payment or compensatory time off for hours worked in excess of forty (40) hours in a workweek. The University retains the option of paying non-exempt staff member's overtime or granting compensatory time off as provided for in the Fair Labor Standards Act (F.L.S.A.) for public employment and such compensation will be at the rate of time and one-half (1½).

The University shall give non-exempt staff members as much advance notice as possible relative to the scheduling of overtime.

Compensatory time off for exempt staff members shall be in accord with current University policy and Article 6.02.

5.05 Weekend Defined:

A weekend shall be defined as Saturday and Sunday for all staff members.

5.06 Staffing – State of Emergency Policy:

When an employee is designated as essential, he/she shall be notified by November 1st of each year. The University shall provide designated employees with a sticker when it becomes available.

The University shall provide the Union with a list of essential employees by November 1st of each year.

Essential employees required to remain at work when there is an early closing, or required to report to work when the University is closed, will be paid at their normal rate of pay during their regular work shift, and after the shift, paid any eligible compensation pursuant to this Agreement.

ARTICLE 6. MONETARY BENEFITS: TIME WORKED

6.01 Definitions

A. BASE PAY :

An employee's base pay is the employee's pay rate exclusive of any differential, premiums, bonuses or other additional forms of compensation. An employee's pay rate for all benefit time (e.g. vacation, holidays, etc.) and time worked shall be deemed to be at the base rate of pay unless specifically otherwise identified in this agreement.

B. REGULAR PAY :

An employee's regular pay is the employee's pay rate inclusive of base pay, experience differential, education differential and certification differential, but shall exclude all other differentials and/or pay rates.

6.02 Premium Compensation Rate - Overtime Work:

The University conforms to the Fair Labor Standards Act (FLSA) for public employment. All non-exempt staff members shall be compensated at time and one-half (1½) for all hours worked in excess of forty (40) hours in a workweek. Such overtime hours shall be compensated either by (a) cash, or (b) compensatory time off.

For the purpose of computing overtime, all holidays paid for both unworked and hours of paid leave except sick time, shall be counted as hours worked. Overtime pay and other premium pay shall not be pyramided.

An exempt employee who works a "full day" beyond his/her regular work week shall be granted a comp day for said day provided that the employee notifies his/her supervisor in writing of the operational necessity to work beyond his/her regular work week and receives the supervisor's prior approval to do so. For the purpose of this provision, a "full day" shall be defined as the employee's regular daily hours of work. Comp days may not be earned fractionally. Comp days must be used prior to vacation days and float days and by the end of the quarter following the quarter in which they are earned.

6.03 Pay Period:

Frequency of payment will continue as heretofore and be available on the Friday of each pay week through direct deposit. Pay stubs will clearly identify specific hours worked and compensated.

When an error in pay has been made by the Payroll Department resulting in an under-payment to the employee, the University will issue a check with the correction within two (2) payroll work days of notification of the error, with proper deductions. When an error in pay not made by the Payroll Department occurs, the correction will be reflected within the two (2) paychecks of receipt of the correction. When an error in pay has been made resulting in an overpayment to the employee, the University will provide the employee with an explanation and discuss a repayment plan, where appropriate.

The pay period begins at 12:01 a.m. Saturday and ends midnight the second following Friday. The implementation date(s) for changing the current pay period (Sunday-Saturday) will be determined by the University. The University shall notify the Union prior to changing the pay period dates. Upon request, the University will meet with the Union to discuss this change as well as any affect this will have on the employee's pay.

6.04 Salary Increase Date:

Salary increases which may be delayed will be paid retroactively to the date upon which the increase is scheduled to take effect, excluding cases where the effective date is postponed due to a staff member's less than satisfactory evaluation.

6.05 Daylight Saving Time:

If a non-exempt staff member actually works one (1) hour greater than his/her scheduled hours of work as a result of an adjustment in daylight savings time, he/she shall receive either one (1) hour additional pay or one and one-half (1 ½) hours additional pay. If a non-exempt staff member works one (1) hour less than his/her scheduled hours of work as a result of an adjustment in daylight savings time, s/he will be compensated for the time actually worked.

ARTICLE 7. MONETARY BENEFITS: TIME NOT WORKED

7.01 Standard Day:

For the purposes of monetary benefits for time not worked, a standard day shall be defined as the standard work week hours for that classification (i.e., non-exempt thirty-five (35) hrs, or thirty-seven-and-one-half (37.5) hrs, or forty (40) hrs, or exempt a minimum of thirty-seven-and-one-half (37.5) hours) divided by five (5). For example, thirty-five (35) hours per week divided by five (5) equals a standard day of seven (7) hours. This is pro-rated for part-time employees (e.g., twenty-four (24) hrs per week divided by five (5) equals four-and-eight-tenths (4.8) hours as a day).

7.02 Holiday Designation:

All Full-time staff members will be entitled annually to fifteen (15) holidays. Part-time staff members will have the holiday time pro-rated based on the number of hours he/she was hired to work per pay period. The fifteen (15) holidays are:

New Year's Day	Martin Luther King's Birthday
Good Friday	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Day after Thanksgiving
Christmas	Float Holiday (6)

The six (6) float holidays will be issued to those full- and part-time staff members who are in active pay status as of January 1st of each year.

All bargaining unit members hired or returning from unpaid leaves of absences between January 2nd and July 1st of any year will be credited with three (3) float holidays within one (1) full pay cycle after July 1. No float holidays will be credited for individuals hired or returning from unpaid leaves of absence from July 2nd to December 31st. Individuals returning from unpaid leaves of absences from January 2nd to July 1st will only receive the three (3) float holidays if they did not already receive float holidays for the particular year.

The staff member shall meet with his/her supervisor to schedule a mutually agreeable date for use of float holidays during the calendar year.

For staff subject to a seven (7) day a week schedule, New Year's Day, Independence Day, and Christmas shall be observed on the actual day they occur; e.g., if Christmas falls on Saturday it will be observed on Saturday. For staff subject to a Monday - Friday schedule, these holidays will be observed as follows:

If the holiday falls on a Saturday, it will be observed the preceding Friday. If it falls on a Sunday, it will be observed the next day; Monday.

Staff members, absent compelling documentation of illness or emergency, who call off on the scheduled day before or after a holiday, or, if scheduled to work the holiday, call off, will be salary deleted and forfeit the holiday.

Regular part-time staff shall be entitled to float holidays on a proportionate basis based on the number of hours hired to work.

Except in the case of an emergency, a request for float holidays must be submitted to the staff member's supervisor for review and approval at least five (5) days in advance of its intended use.

Float holidays may be used for emergencies, personal matters, observation of religious or other days of celebration (but not officially recognized University holidays).

Supervisors shall have the right to require proof of an emergency. The University agrees that such proof shall be kept confidential. Failure of a staff member to supply such proof shall result in a salary deletion for the day(s) and appropriate disciplinary action may be taken if warranted.

7.03 Holiday Entitlement:

The University shall have the right, at its sole discretion, to require any staff member to work on the holidays specified herein. The University agrees to assign holidays off on an equitable and rotational basis.

If the holiday falls on a staff member's day off, s/he shall receive another day off for the holiday. The holiday may not be used prior to the date the actual holiday is observed and shall be scheduled within sixty (60) calendar days after the date the actual holiday is observed. If the staff member has requested but not received the compensatory time off for the holiday by the sixty (60) calendar day period, the University will either pay the staff member for the holiday at his/her base rate of pay, or shall schedule the staff member for the time off, by the next pay period.

If a holiday falls during a staff member's vacation, the day will be observed as a holiday and vacation time will not be charged for the day.

7.04 Holiday Pay:
A non-exempt staff member who is required to work on a holiday other than the Day after Thanksgiving or Good Friday shall be paid at a rate of time and one-half (1 ½) the basic rate of pay. A non-exempt staff member who is required to work the Day After Thanksgiving or Good Friday shall be paid at a rate equal to the basic rate of pay. In addition, non-exempt staff other than twelve (12) hour staff shall receive either a scheduled day off or be credited with one (1) day of compensatory time.

Exempt staff members who are required to work on a holiday shall be credited with one (1) day of compensatory time. The exempt staff member and his/her supervisor shall schedule the compensatory time off within a sixty (60) calendar day period.

7.05 Holidays for Twelve (12) Hour Shift Employees:
All full- and part-time staff members in active status January 1st of each year will be credited with six (6) float holidays totaling forty-eight (48) hours. Staff members may use these holidays in accordance with University Policy and this Article of the Agreement.

Full- and part-time staff that are routinely scheduled to work twelve (12) hour shifts shall be compensated for the nine (9) University designated holidays totaling seventy-two (72) hours as per 1. through 4 below:

1. For the period July 1st through November 30th of each year of this Agreement, each staff member will be compensated for all four (4) University designated holidays which fall within this period while the staff member was actively employed. Payment will be made in December, and paid in one (1) lump sum at the staff member's hourly rate of pay in effect at the time payment is made.

2. For the period December 1st through June 30th of each year of this Agreement, each staff member will be compensated for all five (5) University designated holidays which fall within this period while the staff member was actively employed. Payment will be made in July, and paid in one (1) lump sum at the staff member's hourly rate of pay in effect at the time the payment is made.

3. A staff member who is not in active status on a day designated by the University as a holiday will not receive compensation for said holiday.

4. Upon termination of employment or transfer from the twelve (12) hour work shift scheduling basis, the staff member will be compensated for accrued holiday pay for any University designated holiday which has not been paid, less any monies the staff member may owe the University.

7.06 Vacation Amount and Accruals:
Vacation accruals for newly hired or rehired employees will commence upon the successful completion of the first ninety (90) days of employment and will be credited retroactively to the employee's date of hire or rehire.

Vacation time will accrue in each calendar year in accordance with the following schedule. The annual rate will change in the month when the employee reaches a service milestone if the employee's anniversary date is before the 16th of the month and will change effective the following month if the staff member's anniversary date is the 16th of the month or after.

Vacation accruals are cumulative from one (1) year to the next up to an amount equal to one (1) year of accruals as follows.

Professional Staff

Length of Service	Accrual Rate Per Month
0 - 10 yrs.	1 1/4 days
11 - 20 yrs.	1 2/3 days
Upon completion of 20 years	2 1/12 days

Registered Nurses

Length of Service	Accrual Rate per Per Month
0-3 years	1 1/4 days
4-18 years	1 2/3 days
Upon completion of 18 years	2 1/12 days

An employee will be paid for vacation at the employee's base rate of pay.

7.07 Vacation Entitlement:

All regular part-time staff who are included in this bargaining unit shall accrue vacation credit on a proportionate basis based upon the number of hours the staff member is regularly scheduled to work.

Vacation credit shall not accrue while a staff member is on an unpaid leave except that a staff member will receive credit for the month the leave commenced provided the leave commenced on or after the 16th and will receive credit for the month s/he returns from leave provided the staff member returns on or prior to the 15th of the month.

A staff member who has resigned with appropriate notice, or who has been discharged, except for cause, shall be entitled to vacation allowance of unused vacation time accrued within the time limit described previously, less any overdrawn sick time allotment except that a staff member separated during the initial hire or rehire probationary period will not be entitled to such allowance.

If a staff member dies having vacation credits accrued within the limits described previously, a sum of money equal to the compensation computed on said staff member's base salary rate at the time of death shall be calculated and paid to the staff member's estate less any overdrawn sick time allotment.

7.08 Vacation Scheduling:

The vacation period will be the entire year. The staff member will, subject to the University's operating requirements, have his/her choice of vacation time; it being recognized, however, that vacations must be scheduled by the University in a manner designed to ensure the effective and efficient operation of the University, including staffing needs. No part of a staff member's scheduled vacation may be charged to sick time except that if a staff member becomes hospitalized for any portion of that vacation and wishes to have the time hospitalized charged to sick time, he/she must notify his/her department head as soon as possible and request the use of accumulated sick time. Such notifications and requests may be made by telephone, email or letter, but if by phone, should be confirmed by email or letter. No sick time will be

credited unless supporting medical evidence verifying the hospitalization is presented by the staff member upon return to work.

The University may restrict the amount of vacation time granted to a staff member during prime vacation periods to allow for equitable distribution of prime vacation time among staff members. The prime vacation periods will normally be June 1st through Labor Day, December 1st to January 15th.

By September 1st of each year, a staff member's department head/designee will advise the staff member of the number of vacation days remaining which must be used by the end of the calendar year or forfeited.

Vacation requests for the period June 1st through November 30rd that involve the use of one (1) or more weeks must be planned and requested by February 15th of each year. A written response to the staff member's request will be provided by March 8th. Vacation requests for the period December 1st through May 31st that involve the use of one (1) or more weeks must be planned and requested by September 15th of each year. A written response to the staff member's request will be provided by October 8th. For each vacation period, the staff member will submit three (3) choices of vacation time in order of priority. In situations in which choices of vacation time are timely and two (2) or more staff members request the same time period, University seniority will prevail.

Failure to submit a vacation request by February 15th will result in loss of seniority status as it relates to vacation requests for the upcoming year. Any vacation requests submitted after February 15th, including those of less than one (1) week, will be treated on a first come basis and not decided by seniority. A request must be submitted a minimum of thirty (30) days before the effective date of the vacation, unless waived by mutual agreement of the staff member and his/her department head/designee. A written response to the staff member's request will be provided within seven (7) calendar days of receipt.

With approval, vacation time may be taken as single or multiple days, or single or multiple weeks.

Staff members assigned to units that are open seven (7) days a week, twenty-four (24) hours a day, shall not be responsible for providing staff coverage as a basis for approval of requested vacation time, including weekends, unless the vacation is requested after the schedule is posted.

7.09 Sick Leave; Entitlement and Amount:
All staff members shall accrue sick days on the basis of one (1) day per month.

Paid and unpaid sick time will be provided to staff members according to University policy and in conformance to all applicable laws. For employees taking sick leave for self, the maximum leave allowed will be six (6) months, unless the employee has paid time accruals exceeding six (6) months, then the maximum leave time shall be up to twelve (12) months.

Sick pay accruals are cumulative from one (1) year to the next.

7.10 Sick Leave; Notice and Pay:
A staff member will be paid for sick leave at the staff member's base rate of pay.

Staff members are required to comply with the departmental call in procedure. A staff member shall be responsible for calling only one (1) designated supervisor at his/her office. If the illness extends beyond one (1) day, the staff member must continue to call in ill each day unless s/he has already indicated to his/her supervisor an expected return date. If the illness extends beyond the expected return date s/he must call in with a new expected return date.

Staff members taken ill while on duty and who leave their work area with their supervisor's permission shall be paid for the authorized time spent on the employer's premises and may use accrued sick leave if they desire payment for the balance of the work shift. Staff may be excused without seeking medical attention at the University by their supervisor.

When a doctor's note is required, a doctor's certification from the employee's health care professional must include the medical facts (not diagnosis) supporting the absence and will be provided to Human Resources.

Whenever a regular staff member retires, except a staff member who elects deferred retirement, pursuant to the provisions of a state administered retirement system and has to his/her credit any accrued sick leave, s/he shall be compensated for such accrued sick leave as follows: The supplemental compensation amount payment shall be computed at the rate of one-half (½) of the eligible staff member's daily rate of pay for each day of unused accumulated sick pay accruals based upon the average annual base rate of compensation received during the last year of his/her employment prior to the effective date of his/her retirement provided however that no lump sum supplemental compensation payment shall exceed fifteen thousand (15,000.00) dollars.

The compensation shall be paid in accordance with the State rules then applying.

7.11 Leave for Death or Serious Illness in Immediate Family:

At the time of a death of a family member, up to three (3) consecutive work days off with pay will be granted to staff members provided they are scheduled to work those days, and provided sick leave or other paid leave is accumulated to the credit of the staff member and is so charged. In exceptional situations, the time limit may be extended at the discretion of the University. The University's decision to grant or deny additional time off under this article shall not be subject to the grievance/arbitration provisions of Article 14.

Family members are defined as spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law or other relative or significant others living in the staff member's household. The definition of family member, parent, and child is as defined by the University's FMLA policy.

If the family member lives out of state or country, the staff member may request additional time and utilize his/her accrued time or be granted unpaid leave. The staff member shall be required to bring in documentation that he/she will be out of the State or country as a result of a death in the family.

A short period of emergency attendance upon a member of the staff member's immediate family who is seriously ill and requiring the presence of such staff member may be granted in accordance with University policy and the Family Leave Act.

7.12 Jury Duty Leave Amount:

Staff members shall be granted necessary time off, at the staff member's base rate of pay, when s/he is summoned and performs jury duty as prescribed by applicable law and provided the staff member was scheduled to work on the day(s). In no case will jury duty be granted or credited for more than the standard work day or work week for the staff member.

An employee who regularly works the night shift will be paid for the day on which the jury duty is served, if the employee was scheduled to work that night, based on the standard day work hours for his/her job classification.

The receipt of a notice to report for jury duty must be reported immediately to the staff member's supervisor.

7.13 Jury Duty Leave Procedure:
The staff member shall notify his/her supervisor immediately of his/her requirement for this leave, and subsequently furnish evidence that he/she performed the duty for which the leave was requested.

If jury duty is canceled on a day the staff member would have worked, the staff member must immediately notify his/her supervisor and may be required by the supervisor to report to work.

7.14 Court Appearance:
Staff members shall be granted necessary time off, at the staff member's base rate of pay, when s/he is summoned to testify at depositions or in court, on any matter arising within the staff member's scope of employment at the University. The staff member shall immediately report receipt of any subpoena or court order related to his/her employment at the University to the University's General Counsel and to his/her supervisor.

7.15 Rest Periods:
A non-exempt staff member shall be entitled to a fifteen (15) minute rest period during each four (4) consecutive hours of the work shift. Such rest periods are not cumulative.

7.16 Meal Period:
Non-exempt staff who work during their regularly scheduled meal period will, at the option of the University, be paid in accordance with the Fair Labor Standards Act (FLSA). Exempt staff shall continue to be granted an unpaid meal period.

ARTICLE 8. LEAVES OF ABSENCE

8.01 Basis and Amount:

Type of Leave	Maximum Length
FMLA	In accordance with State and Federal Law
Military	In accordance with State and Federal Law
Academic	6 months
Personal	1 month

8.02 Procedure:
A. Family and Medical Leave:

Family and medical leave will be governed by applicable State and Federal Statutes. This provision outlines the procedure the University follows for staff members who are eligible for family and medical leave under the law.

A medical leave shall be granted upon presentation of a letter to Human Resources from the staff member's personal physician which must state when the staff member's inability to work commenced, nature of the illness or injury, and expected date the staff member will be able to return to work. The University may, at its cost, have the staff member requesting a medical leave examined by a physician of the University's choosing as a condition of granting, continuing, or extending a medical leave of absence.

Upon return from leave, the staff member must present to Human Resources documentation from the staff member's personal physician indicating the date the staff member has been cleared to return to work, and that the staff member is able to return to work without restriction.

For employees taking FMLA leave for self, paid sick time accruals must be utilized first, and then vacation accruals and float holidays may be used.

For employees taking FMLA leave to care for a family member for a serious illness, the maximum leave allowed is twelve (12) weeks. Paid leave time may include accrued vacation and float holidays, and sick time. However, in circumstances where the family member has a catastrophic illness (defined as an illness, injury, impairment, or physical or mental condition that a licensed physician or certified practitioner certifies as life threatening or terminal), in addition to accrued vacation and float holidays (utilized first), employees' accrued sick time or donated sick time may be used for the twelve (12) week maximum allowed.

In accordance with FMLA, the maximum leave allowed for intermittent leave is twelve (12) weeks.

B. Military Leave:
Military leave will be governed by applicable State and Federal Statute.

C. Workers' Compensation:
Any staff member in this bargaining unit who becomes disabled because of a job related injury shall, if approved by Risk and Claims Management, be granted a leave of absence. Payment during such leave will be made in accordance with the New Jersey Worker's Compensation Act.

If not approved by Risk and Claims Management application may be made to use sick leave, if available, and then application may be made for a medical leave of absence under University policy.

D. Personal Leave:
In certain circumstances staff members may be permitted to take an unpaid personal leave of absence from their positions with the University. Such leaves may be applied for and are available to regular full-time and part-time staff members working twenty (20) or more hours per week provided they have completed six (6) months of continuous service.

Requests for personal leaves must be accompanied with the reason for the leave and duration and must be submitted in writing to Human Resources along with any supporting documentation. Such request must be submitted at least two (2) weeks in advance of the starting date for the leave except in the case of a bona fide emergency. A staff member shall receive a written response within five (5) work days. Human Resources shall have the right to require proof of an emergency as a condition for approval.

The maximum length of a personal leave is one (1) month.

E. Return from Leave:
The University shall place a staff member returning from an unpaid leave of six (6) months or less in his/her prior position, or if such position is unavailable, to an equivalent position. A staff member who fails to return from leave within five (5) days from his/her scheduled date of return and without securing permission from his/her supervisor to extend such leave, shall be discharged.

A staff member who has utilized the maximum length of leave and who is unable to return at that time shall resign in good standing or in the alternative will be terminated for being unable to return from leave.

8.03 Leave of Absence, Limitations:

All leaves as described above must be taken at the time of the related occurrence or shall be waived. Staff members will be terminated for obtaining leave by false pretense or for failing to return from a leave in accordance with University policy.

ARTICLE 9. MONETARY BENEFITS: HEALTH BENEFITS, PRESCRIPTION DRUG PROGRAM, DENTAL CARE PROGRAM, LIFE INSURANCE, PENSION, AND HEALTH INSURANCE IN RETIREMENT

9.01 State Health Benefits Program:

1. The State Health Benefits Program (hereafter referred to as "SHBP") is applicable to employees covered by this contract. Benefits and coverage provided under the SHBP shall conform to the requirements of P.L. 2011, c.78, section 47, N.J.S.A. 52:14-17.29. It is agreed that, as part of the SHBP, the State shall continue the Prescription Drug Benefits Program during the period of this Agreement. The Prescription Drug Benefits Program may be modified by the State Health Benefits Design Committee (hereafter referred to as "the Committee"), in accordance with P.L. 2011, c. 78. The Committee shall provide to employees the option to select one of at least three levels of coverage each for family, individual, individual and spouse, and individual and dependent, or equivalent categories, for each plan offered by the program differentiated by out of pocket costs to employees including co-payments and deductibles. Pursuant to P.L. 2011, c. 78, the Committee has the sole discretion to set the amounts for maximums, co-pays, deductibles, and other such participant costs for all plans in the program and has the sole discretion to determine the plan design, plan components and coverage levels under the program. The premium rate for each plan is then established by the State Health Benefits Commission.
2. Effective July 1, 2003, new hires are not eligible for enrollment in the Traditional Plan. The Traditional Plan and the NJ plus POS have been abolished.
3. Medicare Reimbursement: Effective January 1, 1996, consistent with law, the State will no longer reimburse active Employees or their spouses for Medicare Part B premium payments.

9.02 Contributions Towards Health and Prescription Benefits:

1. Employees shall contribute, through the withholding of the contribution from the pay, salary, or other compensation, toward the cost of health care benefits coverage for the employee and any dependent provided under the SHBP at the level established by the grid pursuant to section 39 of P.L. 2011, c. 78, for the duration of this contract or until such time as different contribution levels are mandated through legislation or until a change is otherwise made in accordance with the New Jersey Employer-Employee Relations Act after the expiration of this contract.
2. The amount payable by any employee pursuant to section 39 of P.L. 2011 c. 78 under this subsection shall not under any circumstance be less than the 1.5 percent of base salary that is provided for in subsection c. of section 6 of P.L. 1996, c.8 (C.52:14-17.28b).
3. An employee who pays contributions required under section 40(a) of P.L. 2011 c. 78 shall not also be required to pay the contribution of 1.5 percent of base salary under subsection c. of section 6 of P.L. 1996, c.8 (C. 52:14-12.28b).
4. The contribution shall apply to employees for whom the employer has assumed a health care benefits payment obligation, to require that such Employees pay at a minimum the amount of contribution specified in this section for health care benefits coverage.
5. The parties agree that should an employee voluntarily waive all coverage under the State Health Benefits Plan ("SHBP") and provide a certification to the State that he or she has other health insurance coverage, the State will waive the contribution for that employee.

6. An employee on leave without pay who receives health and prescription benefits provided by the State shall be required to pay the above-outlined contributions, and shall be billed by the State for these contributions. Health and prescription benefit coverage will cease if the employee fails to make timely payment of these contributions.
7. Active Employees will be able to use pre-tax dollars to pay contributions to health benefits under a Section 125 premium conversion option. All contributions will be made by deductions from pay.

9.03 Dental Plan:

1. It is agreed that the State shall provide Employees a Dental Care Program during the period of this Agreement. The Dental Care Program may be modified by the State Health Benefits Design Committee ("Committee"), in accordance with P.L. 2011, c. 78, effective January 1, 2012 (and each year thereafter). Pursuant to P.L. 2011, c. 78, the Committee has the sole discretion to set the amounts for maximums, co-pays, deductibles, and other such participant costs for all plans in the program and has the sole discretion to determine the plan design, plan components and coverage levels under the program. Full-time Employees and eligible dependents shall be eligible for the State administered Employee Dental Plan(s).
2. Participation in the Plan shall be voluntary with a condition of participation being that each participating employee shall authorize a biweekly salary deduction not to exceed 50% of the cost of the type of coverage elected: e.g., individual employee only, husband and wife, parent and child or family coverage.
3. A member handbook describing the details of the Plans, enrollment information and the required enrollment forms shall be made available on the Division of Pensions and Benefits' website.
4. Participating Employees shall be provided with an identification card to be utilized when covered dental care is required.

9.04 Life Insurance Program:

Life insurance coverage is provided as part of the Public Employees Retirement System (P.E.R.S.) or the Alternate Benefit Program. Both programs are administered by the New Jersey Division of Pensions and Benefits. Eligibility for participation by staff members and benefits are governed by statute and Rules and Regulations promulgated thereunder and administered exclusively by the New Jersey Division of Pensions and Benefits.

9.05 Pension:

The University is a participant in the Public Employees Retirement System and the Alternate Benefits Program. Eligibility for participation by staff members and benefits are governed by statute and Rules and Regulations promulgated thereunder and administered exclusively by the New Jersey Division of Pensions and Benefits. A description of the PERS Program or Alternate Benefits Program can be obtained from the Division of Pension and Benefits' website, https://www.state.nj.us/treasury/pensions/.

9.06

The provisions of Sections 9.01 through 9.05 of this Article are for informational purposes only and are not subject to the grievance/arbitration provisions of Article 14.

9.07 Health Insurance in Retirement:

1. Those employees who had 20 or more years of creditable service on June 28, 2011, and who accrue 25 or more years of pension credit and retire or retire on a disability retirement on or after July 1, 2011, will contribute 1.5% of the monthly retirement allowance toward the cost of post-retirement medical benefits as is required under law. For the duration of this contract or until such time as different contribution levels are mandated through legislation or until a change is otherwise made in accordance with the New Jersey Employer-Employee Relations Act after the expiration of this contract, those employees who had fewer than 20 years of creditable service on June 28, 2011, and who accrue 25 or

more years of pension credit and retire or retire on a disability retirement on or after July 1, 2011, will, for the duration of their retirement, contribute toward the cost of post-retirement medical benefits in accordance with the grid established by P.L. 2011, c. 78. In accordance with P.L. 2011, c.78, the Retiree Wellness Program no longer applies to Employees who accrue 25 years of pension credit or retire on a disability retirement on or after July 1, 2011.

2. The State agrees to assume, upon retirement, the full cost of the Health Benefits coverage for eligible employees and their dependents including the cost of charges under the Part B of the Federal Medicare Program for eligible Employees and their spouses, but not including survivors, for Employees who accrue 25 years of pension credit service, as provided under the State plan, by July 1, 1997, and those employees who retire on disability on the basis of fewer years of pension credit in the State plan by July 1, 1997.
3. Employees who accrue 25 years of pension credit service after June 30, 2007, and before June 30, 2011, will be eligible to receive post-retirement medical benefits ("PRM") in accordance with applicable law in effect at that time. Such Employees will be eligible to participate in the applicable PPO or HMO and will pay 1.5% of pension benefit as a contribution to the cost of PRM, but such contribution shall be waived if the retiree participates in the Retiree Wellness program. Participation shall mean that the retiree completes the designated HRA form at the time of retirement, participates in the annual health assessment, and participates in any individualized health counseling, follow-up, or program developed for that individual. There shall be an annual verification from the appropriate person at the Retiree Wellness Program in which the retiree is participating.
4. Employees who attain 25 years of service on or after July 1, 1997 or retire on a disability retirement on or after that date shall receive Medicare Part B reimbursement after retirement up to a cap of$46.10 per month per eligible employee and the employee's spouse. Employees hired on or after July 1, 1995, will not receive any reimbursement for Medicare Part B after retirement.
5. Employees who elect deferred retirement are not entitled to health benefits under this provision.
6. Violations of this provision are not subject to the grievance/arbitration procedures of this Agreement. The Union and Employees do not waive any other legal rights they have to enforce the provisions of this Article.

ARTICLE 10. MONETARY BENEFITS MISCELLANEOUS

10.01 Terminal Benefits:

A full-time or part-time staff member whose employment is terminated by reason of permanent layoff will receive as a terminal allowance:

a) Twenty eight (28) days notice or compensation at the staff member's regular compensation rate to the extent such notice is deficient.

b) Accrued but unpaid vacation and compensation time to the staff member's termination date.

10.02 Resignation:

A staff member who terminates by resignation will give the University twenty one (21) days written notice. Staff who resign will be entitled to all accrued but unused vacation and compensation time, less any sick time advanced but not accrued.

Staff members who terminate by resignation or for any other reason must return all University property, including but not limited to ID cards, parking tags and keys, and computer software.

Failure to return this property will allow University Management to withhold final paychecks.

After submitting a notice of resignation, a staff member shall only be eligible to use a maximum of two (2) float holidays within the last three (3) weeks of employment, provided the request(s) for such float holiday(s) are approved. Such request shall not be unreasonably denied.

10.03 Shift Differential:
Effective July 1, 2016 the shift differential for all non-exempt employees will be 0.25.

Shift differential will be paid to members of the bargaining unit for complete shifts only. To be eligible for a shift differential, an employee must work half or more of his/her regularly scheduled hours after 3:00 p.m. or before 6:00 a.m. Shift differentials are not considered to be a part of a staff member's regular compensation rate.

10.04 Experience - Rehire:
A staff member who leaves the University in good standing and is rehired in the same job title within one (1) year of his/her date of separation shall be placed at the same range and step as when the staff member left.

10.05 Continuing Education:
A staff member may request in writing to his/her supervisor, permission to participate in work-related educational workshops, seminars, conferences and/or conventions. The University will make a reasonable effort to approve such participation.

The University will grant time off without loss of pay to those staff members approved to attend Continuing Education conferences. With permission from his/her supervisor, exempt staff members shall be entitled to adjust their schedules to attend such conferences.

Staff members shall be allowed to complete mandatory, University web-based courses, during regular work hours.

Night shift staff members who are scheduled off to attend Continuing Education programs may be given as a conference day, either the night before, or the night after. Staff members will receive a response to their requests for participation within two (2) weeks of submission.

All travel arrangements must be made in conformance with University policy in order to be reimbursable.

The University agrees to reimburse staff members for the tuition/registration fees associated with obtaining and/or maintaining "certifications" required by the University or the State of New Jersey for the position in which they are currently employed by the University.

10.06 Tuition Refund:
A. Staff members shall be covered by the University's HPAE Tuition Waiver Program and Tuition Scholarship for Dependents, Spouse, Domestic or Civil Union Partner, and any revisions thereto.

B. However, a staff member receiving the tuition refund benefits (pursuant to the parties' prior collective negotiations agreement, which expired September 30, 2014) toward a degree as of the date this Agreement is ratified may continue to do so until either this Agreement expires or s/he seeks tuition refund through the University's HPAE Tuition Waiver Program, whichever comes first.

10.07 Education Differential for Registered Professional Nurses:

A. The certification differential will be one dollar and seventy-five cents ($1.75) per hour. Documentation of certification must be updated by the end of November of each year. If documentation is not updated, payment of the certification differential will be discontinued in January. In each year paid, a registered professional nurse shall receive, if certified, payment for only one (1) certification. A registered professional nurse's certification must be nationally recognized and related to the registered professional nurse's specialty practice.

B. Full-time and part-time registered professional nurses with a Bachelor's Degree in Nursing (BSN) from an accredited school will receive additional compensation of eighty cents ($.80) per hour. Full-time and part-time registered professional nurses with a Master's Degree in Nursing (MSN, MA, Ed.M) from an accredited school will receive additional compensation of one dollar ($1.00) per hour.

A registered professional nurse may only receive compensation for the BSN or Master's Degree, not both.

C. The compensation for BSN or Master's in Nursing shall be paid bi-weekly and shall be effective the date on which the Human Resources Department receives proof of the degree.

10.08 Uniform Allowance:

This section applies only to professional staff members.

Should the University require staff to wear uniforms, but choose not to provide them, the University will then provide full time staff an annual uniform allowance as follows:

FY 2015	-	500
FY 2016	-	500
FY 2017	-	500
FY 2018	-	500

Part-time staff will receive an annual uniform allowance equal to one half (½) of the applicable uniform allowance in the fiscal year.

The uniform allowance will be effective July 1st of each fiscal year to all eligible staff noted above who have completed their initial probation period prior to July 1st. Full- or part-time payments will be based on the staff member's status as of July 1st. The staff member must be in active pay status as of the date of payment.

10.09 On-Call:

A. When a non-exempt staff member is called to work outside his/her regularly scheduled shift, he/she will be compensated for the actual hours worked. The staff member will be guaranteed a minimum of two (2) hours of compensation whether or not the two (2) hours are worked, except when the end of the call-in period coincides with the beginning of his/her regular shift.

B. An exempt staff member required to work on-call or who is called to work at a time that the exempt staff member is not normally scheduled to work, shall be treated in accordance with Article 6.02 of this Agreement.

C. All current forms of on-call compensation for exempt staff members shall be maintained at no less than their current level.

10.10 Travel Pay:
Staff members who use their cars for business purposes shall be reimbursed at the then current IRS rate.

ARTICLE 11. HEALTH AND SAFETY

11.01 Health Examination:
If necessary, the University will provide to each member of the bargaining unit a physical examination at the time of employment at no cost to the staff member. Thereafter, an annual examination will be provided if required by the appropriate accrediting authority, by the University, or by statute.

Staff returning from medical or disability leave must present a note from the treating physician which indicates the date the staff member was able to return to duty and certifying the staff member's fitness to return to work full duty. The University may, at its own cost and expense, have a physician of its choosing perform a physical examination of the staff member to ensure fitness and capability to return to work.

11.02 Employer Obligation:
A. The University will observe and comply with all local, state, and federal health and safety laws and regulations, and shall make reasonable provisions for the safety and health of its staff, free of recognized hazards.

B. The University agrees to provide adequate and regularly maintained sanitary facilities for employees' use. Each staff member will maintain acceptable standards of personal hygiene and cleanliness in accordance with the requirements of the job.

C. A staff member must report incidents of unsafe and/or unhealthful conditions to his/her supervisor immediately. The University shall respond in a timely manner to all health and safety problems reported by the Union and/or bargaining unit staff members.

D. The University will provide safety devices for staff members when deemed appropriate by the University or as required by law. Affected employees shall receive appropriate in-service training on new safety equipment, devices, and materials.

E. The University shall, upon request, provide the Union with the results of all health and safety inspections of the facilities of the University. The University shall notify the Union of all such inspections where the inspections were initiated as a result of a Union/employee complaint and/or grievance. The University will also notify the Union in cases where on-going health and safety hazards which may effect the HPAE Union membership are discovered.

F. The University and HPAE agree to discuss problems concerning health and safety in the regularly scheduled Labor - Management meetings. Upon request, the University and the Union will meet to address any emergency or pressing issues on an as needed basis. Should the University establish a Labor-Management Health and Safety Committee, the union will have the right to one (1) representative on that committee. Any recommendations concerning improvement or modification of health and safety conditions shall be reported to the health and safety committee.

G. In the interest of maximizing safety and staff well-being, the University and the HPAE agree that the views and recommendations of the employees covered by this Agreement will be heard and considered in the decision-making process within the University. In furtherance of this goal, the University agrees that representatives of HPAE shall be a part of Labor-Management Committees, if established, that are developed to discuss strategies and identify solutions that would address issues concerning safe patient

handling, ergonomics, violence prevention, needle safety, and protective equipment and clothing. In the event the University establishes any such committees, the Union will have the right to one (1) representative on each Committee. Should more representatives be interested in participating in a Committee, such requests shall be made to the Chair of the Committee, and will not be unreasonably denied.

ARTICLE 12. EMPLOYEE FACILITIES

12.01 Parking:

Beginning July 1, 1993 and for every fiscal year until a successor Agreement is concluded, the parking fee for all bargaining unit members will be equal to .5% of the base salary as of the last pay period of the previous fiscal year. All staff members hired during any fiscal year shall pay a prorated fee for the remainder of the fiscal year based on their salary at time of hire.

Parking fee reimbursements shall be paid in pre-tax dollars.

ARTICLE 13. NO STRIKE/NO LOCKOUT

The Union and the staff agree to refrain from any strike, work stoppage, slowdown, concerted refusal to work overtime, or concerted sick call, and will not support or condone any such job action, nor prevent or attempt to prevent the access of any person to the University's facilities during the term of this Agreement.

The University agrees that there shall be no lockouts during the term of this Agreement.

ARTICLE 14. DISCIPLINE

14.01 Definition:

Discipline shall mean official written warning/reprimand, suspension without pay, disciplinary demotion or discharge from employment at the University. Dismissal from employment or demotion based upon a layoff or operational changes made by the University shall not be construed to be discipline. A counseling, although in writing, is not to be punitive or considered discipline and shall not be placed in the staff member's central personnel file. Counseling notice is part of the performance improvement process and is an opportunity for management to constructively discuss with a staff member observations made about performance or behavior that is impacting productivity or office morale. Upon the mutual consent of the staff member and his/her supervisor, a union representative may be present.

The University shall have the right to discipline staff members for just cause. Just cause for discipline including discharge from employment shall include those causes set forth in the University Rules and Regulations. This list of causes is not exclusive and discipline up to and including discharge from employment may be made for any other combination of circumstances amounting to just cause. The University reserves the right to substitute a written warning/reprimand in lieu of a suspension without pay and such substituted warning/reprimand shall substitute for suspension in the University's scheme of progressive discipline. A written warning/reprimand in lieu of a suspension of three (3) or more days shall be arbitrable.

Suspensions without pay of three (3) or more days, written warnings/reprimands in lieu of a suspension of three (3) or more days, disciplinary demotions or discharge from employment shall be subject to arbitration as specified in the grievance procedure set forth in Article 14.02, except that discipline imposed for time-and attendance violations shall not be arbitrable. However, in the event a non-exempt

staff member receives a suspension without pay for two (2) days or less, such discipline shall not be arbitrable. No other disciplinary actions shall be subject to arbitration.

The University will notify the Union in writing of any suspensions or discharges within seventy-two (72) hours of the action not including weekends. Failure by the University to properly notify the Union will not void any disciplinary action, but the time limit for filing a grievance will not commence until the date the Union or staff member was notified of the action in writing.

With respect to non-exempt staff, the University may, in lieu of suspension for a fixed number of days, and upon mutual consent of the union and the staff member, deduct up to five (5) days from vacation balances. The disciplinary penalty will be equivalent to the same number of days of suspension and treated for all purposes as equivalent to a suspension. The use of vacation days by the employee shall not prejudice, in any manner, either the employee's grievance, should one be filed, or an arbitrator's award, should the employee's grievance be upheld.

The University shall make every effort to ensure that a staff member shall receive a written notice of a discipline on a form expressly provided for that purpose by the Human Resources department. If such a form is not used, a staff member shall receive a written notice of discipline that shall explicitly state the level of discipline, the date(s) of events relevant to the discipline, and the actions (or lack of actions) causing the discipline. In addition, there shall be a place on the notice for the staff member and the Union Rep to sign that they have received the notice of discipline, and it shall be clearly stated that the staff member's signature does not imply agreement.

Where an employee is interrogated during the course of an investigation and when there is a reasonable likelihood that the individual being questioned may have formal charges proferred against him/her, the nature of those contemplated charges shall be made known to the employee who shall then, if s/he so requests, be entitled to a representative of the Union, only as a witness or an advisor during subsequent interrogation concerning the charge provided that the interrogation process shall not be delayed and/or the requirement to expedite any official duty not be impaired.

Prior to termination of an employee, the University shall convene a Loudermill hearing. This is a preliminary, informal hearing to determine if there are adequate charges and information to suspend the employee with or without pay pending formal disciplinary action. This Loudermill process includes oral or written notice of the charges, an explanation of the employer's evidence, and an opportunity for the employee to tell his/her side of the story. The employee may request to have a union representative present at this proceeding.

14.02 Grievance Procedure:

A. Definition

A grievance is defined as:

1. A breach, misinterpretation or improper application of the terms of this Agreement; or
2. A claimed violation, misinterpretation, or misapplication of rules or regulations, existing policy or orders of the University affecting the terms and conditions of employment.

B. Purpose

The purpose of this procedure is to assure prompt and equitable solutions of problems arising from the administration of this Agreement or other conditions of employment by providing an exclusive vehicle for the settlement of staff member grievances and to facilitate the uninterrupted operations of the University.

C. General Provision
No grievance settlement reached under the terms of this Agreement shall add to, subtract from, or modify any terms of this Agreement.

Nothing in this Agreement shall be construed as compelling the Union to submit a grievance to arbitration. When a grievant has Union representation, the Union's decision to request the movement of any grievance at any step or to terminate the grievance at any step shall be final as to the interests of the grievant and the Union.

The terms of this Article shall not apply to probationary staff members, except with respect to payroll matters concerning salary and/or benefits. This exclusion shall not apply to regular staff members serving a probationary period due to a change in job title which is included in the negotiating unit, except that under no circumstances will the University's judgment as to the adequacy of the staff member's performance and/or attendance in a probationary period or any action taken in pursuance thereof be deemed to be discipline or subject to grievance.

All time limits are of the essence and may be extended only by mutual written agreement between authorized representatives of the University and the Union. Grievances not raised and processed in strict and absolute accordance with the grievance procedures and time limits will be waived by the Union and staff member and will not be considered.

The lack of response by the University within the prescribed time, unless time limits have been extended by written mutual agreement, shall be construed as a negative response.

A grievance which affects a substantial number or class of staff members, or in the case of suspension or discharge, or which the University representative at Step I lacks the authority to settle, shall be presented at Step II of the grievance procedure. A grievance in the case of suspension or discharge must be presented at Step II within twenty-one (21) calendar days of the receipt of the disciplinary notice, excluding holidays. All disciplinary grievances must be signed by the individual grievant. An e-mail received from the grievant shall suffice for the signature of the individual grievant. Requests for an extension of the time limit for the grievant to sign a disciplinary grievance must be in writing and shall not be unreasonably denied in the event of physical incapacity.

D. Preliminary Informal Procedure
A staff member may orally present and discuss a grievance with his/her immediate supervisor. At the staff member's option, he/she may request the presence of a Union representative. If the staff member exercises this option, the supervisor may determine that such grievance be moved to the first formal step.

Informal discussions shall not serve to extend the time within which a grievance must be filed, unless such is mutually agreed upon in writing.

If an informal discussion does not produce a satisfactory settlement, the grievant may move the grievance to the first formal step.

E. Formal Steps
Step One:
The grievance shall be reduced to writing and submitted to the department head and Office of Labor Relations within fourteen (14) calendar days, excluding holidays, from the date upon which the staff member first gained or should reasonably have gained knowledge of the alleged violation of the Agreement or policy took place. The grievance shall be signed by the grievant and/or Union representative, and shall

set forth the nature of the dispute, the relief sought and the specific provisions of the Agreement/policy alleged to have been violated.

The department head shall answer the grievance in writing within seven (7) calendar days, excluding holidays, after its receipt.

In the event that the department head agrees to meet with the staff member(s) and the Union representative within seven (7) calendar days of the filing of the grievance, the department head shall have seven (7) calendar days after the meeting to respond in writing to the grievance.

Step Two:
The grievance may be appealed by written notice to the Assistant Vice President for Labor Relations of the University or his/her representative within seven (7) calendar days, excluding holidays, after the Step One decision was rendered or due.

The Assistant Vice President for Labor Relations or his/her representative will convene a hearing within twenty-one (21) calendar days, excluding weekends and holidays, after receipt of the grievance unless extended by mutual agreement. The staff member may be represented at such hearing by the Union representative, Local Union Chairperson or designee. The Assistant Vice President for Labor Relations or his representative will render a decision within twenty-one (21) calendar days from the date of the conclusion of the hearing.

Discipline that is grieved in accordance with Step One of the Grievance procedure shall be stayed until resolved through Step Two. Such grieved discipline may not be referred to or relied upon in any evaluation, promotional decision or subsequent disciplinary charge, other than termination, until the grieved discipline has been resolved through Step Two. Grieved discipline shall be considered resolved through Step Two after the Assistant Vice President of Labor Relations or his/her representative has held a hearing and rendered a decision in accordance with that step of the grievance procedure or, for discipline subject to arbitration, the time for the hearing or decision has passed.

This provision shall not apply to :

1) disciplinary demotion or discharge; and

2) discipline for conduct, which in the University's discretion, demonstrates a threat to property or the health and safety of the grievant, University staff or the public.

In the event that a staff member serves any portion of a suspension prior to filing a grievance concerning that suspension, only the balance of the suspension will be stayed and there shall be no entitlement to reimbursement or reinstatement for the days served unless and until the grievance is sustained.

Step Three, Arbitration:
In the event the grievance has not been satisfactorily resolved in Step Two, and the grievance involved an alleged violation of the Agreement as described in the definition of a grievance in A (1) above or in the case of discipline involves the following implemented disciplinary actions:

1. Suspension without pay of three (3) days or more, excluding suspensions imposed for time-and attendance violations.
2. Written warnings/reprimands in lieu of suspension of three (3) or more days, excluding written warnings/reprimands in lieu of suspension imposed for time-and attendance violations
3. Involuntary Demotion
4. Discharge

then a request for arbitration may be brought only by the Union within thirty (30) calendar days from the date the Union received the Step Two decision.

The request for arbitration shall be submitted in writing to the State of New Jersey Office of Employee Relations by certified mail, with a copy to the Assistant Vice President of Labor Relations.

The parties shall mutually agree upon a panel of three (3) or more arbitrators. Each member of the panel shall serve by random selection as the sole arbitrator for a case or cases. The arbitrator's daily fee shall not exceed$1,000, and his/her cancellation fee shall not exceed$500. When a member of the panel is unable to serve, another member shall serve by random selection. The University and Union may remove any member of the arbitration panel through written notice to the other, provided that the arbitrator shall finish serving as arbitrator on any matter for which s/he was selected to so serve but has yet to render a final decision, unless both parties agree to remove him/her before such time. In the event the parties agree on less than three (3) arbitrators, those arbitrator(s) agreed upon by the parties shall serve by random selection until such time as the parties are able to agree upon a full complement of three (3) or more arbitrators. In the event that the parties are unable to agree upon any arbitrators, arbitrators shall be selected on a case-by-case basis under the section procedures of the Public Employment Relations Commission until such time as the parties mutually agree upon a full complement of three (3) panel members.

A transcript of all arbitration hearings may be taken. All fees and expenses of arbitration shall be divided between the University and Union equally, except that the cost of preparing and presenting each party's case shall be borne by each respective party. A charge for a late cancellation shall be borne by the party requesting the cancellation. If the late cancellation was mutually agreed upon in writing by the University and the Union, then the cost shall be shared equally.

In matters regarding discipline, the arbitrator selected shall be requested to hold the arbitration within one hundred and twenty (120) calendar days from the date selected and render his/her decision within thirty (30) calendar days after the close of the hearing unless such time is extended by mutual consent of the parties in writing.

The arbitrator shall have the right to subpoena relevant documents and witnesses if requested by either party.

The function of the neutral arbitrator shall be of a judicial rather than a legislative nature. The arbitrator shall give effect to the plain meaning of the Agreement language and shall not interpret such language unless the meaning of the language is unclear and ambiguous. When an arbitrator is called upon to interpret language in this Agreement, he/she shall render a decision which is consistent with the plain meaning of the Agreement's language, consistent with the common law of contract interpretation and with general considerations reserved to management by the Public Employee Relations Act and case interpretation of that Act.

The arbitrator shall not have the power to add to, subtract from or otherwise amend this Agreement nor shall he/she have the authority to prescribe a monetary award as a penalty for a violation of this Agreement.

Should the arbitrator reinstate a staff member with back pay, the staff member may be paid for the hours he/she would have worked in his/her normally scheduled work week, at his/her base rate of pay less any deductions required by law or other off-setting income for the back pay period specified by the arbitrator.

The decision of the arbitrator shall be final and binding upon the University, the Union and staff member, unless either party seeks a review in an appropriate court proceeding. In the event either party seeks a review, such procedure shall operate as a stay of the arbitrator's award until the judicial review is concluded.

With respect to contract interpretation grievances, the scope of judicial review shall be limited to determining whether the arbitrator's award is within the limits of the authority of the arbitrator as set forth in this Article.

A neutral arbitrator may hear and decide only one grievance during one arbitration proceeding unless otherwise mutually agreed in writing by the parties. In the event that either party asserts that the grievance is barred or waived by the grieving party's failure to follow procedures or adhere to the time limits specified in this Article, the neutral arbitrator selected in accordance with the provisions contained herein shall render a decision as to the waiver or bar of the issue prior to any hearing on the merits of the grievance, unless the parties mutually agree in writing otherwise. The parties agree that the issue of waiver or bar shall not be decided by the same arbitrator who decides the merits of the grievance, unless the parties mutually agree in writing otherwise. Both parties shall be given ample notice of the time and place of any hearing before the arbitrator and shall be afforded ample opportunity to present to the arbitrator evidence and contentions pertinent to the question or questions at issue, including the direct and cross-examination of all witnesses.

The arbitrator shall not substitute his/her judgment for the University where this Agreement has specified whose judgment will be used or the matter involved has been reserved to the University by law or this Agreement.

Upon receipt of the arbitrator's award, corrective action, if any, will be implemented as soon as practical, but in any event no later than thirty (30) calendar days after receipt of the arbitrator's award, unless a party wishes to challenge the award.

In the event a legal remedy is pursued, corrective action will be implemented no later than fifteen (15) calendar days after final resolutions by the courts.

The terms of any settlement agreed upon in a case that has been filed for arbitration shall be implemented as soon as practical, but in any event no later than forty-five (45) days after the agreement is fully executed. The agreement may contain, if appropriate, either as a term of the agreement, or as an appendix, a statement(s) concerning the implementation of the terms of the agreement.

In order to expedite the grievance/arbitration process and to promote the settlement of grievances, the Union and the University agree on the following:

1. The University shall notify the Union of its intent to file a scope of negotiations petition no later than sixty (60) days after the University receives notice from PERC of the filing of the grievance
2. In the event that either party asserts that a grievance is barred or waived by the grieving party's failure to follow procedures or adhere to the time limits specified in this Article, the party asserting this claim shall provide to the arbitrator and the grieving party an explanation of such an assertion within ninety (90) days after the party asserting this claim receives notice from PERC of the filing of the grievance.

ARTICLE 15. NON-DISCRIMINATION:

Neither the University nor the Union will discriminate against any employee or applicant for employment, including harassment, in any matter relating to employment because of race, color, creed, national origin, ancestry, nationality, religion, sex (including pregnancy), familial status, physical or mental disability, including perceived disability, AIDS and HIV status, political affiliation, marital status, civil union or domestic

partnerships, sexual orientation, age, genetic information, or liability for service in the Armed Forces of the United States of America. Neither the University nor the Union will discriminate against any employee because the employee is or is not a member of the Union, or because the employee has filed any complaints or grievances with the University or the Union.

ARTICLE 16. MANAGEMENT RIGHTS:

The University retains and may exercise all rights, powers, duties, authority and responsibilities confirmed upon and vested in it by the laws and constitution of the State of New Jersey and the United States of America.

Except as specifically limited or modified by the terms of this Agreement, or by law, all the rights, powers, duties, authority, prerogatives of management and the responsibility to promulgate and enforce reasonable rules and regulations governing the conduct and activities of staff members are also retained by the University, whether exercised or not, and are to remain exclusively with the University.

ARTICLE 17. SUB-CONTRACTING SERVICES

The University will discuss with the Union any decision to subcontract work based solely on fiscal reasons when it is apparent that employees will be laid off as a direct result of subcontracting. If such contract is executed, the University agrees to give displaced staff consideration concerning other positions at the University for which they are qualified.

If such subcontracting necessitates the layoff of personnel, affected staff shall be given at least twenty-eight (28) calendar days notice prior to being laid off.

ARTICLE 18. SUCCESSORSHIP

The University shall notify the Union at least thirty (30) days in advance of any takeover, sale, assignment, transfer, merger, reorganization, consolidation, or other change of ownership. The University agrees to provide the Union with relevant information sought by the Union for the purpose of adequately representing the membership.

ARTICLE 19. LABOR-MANAGEMENT COMMITTEE

In the interest of solving mutual problems, the Union and the University agree to the establishment of a Labor/Management Committee. There shall be representatives of the Union (not to exceed five (5)) and representatives of the University (not to exceed five (5)). These committee meetings shall be scheduled upon request, but not more often than quarterly, unless mutually agreed to discuss overall, system wide issues of mutual concern to the Union and the University. The Assistant Vice President of Labor Relations or designated representative shall attend the meetings of this Committee. Administrators or designees from any University department will attend these meetings as necessitated by the agenda, which must be submitted to the Assistant Vice President of Labor Relations fourteen (14) days prior to the meeting date.

The Labor-Management Committees shall function completely separate from and independent of all grievance procedures under this Agreement. These meetings shall not be considered negotiating sessions.

The University agrees to release from work, if necessary, the members of the Labor-Management Committees, at no loss of their base rate of pay for the purpose of attending Labor-Management Committee Meetings. The Union shall inform the University's Office of Labor Relations of the members of this Committee fourteen (14) days prior to the first meeting.

ARTICLE 20. WAGES

Compensation Plan:

The Parties acknowledge the existence and continuation during the term of this Agreement of a Compensation Plan which incorporates in particular but without limit the following basic concepts;

1) A system of position classification with appropriate position description.

2) Job descriptions for all HPAE positions which are in the database shall be provided to the HPAE within one (1) month of ratification of this agreement. Other current job descriptions shall be provided as they become available or as requested by the Union.

3) A salary range with specific minimum and maximum rates and intermediate merit incremental steps therein for each position, if applicable.

4) Regulations governing the administration of the plan, including an Employee Performance Evaluation.

5) The authority, method and procedures to effect modifications as such are required. It is agreed that during the term of this Agreement, October 1, 2014 to June 30, 2018 the following salary and fringe benefit improvement shall be provided to eligible staff members in the unit within the applicable policies and practice of the University and in keeping with the conditions set forth herein.

Wage Program

It is agreed that during the term of this Agreement for the period beginning on the effective date of this Agreement by the parties until the termination of this Agreement, the salary improvements set forth below shall be provided to eligible employees in the unit within the applicable policies and practices of the State and University. Subject to the conditions set forth below and subject to the State Legislature enacting appropriations for these specific purposes, the University agrees to the following additional benefits, effective at the time stated herein.

Professional Staff, Advance Practice Nurses and Staff Nurses (Does Not Include Per Diem Employees):

The University shall increase wages for professional staff, advance practice nurses and staff nurses as follows:

- Zero percent across-the-board increase
- No step movement on the applicable salary scale appended to this Agreement (the "Salary Scale") for fiscal year 2015

Effective July 1, 2015

- Zero percent across-the-board increase
- Except as stated below, employees hired prior to July 1, 2014 will move one step on the Salary Scale for the fiscal year 2016. However, there will not be any retroactive payment to any employee as a result of this move on the Salary Scale.

Effective July 1, 2016

- 1.5 percent across-the-board increase
- Except as stated below, employees hired prior to July 1, 2015 will move one step on the Salary Scale for fiscal year 2017

- Payments for the July 1, 2016 across-the-board increase and the July 1, 2016 step on the Salary Scale for fiscal year 2017 will be paid retroactively to July 1, 2016 to all eligible employees who remain on the payroll as of the date payment is made by the University

Effective July 1, 2017

- 1.5 percent across-the-board increase
- Except as stated below employees hired prior to November 30, 2016 will move one step on the Salary Scale for fiscal year 2018
- Full time employees hired prior to November 30, 2016 and who are at the top of the Salary Scale and therefore not entitled to advance a step on the Salary Scale, will, instead, receive a$450 lump-sum payment, which shall not be included in base salary. Part time employees shall be eligible for a *pro-rata* lump-sum payment.

All increment steps for staff nurses shall be subject to the Guidelines – Scales WS Placement, which are appended hereto, including the provision requiring two (2) years part-time experience for each increment step.

There shall be no step movement after July 1, 2017 for any employee, subject to future negotiations of a successor agreement.

Staff Nurse Per Diems:

Staff nurse per diems shall receive an hourly wage of$45.00.

Staff per diems shall make themselves available to work a minimum of one (1) weekend shift per month, as well as one (1) premium holiday from July 1st through November 30th and one (1) premium holiday from December 1st through June 30th.

When a per diem reports for his/her shift, but is sent home, the per diem will receive two (2) hours pay.

Advance Practice Nurses Only:

Conference Days: Full-time Advance Practice Nurses (APNs) are eligible for five (5) conference days per year prorated for part time APNs.

Compensatory Day: An APN who works a "full day" beyond his/her regular work week shall be granted a Comp Day for said day worked provided that the APN notifies his/her supervisor in writing of the operational necessity to work beyond his/her regular work week and receives the supervisor's prior approval to do so. For the purpose of this provision, a "full day" shall be defined as the employee's regular daily hours of work. Comp Days may not be earned fractionally. Comp days must be used prior to vacation and float holidays, and by the end of the quarter following the quarter in which they were earned.

Collaborative Practice Agreements: Within sixty (60) days from the ratification of this Agreement, the University will designate a contact person for APNs to serve as an information resource regarding issues such as the provision of documents pertaining to Collaborative Practice Agreements, as well as other issues relating to an APN's practice at the University.

On-Call: At the time of hire, transfer or promotion to an Advanced Practice Nurse position, an employee shall be notified if the position requires on-call duties.

ARTICLE 21. EFFECTIVE DATE AND DURATION

This Agreement, except as otherwise stated shall be effective on October 1, 2014 and shall remain in effect through June 30, 2018.

This Agreement shall remain in full force and effect from the date of execution thereof through June 30, 2018. Henceforth, the Agreement shall automatically be renewed from year to year thereafter, unless either party shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Such notice shall be given to the other party in writing no later than February 1, 2018 or February 1 of any subsequent year for which this Agreement was automatically renewed. Official notice to the State shall be made, in writing, to the Director of the Governor's Office of Employee Relation, State of New Jersey, 4th Floor, P.O. Box 228, Trenton, New Jersey 08625 Official notice to HPAE shall be made in writing to the President of HPAE, Health Professionals and Allied Employees, AFT/AFL-CIO, 110 Kinderkamack Road, Emerson, New Jersey 07630.

IN WITNESS WHEREOF, the State of New Jersey/Rowan University—School of Osteopathic Medicine and the Health Professionals and Allied Employees, AFT/AFL-CIO, have caused this Agreement to be signed by their duly authorized representatives.

The State of New Jersey/Rowan University
School of Osteopathic Medicine

Yvonne Catley, Deputy Director-Govener's
Office of Employee Relations

Kenneth Kuerzi, Esq., Assistant Vice President
Labor Relations

Date: 8/8/17

Health Professionals and Allied Employees,
AFT/AFL-CIO

Ann Twomey
HPAE President

Deborah Cruz, HPAE Rowan Chair Local 5094

Sheila Lewis, HPAE Local 5094

Monique Fraizer, HPAE Local 5094

Mary Kosciuk, HPAE Local 5094

Donna Bounadonna, HPAE Local 5089

Date: 8/15/17

APPENDIX A – LIST OF UNIVERSITY OPERATING UNITS

For the purposes of Article 4.07, University Operating Units are defined as follows:

Unit	Organization Code
Academic & Student Affairs	V0501, V0502, V0503, V0601
CARES Institute	V1502
Compliance - Stratford	V0103
Deans Office	V0101
Department of Geriatric & Gerontology/NJISA	V1110
Department of Obstetrics Gynecology	V1801, V1803, V1804, V1802
Department of Pathology	V1301, V1303
Department of Surgery	V1401, V1403
Department of Cell Biology	V0201
Department of Family Medicine	V1701, V1704, V1708, V1709, V1711, V1713, V1714
Department of Medicine	V1601, V1607, V1610
Department of Molecular Biology	V0301
Department of Pediatrics	V1501
Department of Psychiatry	V1201, V1203
Facilities & Operations - Stratford	V0102, V0104, V0105, V0107, V0108
Faculty Practice Administration	V0780, V0795, V0801, V0803, V0804
Financial Services - Stratford	V0802, V0805
GME & House Staff	V0608, V0606
Human Resources - Stratford	V0807
Internal Audit - Stratford	V0808
IRT - Stratford	V0602, V0605, V0613, V0614
Health Sciences Library - Stratford	V0604
NeuroMusculoskeletal Institute (NMI)	V0901, V1702, V1705, V1901
Offices of the Sr. Associate Dean for Research & GSBS	V0203, V0300, V0402, V0403
Research Administration/Grants & Contracts - Stratford	V0401, V0806, V0809
Student Financial Services - Stratford	V0505
University Relations - Stratford	V0110, V0701

*Current as of August 19, 2015; any changes will be communicated to the Union.

APPENDIX B. SCALE WS GUIDELINES

Guidelines – Scale WS Placement:

Guidelines for the placement of current staff or new hires on Scale WS will be as follows:

- Only documented experience may be credited.
- Full time experience within the United States shall be credited on a year- for -year basis with no cap.
- Part time experience shall be credited on a 2-for-1 basis (i.e., 2 years part time experience equals 1 year of credit).
- Per diem and Agency work experience will not be credited except that, at the sole discretion of the University, a review of such experience may be conducted and credit assigned after consideration of the amount and type of experience involved.
- Foreign nursing experience will be credited on a 1- for-1 basis. There shall be a cap of 13 years credit for foreign experience.
- Full time experience as an LPN shall be credited on a 2- for- 1 basis. Part time experience as an LPN shall be credited on a 4-for-1 basis. There shall be a cap of 5 years on credit which may be attributed to LPN experience.
- An applicant to Scale WS will be credited for any years of experience accrued prior to a three (3) year break in nursing practice provided that the applicant has a minimum of eighteen (18) months of nursing practice after the cessation of the three (3) year break.

***Experience Definition:**

Such experience shall include all RowanSOM experience as well as all experience, except as limited above, in the following:

- Acute Care Hospitals
- Long Term Care Facilitates
- Public Health
- Home Health
- Mental Health Facilities
- Doctor's offices if such experience is directly related. The determination if such other experience is related will be made by the University.
- Such other experience as the Chief Nursing Officer or his/her organizational counterpart may deem appropriate in his/her sole discretion.

Step wage increases shall be based upon attainment of the appropriate number of years of experience.

HPAE SALARY SCHEDULE WK JULY 2015

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	$17.16	$17.54	$17.89	$18.26	$18.62	$18.96	$19.33	$19.70	$20.05	$20.41	$20.77	$21.12	$21.48	$21.84	$22.19	$22.55	$22.90	$23.27	$23.65	$24.02
12-37.5hrs	$16.02	$16.37	$16.71	$17.04	$17.40	$17.72	$18.08	$18.41	$18.74	$19.08	$19.40	$19.74	$20.07	$20.41	$20.74	$21.07	$21.42	$21.77	$22.11	$22.46
12-40hrs	$15.01	$15.36	$15.68	$15.97	$16.30	$16.61	$16.91	$17.23	$17.55	$17.88	$18.17	$18.49	$18.79	$19.12	$19.45	$19.75	$20.05	$20.35	$20.65	$20.95
13-35hrs	$17.89	$18.27	$18.66	$19.01	$19.42	$19.77	$20.14	$20.53	$20.90	$21.29	$21.69	$22.04	$22.42	$22.80	$23.16	$23.56	$23.94	$24.32	$24.71	$25.10
13-37.5hrs	$16.71	$17.05	$17.43	$17.77	$18.12	$18.48	$18.81	$19.16	$19.55	$19.89	$20.25	$20.60	$20.94	$21.30	$21.67	$22.00	$22.35	$22.71	$23.06	$23.45
13-40hrs	$15.68	$15.98	$16.32	$16.65	$16.96	$17.31	$17.63	$17.97	$18.33	$18.64	$18.96	$19.28	$19.62	$19.95	$20.30	$20.62	$20.94	$21.29	$21.64	$21.98
14-35hrs	$18.66	$19.10	$18.58	$19.90	$20.25	$20.63	$21.00	$21.42	$21.83	$22.21	$22.60	$23.00	$23.41	$23.81	$24.18	$24.59	$25.00	$25.44	$25.86	$26.30
14-37.5hrs	$17.43	$17.79	$18.14	$18.52	$18.88	$19.26	$19.66	$20.02	$20.38	$20.74	$21.10	$21.50	$21.87	$22.25	$22.61	$22.97	$23.33	$23.71	$24.09	$24.48
14-40hrs	$16.32	$16.66	$17.00	$17.36	$17.71	$18.05	$16.41	$18.75	$19.10	$19.45	$19.78	$20.13	$20.48	$20.82	$21.16	$21.52	$21.87	$22.22	$22.58	$22.94
15-35hrs	$19.45	$19.86	$20.28	$20.68	$21.08	$21.52	$21.94	$22.36	$22.77	$23.18	$23.59	$24.00	$24.43	$24.83	$25.23	$25.67	$26.08	$26.49	$26.91	$27.35
15-37.5hrs	$18.14	$18.54	$18.93	$19.32	$19.71	$20.10	$20.49	$20.87	$21.26	$21.67	$22.03	$22.43	$22.81	$23.18	$23.59	$23.98	$24.39	$24.78	$25.20	$25.65
15-40hrs	$17.00	$17.40	$17.74	$18.10	$18.47	$18.82	$19.18	$19.58	$19.92	$20.30	$20.65	$21.00	$21.39	$21.76	$22.11	$22.48	$22.86	$23.25	$23.65	$24.04
16-35hrs	$20.28	$20.72	$21.15	$21.61	$22.03	$22.46	$22.89	$23.33	$23.77	$24.21	$24.67	$25.08	$25.54	$25.96	$26.40	$26.83	$27.26	$27.72	$28.16	$28.60
16-37.5hrs	$18.93	$19.34	$19.75	$20.16	$20.58	$20.96	$21.38	$21.80	$22.21	$22.62	$23.02	$23.44	$23.85	$24.26	$24.67	$25.05	$25.46	$25.86	$26.28	$26.70
16-40hrs	$17.74	$18.12	$18.51	$18.85	$19.27	$19.66	$20.04	$20.43	$20.81	$21.18	$21.58	$21.95	$22.33	$22.72	$23.09	$23.50	$23.88	$24.28	$24.63	$25.02
17-35hrs	$21.15	$21.62	$22.06	$22.52	$22.97	$23.45	$23.92	$24.38	$24.81	$25.27	$25.74	$26.20	$26.67	$27.12	$27.59	$28.04	$28.50	$28.96	$29.42	$29.90
17-37.5hrs	$19.75	$20.18	$20.61	$21.04	$21.48	$21.90	$22.33	$22.75	$23.16	$23.61	$24.03	$24.48	$24.90	$25.33	$25.77	$26.20	$26.63	$27.04	$27.49	$27.93
17-40hrs	$18.51	$18.91	$19.31	$19.72	$20.13	$20.53	$20.92	$21.34	$21.75	$22.15	$22.55	$22.94	$23.34	$23.75	$24.15	$24.56	$24.96	$25.35	$25.77	$26.18
18-35hrs	$22.06	$22.55	$23.01	$23.51	$23.98	$24.48	$24.96	$25.45	$25.93	$26.41	$26.88	$27.35	$27.85	$28.34	$28.81	$29.28	$29.77	$30.25	$30.73	$31.22
18-37.5hrs	$20.61	$21.06	$21.52	$21.95	$22.40	$22.84	$23.29	$23.75	$24.20	$24.66	$25.10	$25.57	$26.01	$26.46	$26.91	$27.36	$27.84	$28.31	$28.78	$29.26
18-40hrs	$19.31	$19.74	$20.16	$20.59	$20.99	$21.44	$21.85	$22.27	$22.67	$23.09	$23.54	$23.96	$24.39	$24.79	$25.20	$25.65	$26.06	$26.47	$26.89	$27.32
19-35hrs	$23.01	$23.54	$24.06	$24.56	$25.06	$25.58	$26.06	$26.58	$27.09	$27.60	$28.10	$28.60	$29.10	$29.62	$30.12	$30.62	$31.12	$31.64	$32.14	$32.65

19-37.5hrs	$21.52	$21.99	$22.45	$22.92	$23.41	$23.88	$24.35	$24.81	$25.29	$25.78	$26.24	$26.71	$27.18	$27.67	$28.12	$28.60	$29.07	$29.57	$30.07	$30.58
19-40hrs	$20.16	$20.60	$21.04	$21.49	$21.92	$22.37	$22.82	$23.25	$23.68	$24.13	$24.58	$25.02	$25.47	$25.91	$26.36	$26.81	$27.24	$27.72	$28.19	$28.66
20-35hrs	$24.06	$24.58	$25.10	$25.64	$26.16	$26.69	$27.22	$27.77	$28.31	$28.83	$29.37	$29.90	$30.44	$30.95	$31.48	$32.03	$32.57	$33.10	$33.70	$34.25
20-37.5hrs	$22.45	$22.95	$23.48	$23.95	$24.44	$24.93	$25.44	$25.92	$26.42	$26.91	$27.43	$27.92	$28.42	$28.90	$29.40	$29.92	$30.42	$30.92	$31.44	$31.99
20-40hrs	$21.04	$21.51	$21.97	$22.44	$22.91	$23.39	$23.85	$24.31	$24.77	$25.22	$25.70	$26.16	$26.63	$27.09	$27.56	$28.02	$28.48	$28.96	$29.46	$29.97
21-35hrs	$25.10	$25.67	$26.23	$26.78	$27.33	$27.91	$28.47	$29.01	$29.56	$30.13	$30.69	$31.24	$31.81	$32.36	$32.92	$33.47	$34.04	$34.62	$35.19	$35.83
21-37.5hrs	$23.48	$23.98	$24.50	$25.00	$25.54	$26.05	$26.58	$27.09	$27.63	$28.14	$28.66	$29.18	$29.70	$30.23	$30.77	$31.26	$31.79	$32.29	$32.81	$33.33
21-40hrs	$21.97	$22.46	$22.96	$23.44	$23.92	$24.41	$24.90	$25.40	$25.90	$26.39	$26.86	$27.35	$27.86	$26.34	$28.81	$29.31	$29.83	$30.32	$30.83	$31.35
22-35hrs	$26.23	$26.81	$27.38	$27.97	$28.56	$29.14	$29.74	$30.36	$30.93	$31.52	$32.09	$32.67	$33.26	$33.86	$34.44	$35.02	$35.60	$36.20	$36.81	$37.45
22-37.5hrs	$24.50	$25.02	$25.59	$26.12	$26.68	$27.23	$27.79	$28.33	$28.85	$29.41	$29.97	$30.51	$31.05	$31.61	$32.15	$32.70	$33.25	$33.83	$34.39	$34.98
22-40hrs	$22.96	$23.49	$23.98	$24.50	$25.01	$25.54	$26.04	$26.55	$27.04	$27.57	$28.07	$26.58	$29.10	$29.63	$30.13	$30.63	$31.14	$31.69	$32.22	$32.76
23-35hrs	$27.86	$28.46	$29.11	$29.75	$30.39	$31.00	$31.66	$32.26	$32.89	$33.51	$34.14	$34.76	$35.40	$36.03	$36.65	$37.26	$37.90	$38.55	$39.19	$39.87
23-37.5hrs	$26.04	$26.62	$27.19	$27.79	$28.37	$28.95	$29.55	$30.12	$30.71	$31.28	$31.88	$32.48	$33.04	$33.64	$34.23	$34.81	$35.40	$36.00	$36.61	$37.22
23-40hrs	$24.40	$24.93	$25.48	$26.04	$26.59	$27.12	$27.70	$28.24	$28.78	$29.33	$29.90	$30.44	$30.96	$31.53	$32.08	$32.63	$33.17	$33.76	$34.32	$34.89
24-35hrs	$29.11	$29.77	$30.44	$31.06	$31.75	$32.41	$33.05	$33.76	$34.41	$35.05	$35.70	$36.36	$37.00	$37.68	$38.33	$38.98	$39.67	$40.33	$41.01	$41.71
24-37.5hrs	$27.19	$27.81	$28.42	$29.02	$29.65	$30.25	$30.86	$31.49	$32.11	$32.72	$33.33	$33.95	$34.56	$35.16	$35.79	$36.41	$37.00	$37.65	$38.28	$38.93
24-40hrs	$25.48	$26.06	$26.63	$27.19	$27.80	$28.37	$28.92	$29.51	$30.07	$30.66	$31.24	$31.83	$32.40	$32.96	$33.54	$34.13	$34.72	$35.29	$35.92	$36.51
25-35hrs	$30.44	$31.11	$31.82	$32.52	$33.20	$33.90	$34.58	$35.27	$35.99	$36.68	$37.33	$38.05	$38.73	$39.42	$40.13	$40.81	$41.49	$42.20	$42.92	$43.64
25-37.5hrs	$28.42	$29.05	$29.71	$30.37	$30.99	$31.67	$32.29	$32.94	$33.59	$34.24	$34.87	$35.52	$36.16	$36.80	$37.45	$38.11	$38.77	$39.42	$40.11	$40.79
25-40hrs	$26.63	$27.24	$27.87	$28.47	$29.07	$29.68	$30.26	$30.87	$31.49	$32.10	$32.68	$33.29	$33.90	$34.53	$35.12	$35.73	$36.33	$36.95	$37.59	$38.21
26-35hrs	$31.82	$32.56	$33.27	$33.99	$34.72	$35.45	$36.19	$36.91	$37.63	$38.34	$39.04	$39.81	$40.55	$41.25	$41.99	$42.71	$43.42	$44.18	$44.92	$45.70
26-37.5hrs	$29.71	$30.40	$31.06	$31.75	$32.41	$33.09	$33.81	$34.46	$35.13	$35.84	$36.50	$37.16	$37.84	$38.53	$39.21	$39.89	$40.56	$41.23	$41.95	$42.65
26-40hrs	$27.87	$28.49	$29.11	$29.75	$30.40	$31.02	$31.68	$32.29	$32.93	$33.56	$34.22	$34.84	$35.47	$36.11	$36.76	$37.36	$38.03	$38.66	$39.31	$39.99
27-35hrs	$33.27	$34.04	$34.81	$35.57	$36.31	$37.09	$37.85	$38.62	$39.36	$40.14	$40.89	$41.66	$42.42	$43.18	$43.96	$44.72	$45.47	$46.26	$47.03	$47.84

27-37.5hrs	$31.06	$31.79	$32.49	$33.19	$33.93	$34.64	$35.34	$36.06	$36.77	$37.47	$38.18	$38.89	$39.60	$40.32	$41.04	$41.75	$42.47	$43.17	$43.92	$44.67
27-40hrs	$29.11	$29.78	$30.46	$31.11	$31.79	$32.46	$33.12	$33.81	$34.47	$35.13	$35.80	$36.47	$37.13	$37.80	$38.47	$39.13	$39.82	$40.48	$41.15	$41.88
28-35hrs	$34.81	$35.61	$36.41	$37.19	$38.02	$38.81	$39.61	$40.42	$41.20	$42.01	$42.81	$43.60	$44.40	$45.19	$46.01	$46.81	$47.60	$48.42	$49.24	$50.09
28-37.5hrs	$32.49	$33.23	$33.98	$34.74	$35.48	$36.24	$36.97	$37.73	$38.48	$39.23	$39.98	$40.71	$41.46	$42.21	$42.96	$43.70	$44.46	$45.20	$45.96	$46.77
28-40hrs	$30.46	$31.13	$31.84	$32.56	$33.26	$33.95	$34.65	$35.34	$36.06	$36.77	$37.48	$38.17	$38.86	$39.56	$40.27	$40.96	$41.66	$42.35	$43.07	$43.81
29-35hrs	$36.41	$37.23	$38.09	$38.92	$39.76	$40.60	$41.44	$42.28	$43.12	$43.97	$44.81	$45.64	$46.49	$47.31	$48.16	$49.01	$49.86	$50.71	$51.56	$52.44
29-37.5hrs	$33.98	$34.77	$35.57	$36.34	$37.13	$37.90	$38.67	$39.45	$40.26	$41.04	$41.84	$42.61	$43.38	$44.19	$44.98	$45.76	$46.55	$47.32	$48.14	$48.96
29-40hrs	$31.84	$32.59	$33.32	$34.08	$34.80	$35.55	$36.29	$37.00	$37.73	$38.48	$39.23	$39.97	$40.69	$41.41	$42.14	$42.89	$43.63	$44.38	$45.13	$45.90
30-35hrs	$38.09	$38.95	$39.85	$40.73	$41.63	$42.51	$43.39	$44.26	$45.14	$46.03	$46.90	$47.78	$48.68	$49.55	$50.44	$51.32	$52.22	$53.09	$53.99	$54.90
30-37.5hrs	$35.57	$36.40	$37.21	$38.05	$38.86	$39.68	$40.49	$41.31	$42.14	$42.98	$43.81	$44.64	$45.43	$46.27	$47.09	$47.92	$48.74	$49.57	$50.41	$51.26
30-40hrs	$33.32	$34.10	$34.85	$35.63	$36.42	$37.18	$37.98	$38.74	$39.50	$40.28	$41.05	$41.84	$42.59	$43.35	$44.15	$44.91	$45.70	$46.46	$47.24	$48.07
31-35hrs	$39.85	$40.77	$41.71	$42.63	$43.56	$44.49	$45.40	$46.34	$47.25	$48.19	$49.12	$50.06	$50.96	$51.89	$52.82	$53.73	$54.70	$55.62	$56.55	$57.51
31-37.5hrs	$37.21	$38.09	$38.94	$39.82	$40.67	$41.53	$42.40	$43.26	$44.15	$45.00	$45.87	$46.75	$47.60	$48.47	$49.31	$50.20	$51.06	$51.93	$52.82	$53.70
31-40hrs	$34.85	$35.67	$36.50	$37.29	$38.12	$38.93	$39.75	$40.57	$41.37	$42.17	$42.98	$43.79	$44.61	$45.40	$46.23	$47.02	$47.85	$48.67	$49.47	$50.32
32-35hrs	$41.71	$42.68	$43.63	$44.62	$45.58	$46.56	$47.53	$48.52	$49.48	$50.46	$51.42	$52.40	$53.38	$54.35	$55.30	$56.29	$57.26	$58.24	$59.22	$60.23
32-37.5hrs	$38.94	$39.86	$40.77	$41.68	$42.59	$43.48	$44.38	$45.28	$46.20	$47.11	$48.04	$48.93	$49.83	$50.74	$51.67	$52.57	$53.46	$54.37	$55.28	$56.23
32-40hrs	$36.50	$37.32	$38.18	$39.03	$39.91	$40.76	$41.60	$42.48	$43.31	$44.17	$45.00	$45.86	$46.71	$47.57	$48.43	$49.26	$50.13	$50.97	$51.84	$52.71
33-35hrs	$43.63	$44.67	$45.70	$46.71	$47.73	$48.76	$49.78	$50.79	$51.82	$52.84	$53.86	$54.88	$55.91	$56.93	$57.95	$58.97	$59.98	$61.01	$62.03	$63.09
33-37.5hrs	$40.77	$41.71	$42.67	$43.61	$44.58	$45.52	$46.49	$47.42	$48.39	$49.32	$50.28	$51.24	$52.19	$53.13	$54.10	$55.04	$55.98	$56.93	$57.90	$58.89
33-40hrs	$38.18	$39.06	$39.99	$40.88	$41.77	$42.68	$43.57	$44.46	$45.33	$46.25	$47.14	$48.04	$48.93	$49.81	$50.71	$51.59	$52.51	$53.40	$54.31	$55.23
34-35hrs	$45.70	$46.77	$47.84	$48.90	$49.98	$51.04	$52.14	$53.18	$54.28	$55.33	$56.43	$57.49	$58.60	$59.65	$60.72	$61.78	$62.87	$63.93	$65.02	$66.12
34-37.5hrs	$42.67	$43.66	$44.67	$45.67	$46.68	$47.66	$48.65	$49.66	$50.68	$51.69	$52.69	$53.67	$54.69	$55.69	$56.69	$57.69	$58.69	$59.88	$60.71	$61.73
34-40hrs	$39.96	$40.91	$41.87	$42.79	$43.74	$44.69	$45.62	$46.57	$47.50	$48.44	$49.36	$50.31	$51.25	$52.20	$53.13	$54.06	$55.01	$55.93	$56.89	$57.85
35-35hrs	$47.84	$48.97	$50.12	$51.21	$52.35	$53.47	$54.60	$55.71	$56.84	$57.96	$59.08	$60.21	$61.33	$62.47	$63.59	$64.75	$65.88	$66.99	$68.13	$69.29

35-37.5hrs	$44.67	$45.72	$46.77	$47.82	$48.86	$49.91	$50.96	$52.00	$53.06	$54.11	$55.16	$56.21	$57.26	$58.32	$59.36	$60.43	$61.47	$62.61	$63.73	$64.87
35-40hrs	$41.87	$42.84	$43.83	$44.82	$45.79	$46.79	$47.78	$48.77	$49.77	$50.74	$51.73	$52.71	$53.67	$54.69	$55.66	$56.64	$57.60	$58.60	$59.57	$60.60
36-35hrs	$50.12	$51.28	$52.44	$53.63	$54.82	$56.00	$57.18	$58.37	$59.53	$60.73	$61.90	$63.09	$64.30	$65.46	$66.62	$67.81	$69.00	$70.17	$71.37	$72.58
36-37.5hrs	$46.77	$47.87	$48.98	$50.09	$51.16	$52.29	$53.40	$54.49	$55.59	$56.70	$57.79	$58.90	$60.00	$61.12	$62.24	$63.31	$64.41	$65.50	$66.61	$67.74
36-40hrs	$43.83	$44.86	$45.89	$46.93	$48.00	$49.01	$50.05	$51.07	$52.13	$53.14	$54.18	$55.21	$56.24	$57.28	$58.32	$59.34	$60.37	$61.38	$62.44	$63.49
37-35hrs	$52.43	$53.67	$54.94	$56.19	$57.42	$58.67	$59.91	$61.15	$62.40	$63.62	$64.89	$66.12	$67.36	$68.61	$69.85	$71.09	$72.32	$73.56	$74.81	$76.05
37-37.5hrs	$48.98	$50.14	$51.29	$52.44	$53.60	$54.77	$55.92	$57.07	$58.25	$59.40	$60.57	$61.73	$62.88	$64.03	$65.20	$66.36	$67.50	$68.66	$69.80	$71.03
37-40hrs	$45.89	$46.98	$48.08	$49.17	$50.25	$51.34	$52.42	$53.50	$54.60	$55.68	$56.78	$57.85	$58.96	$60.04	$61.13	$62.22	$63.30	$64.45	$65.50	$66.60
38-35hrs	$54.94	$56.24	$57.54	$58.86	$60.15	$61.44	$62.75	$64.05	$65.35	$66.68	$67.98	$69.28	$70.59	$71.90	$73.20	$74.51	$75.82	$77.15	$78.58	$79.93
38-37.5hrs	$51.29	$52.50	$53.70	$54.94	$56.18	$57.38	$58.61	$59.81	$61.03	$62.25	$63.46	$64.68	$65.90	$67.11	$68.32	$69.53	$70.76	$71.96	$73.19	$74.43
38-40hrs	$48.08	$49.21	$50.34	$51.49	$52.66	$53.76	$54.94	$56.06	$57.21	$58.37	$59.50	$60.65	$61.78	$62.92	$64.05	$65.20	$66.35	$67.65	$68.76	$69.93
39-35hrs	$57.54	$58.92	$60.29	$61.65	$63.02	$64.40	$65.75	$67.14	$68.50	$69.87	$71.24	$72.62	$73.99	$75.35	$76.71	$78.08	$79.44	$80.88	$82.34	$83.79
39-37.5hrs	$53.70	$54.99	$56.28	$57.55	$58.86	$60.12	$61.39	$62.69	$63.94	$65.23	$66.52	$67.79	$69.06	$70.34	$71.61	$72.89	$74.17	$75.50	$76.88	$78.25
39-40hrs	$50.34	$51.54	$52.74	$53.95	$55.15	$56.35	$57.53	$58.74	$59.95	$61.14	$62.33	$63.52	$64.74	$65.94	$67.15	$68.33	$69.53	$70.80	$72.06	$73.36

HPAE SALARY SCHEDULE WL JULY 2015

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15S	$35,356.23	$36,113.45	$36,872.71	$37,628.93	$38,385.14	$39,143.38	$39,901.62	$40,657.84	$41,415.07	$42,173.30	$42,928.50	$43,687.76	$44,444.98	$45,203.23	$45,960.46	$46,717.69	$47,474.91	$48,232.14	$49,095.61	$49,789.23
16S	$36,872.71	$37,662.51	$38,465.23	$39,260.11	$40,055.91	$40,852.73	$41,649.54	$42,445.34	$43,242.16	$44,038.96	$44,834.76	$45,631.58	$46,427.38	$47,223.18	$48,019.99	$48,815.79	$49,611.59	$50,408.26	$51,212.35	$52,032.49
17S	$38,465.23	$39,301.73	$40,137.11	$40,975.54	$41,810.93	$42,648.35	$43,485.77	$44,322.17	$45,158.57	$45,994.97	$46,832.38	$47,669.80	$48,506.20	$49,343.62	$50,181.04	$51,016.42	$51,853.84	$52,683.13	$53,525.62	$54,383.34
18S	$40,137.11	$41,015.14	$41,892.14	$42,771.17	$43,648.18	$44,526.19	$45,405.19	$46,281.21	$47,159.19	$48,033.19	$48,911.20	$49,788.23	$50,665.21	$51,543.23	$52,421.25	$53,298.25	$54,176.27	$55,043.13	$55,923.17	$56,816.41
19S	$41,892.14	$42,814.81	$43,734.45	$44,656.11	$45,576.77	$46,499.45	$47,420.10	$48,340.75	$49,261.40	$50,184.08	$51,104.73	$52,026.40	$52,948.06	$53,868.71	$54,788.34	$55,709.00	$56,631.67	$57,593.94	$58,573.47	$59,570.25
20S	$43,734.45	$44,703.83	$45,671.16	$46,639.52	$47,607.88	$48,576.24	$49,544.60	$50,512.95	$51,480.30	$52,449.66	$53,417.02	$54,386.38	$55,352.71	$56,322.09	$57,289.43	$58,258.80	$59,227.16	$60,233.07	$61,258.27	$62,298.70
21S	$45,671.16	$46,687.23	$47,705.32	$48,721.39	$49,739.48	$50,757.59	$51,773.65	$52,789.72	$53,805.78	$54,823.88	$55,840.96	$56,856.01	$57,874.10	$58,891.18	$59,907.25	$60,925.34	$61,941.41	$62,993.00	$64,064.89	$65,154.03
22S	$47,705.32	$48,772.15	$49,839.98	$50,905.78	$51,973.62	$53,040.43	$54,108.26	$55,174.06	$56,243.93	$57,308.72	$58,376.55	$59,443.36	$60,511.20	$61,578.02	$62,644.83	$63,712.66	$64,780.50	$65,880.81	$67,001.41	$68,140.31
23S	$50,088.86	$51,831.51	$52,974.45	$54,115.37	$55,257.30	$56,399.22	$57,541.16	$58,684.11	$59,826.04	$60,966.96	$62,108.88	$63,249.80	$64,393.77	$65,535.69	$66,677.63	$67,819.56	$68,961.49	$70,132.86	$71,325.34	$72,537.91
24S	$52,574.45	$54,172.21	$55,360.97	$56,548.74	$57,765.49	$58,964.26	$60,162.02	$61,360.80	$62,559.57	$63,755.30	$64,954.07	$66,152.84	$67,350.60	$68,548.38	$69,748.15	$70,945.91	$72,144.69	$73,369.85	$74,618.56	$75,885.14
25S	$55,369.97	$56,829.64	$57,988.31	$59,147.09	$60,306.65	$61,465.31	$62,920.00	$64,185.68	$65,445.36	$66,703.00	$67,961.66	$69,221.34	$70,480.01	$71,739.68	$73,000.37	$74,259.03	$75,519.72	$76,800.72	$78,109.12	$79,434.78
26S	$57,888.31	$59,209.90	$60,531.50	$61,855.12	$63,178.75	$64,499.33	$65,820.93	$67,141.50	$68,466.15	$69,787.74	$71,109.34	$72,431.94	$73,752.53	$75,076.15	$76,397.75	$77,719.34	$79,040.94	$80,384.86	$81,753.15	$83,141.74
27S	$60,531.50	$61,919.08	$63,308.67	$64,697.26	$66,085.85	$67,473.43	$68,862.02	$70,250.61	$71,639.19	$73,025.75	$74,414.34	$75,802.93	$77,190.50	$78,579.09	$79,966.66	$81,355.25	$82,743.84	$84,149.68	$85,579.89	$87,035.47
28S	$63,308.67	$64,766.29	$66,224.92	$67,681.51	$69,140.14	$70,597.75	$72,054.34	$73,512.98	$74,969.57	$76,427.18	$77,885.81	$79,343.42	$80,801.04	$82,258.65	$83,716.26	$85,173.84	$86,630.46	$88,102.28	$89,599.49	$91,125.10
29S	$66,224.92	$67,754.59	$69,286.31	$70,814.97	$72,346.68	$73,875.34	$75,407.06	$76,937.75	$78,466.42	$79,997.12	$81,527.81	$83,057.49	$84,588.18	$86,117.87	$87,648.56	$89,178.24	$90,709.95	$92,251.81	$93,818.04	$95,414.70
30S	$69,286.31	$70,891.10	$72,495.90	$74,104.75	$75,709.54	$77,315.35	$78,922.17	$80,527.98	$82,136.84	$83,740.62	$85,348.46	$86,954.27	$88,560.08	$90,167.92	$91,773.73	$93,379.53	$94,987.37	$96,600.28	$98,243.65	$99,914.43
31S	$72,495.90	$74,184.94	$75,872.96	$77,558.97	$79,246.99	$80,934.00	$82,621.01	$84,308.03	$85,995.04	$87,683.07	$89,371.10	$91,057.10	$92,744.11	$94,433.16	$96,118.19	$97,805.15	$99,495.21	$101,185.27	$102,904.76	$104,655.72
32S	$75,872.06	$77,643.21	$79,415.40	$81,186.75	$82,959.03	$84,729.28	$86,502.57	$88,273.83	$90,043.06	$91,816.36	$93,585.61	$95,358.88	$97,130.14	$98,902.42	$100,673.68	$102,444.94	$104,218.24	$105,987.47	$107,790.19	$109,623.37
33S	$79,415.40	$81,274.05	$83,123.62	$84,993.19	$86,852.76	$88,711.31	$90,570.89	$92,429.45	$94,286.99	$96,147.57	$98,005.11	$99,864.68	$101,725.28	$103,584.85	$105,443.40	$107,302.97	$109,160.51	$111,017.04	$112,904.02	$114,823.48
34S	$83,133.62	$85,086.58	$87,039.53	$88,993.50	$90,946.45	$92,900.43	$94,853.39	$96,806.34	$98,760.31	$100,714.29	$102,666.22	$104,620.20	$106,574.16	$108,526.11	$110,480.08	$112,434.05	$114,388.02	$116,331.85	$118,310.17	$120,322.00
35S	$87,039.53	$89,089.93	$91,138.30	$93,188.71	$95,236.06	$97,286.46	$99,334.83	$101,385.23	$103,433.60	$105,484.00	$107,531.36	$109,581.76	$111,620.12	$113,680.53	$115,727.89	$117,778.29	$119,826.66	$121,863.87	$123,934.57	$126,043.84
36S	$91,138.30	$93,289.19	$95,442.12	$97,591.99	$99,745.93	$101,896.81	$104,049.74	$106,200.63	$108,351.52	$110,505.46	$112,656.34	$114,807.24	$116,958.12	$119,110.03	$121,260.93	$123,413.84	$125,564.74	$127,699.39	$129,870.58	$132,078.31
37S	$95,442.12	$97,702.63	$99,964.16	$102,223.66	$104,485.19	$106,745.71	$109,006.22	$111,266.75	$113,527.26	$115,788.79	$118,050.33	$120,310.84	$122,571.35	$124,832.88	$127,093.41	$129,353.92	$131,614.44	$133,850.59	$136,126.35	$138,441.66
38S	$99,964.16	$102,337.55	$104,709.52	$107,082.71	$109,454.88	$111,830.09	$114,202.27	$116,574.44	$118,948.64	$121,322.84	$123,696.00	$126,067.18	$128,441.39	$130,813.56	$133,187.77	$135,559.93	$137,932.11	$140,415.97	$142,944.43	$145,515.54
39S	$104,709.52	$107,201.47	$109,695.45	$112,185.36	$114,678.32	$117,169.26	$119,663.22	$122,155.18	$124,645.10	$127,139.08	$129,631.03	$132,122.97	$134,615.94	$137,105.86	$139,598.82	$142,089.78	$144,583.71	$147,185.31	$149,833.57	$152,533.60
40S	$109,737.06	$112,347.37	$114,960.51	$117,569.19	$120,181.92	$122,794.66	$125,405.37	$128,018.11	$130,627.81	$133,241.56	$135,854.30	$138,465.01	$141,076.73	$143,688.42	$146,300.18	$148,911.90	$151,522.61	$154,251.06	$157,026.21	$159,855.16
42S	$120,524.00	$123,391.51	$126,261.06	$129,127.57	$131,997.11	$134,865.64	$137,734.17	$140,603.72	$143,470.22	$146,339.76	$149,207.28	$152,074.80	$154,945.36	$157,811.86	$160,682.42	$163,549.94	$166,416.47	$169,414.90	$172,462.08	$175,569.14

HPAE SALARY SCHEDULE WS JULY 2015

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
01D	$31.30	$32.22	$32.70	$33.26	$33.91	$34.59	$35.39	$35.91	$36.70	$37.34	$38.08	$38.42	$39.14	$39.70	$40.12	$40.54	$40.94	$41.35	$41.80	$42.22	$42.62	$43.15	$43.69	$44.22	$44.74	$45.47

HPAE SCHEDULE WU July 2015

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
07S	$89,211.20	$91,439.52	$93,727.60	$96,070.27	$98,470.64	$100,933.85	$103,456.80	$106,043.64	$108,693.31	$111,413.04	$114,196.64	$117,052.35	$119,979.15	$122,979.09	$126,052.18	$129,204.69	$132,433.24

	HPAE SALARY SCHEDULE WK JULY 2016																			
RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	$17.42	$17.80	$18.16	$18.53	$18.90	$19.24	$19.62	$20.00	$20.35	$20.72	$21.08	$21.44	$21.80	$22.17	$22.52	$22.89	$23.24	$23.62	$24.00	$24.38
12-37.5hrs	$16.26	$16.62	$16.96	$17.30	$17.66	$17.99	$18.33	$18.69	$19.02	$19.35	$19.69	$20.04	$20.37	$20.72	$21.05	$21.39	$21.74	$22.10	$22.44	$22.80
12-40hrs	$15.24	$15.59	$15.92	$16.21	$16.54	$16.86	$17.16	$17.49	$17.81	$18.15	$18.44	$18.77	$19.07	$19.41	$19.74	$20.05	$20.35	$20.66	$20.96	$21.26
13-35hrs	$18.16	$18.54	$18.94	$19.30	$19.71	$20.07	$20.44	$20.84	$21.21	$21.61	$22.02	$22.37	$22.76	$23.14	$23.51	$23.91	$24.30	$24.68	$25.08	$25.48
13-37.5hrs	$16.96	$17.31	$17.69	$18.04	$18.39	$18.76	$19.09	$19.45	$19.84	$20.19	$20.55	$20.91	$21.25	$21.62	$22.00	$22.33	$22.69	$23.05	$23.41	$23.80
13-40hrs	$15.92	$16.22	$16.56	$16.90	$17.23	$17.57	$17.89	$18.24	$18.60	$18.92	$19.24	$19.57	$19.91	$20.25	$20.60	$20.93	$21.25	$21.61	$21.96	$22.31
14-35hrs	$18.94	$19.39	$19.87	$20.20	$20.55	$20.94	$21.32	$21.74	$22.16	$22.54	$22.94	$23.35	$23.76	$24.17	$24.54	$24.96	$25.38	$25.82	$26.25	$26.69
14-37.5hrs	$17.69	$18.06	$18.41	$18.80	$19.16	$19.55	$19.95	$20.32	$20.69	$21.05	$21.42	$21.82	$22.20	$22.58	$22.95	$23.31	$23.68	$24.07	$24.45	$24.85
14-40hrs	$16.56	$16.91	$17.26	$17.62	$17.98	$18.32	$18.69	$19.03	$19.39	$19.74	$20.08	$20.43	$20.79	$21.13	$21.48	$21.84	$22.20	$22.55	$22.92	$23.28
15-35hrs	$19.74	$20.16	$20.58	$20.99	$21.40	$21.84	$22.27	$22.70	$23.11	$23.51	$23.94	$24.36	$24.80	$25.20	$25.61	$26.06	$26.47	$26.89	$27.31	$27.76
15-37.5hrs	$18.41	$18.82	$19.21	$19.61	$20.01	$20.40	$20.80	$21.18	$21.58	$22.00	$22.36	$22.77	$23.15	$23.53	$23.94	$24.34	$24.76	$25.15	$25.58	$26.03
15-40hrs	$17.26	$17.66	$18.01	$18.37	$18.75	$19.10	$19.47	$19.87	$20.22	$20.60	$20.96	$21.32	$21.71	$22.09	$22.44	$22.82	$23.20	$23.60	$24.00	$24.40
16-35hrs	$20.58	$21.03	$21.47	$21.93	$22.36	$22.80	$23.23	$23.68	$24.13	$24.57	$25.04	$25.47	$25.92	$26.35	$26.80	$27.23	$27.67	$28.14	$28.58	$29.03
16-37.5hrs	$19.21	$19.63	$20.05	$20.46	$20.89	$21.27	$21.70	$22.13	$22.54	$22.96	$23.37	$23.79	$24.21	$24.62	$25.04	$25.43	$25.84	$26.25	$26.67	$27.10
16-40hrs	$18.01	$18.39	$18.79	$19.17	$19.56	$19.95	$20.34	$20.74	$21.12	$21.50	$21.90	$22.28	$22.66	$23.06	$23.44	$23.85	$24.24	$24.62	$25.00	$25.40
17-35hrs	$21.47	$21.94	$22.39	$22.86	$23.31	$23.80	$24.28	$24.75	$25.18	$25.65	$26.13	$26.59	$27.07	$27.53	$28.00	$28.46	$28.93	$29.39	$29.86	$30.35
17-37.5hrs	$20.05	$20.48	$20.92	$21.36	$21.80	$22.23	$22.66	$23.09	$23.51	$23.96	$24.39	$24.85	$25.27	$25.71	$26.16	$26.59	$27.03	$27.45	$27.90	$28.35
17-40hrs	$18.79	$19.19	$19.60	$20.02	$20.43	$20.84	$21.23	$21.66	$22.08	$22.48	$22.89	$23.28	$23.69	$24.11	$24.51	$24.93	$25.33	$25.73	$26.16	$26.57
18-35hrs	$22.39	$22.89	$23.36	$23.86	$24.34	$24.85	$25.33	$25.83	$26.32	$26.81	$27.28	$27.76	$28.27	$28.77	$29.24	$29.72	$30.22	$30.70	$31.19	$31.69
18-37.5hrs	$20.92	$21.38	$21.84	$22.28	$22.74	$23.18	$23.64	$24.11	$24.56	$25.03	$25.48	$25.95	$26.40	$26.86	$27.31	$27.77	$28.26	$28.73	$29.21	$29.70
18-40hrs	$19.60	$20.04	$20.46	$20.90	$21.30	$21.76	$22.18	$22.60	$23.01	$23.44	$23.89	$24.32	$24.76	$25.16	$25.58	$26.03	$26.45	$26.87	$27.29	$27.73
19-35hrs	$23.36	$23.89	$24.42	$24.93	$25.44	$25.96	$26.45	$26.98	$27.50	$28.01	$28.52	$29.03	$29.54	$30.06	$30.57	$31.08	$31.59	$32.11	$32.62	$33.14
19-37.5hrs	$21.84	$22.32	$22.79	$23.26	$23.76	$24.24	$24.72	$25.18	$25.67	$26.17	$26.63	$27.11	$27.59	$28.09	$28.54	$29.03	$29.51	$30.01	$30.52	$31.04

19-40hrs	$20.46	$20.91	$21.36	$21.81	$22.25	$22.71	$23.16	$23.60	$24.04	$24.49	$24.95	$25.40	$25.85	$26.30	$26.76	$27.21	$27.65	$28.14	$28.61	$29.09
20-35hrs	$24.42	$24.95	$25.48	$26.02	$26.55	$27.09	$27.63	$28.19	$28.73	$29.26	$29.81	$30.35	$30.90	$31.41	$31.95	$32.51	$33.06	$33.60	$34.21	$34.76
20-37.5hrs	$22.79	$23.29	$23.83	$24.31	$24.81	$25.30	$25.82	$26.31	$26.82	$27.31	$27.84	$28.34	$28.85	$29.33	$29.84	$30.37	$30.88	$31.38	$31.91	$32.47
20-40hrs	$21.36	$21.83	$22.30	$22.78	$23.25	$23.74	$24.21	$24.67	$25.14	$25.60	$26.09	$26.55	$27.03	$27.50	$27.97	$28.44	$28.91	$29.39	$29.90	$30.42
21-35hrs	$25.48	$26.06	$26.62	$27.18	$27.74	$28.33	$28.90	$29.45	$30.02	$30.58	$31.15	$31.71	$32.29	$32.85	$33.41	$33.97	$34.55	$35.14	$35.72	$36.37
21-37.5hrs	$23.83	$24.34	$24.87	$25.38	$25.92	$26.44	$26.98	$27.50	$28.04	$28.56	$29.09	$29.60	$30.15	$30.68	$31.23	$31.73	$32.27	$32.77	$33.30	$33.83
21-40hrs	$22.30	$22.80	$23.30	$23.79	$24.28	$24.78	$25.27	$25.78	$26.29	$26.79	$27.26	$27.76	$28.28	$28.77	$29.24	$29.75	$30.28	$30.77	$31.29	$31.82
22-35hrs	$26.62	$27.21	$27.79	$28.39	$28.99	$29.58	$30.19	$30.82	$31.39	$31.99	$32.57	$33.16	$33.76	$34.37	$34.96	$35.55	$36.13	$36.74	$37.36	$38.01
22-37.5hrs	$24.87	$25.40	$25.97	$26.51	$27.08	$27.64	$28.21	$28.75	$29.28	$29.85	$30.42	$30.97	$31.52	$32.08	$32.63	$33.19	$33.75	$34.34	$34.91	$35.50
22-40hrs	$23.30	$23.84	$24.34	$24.87	$25.39	$25.92	$26.43	$26.95	$27.45	$27.98	$28.49	$29.02	$29.54	$30.07	$30.58	$31.09	$31.61	$32.17	$32.70	$33.25
23-35hrs	$28.28	$28.91	$29.55	$30.20	$30.85	$31.47	$32.13	$32.74	$33.38	$34.01	$34.65	$35.28	$35.93	$36.57	$37.20	$37.82	$38.47	$39.13	$39.78	$40.47
23-37.5hrs	$26.43	$27.02	$27.60	$28.21	$28.80	$29.38	$29.99	$30.57	$31.17	$31.75	$32.36	$32.97	$33.54	$34.14	$34.74	$35.33	$35.93	$36.54	$37.16	$37.78
23-40hrs	$24.77	$25.30	$25.86	$26.43	$26.99	$27.53	$28.12	$28.66	$29.21	$29.77	$30.35	$30.90	$31.42	$32.00	$32.56	$33.12	$33.67	$34.27	$34.83	$35.41
24-35hrs	$29.55	$30.22	$30.90	$31.55	$32.23	$32.90	$33.55	$34.27	$34.93	$35.58	$36.24	$36.93	$37.56	$38.25	$38.90	$39.56	$40.27	$40.93	$41.63	$42.34
24-37.5hrs	$27.60	$28.23	$28.85	$29.46	$30.09	$30.70	$31.32	$31.96	$32.59	$33.21	$33.83	$34.46	$35.08	$35.69	$36.33	$36.96	$37.56	$38.21	$38.85	$39.51
24-40hrs	$25.86	$26.45	$27.03	$27.60	$28.22	$28.80	$29.35	$29.95	$30.52	$31.12	$31.71	$32.31	$32.89	$33.45	$34.04	$34.64	$35.24	$35.82	$36.46	$37.06
25-35hrs	$30.90	$31.58	$32.30	$33.01	$33.70	$34.41	$35.10	$35.80	$36.53	$37.23	$37.89	$38.62	$39.31	$40.01	$40.73	$41.42	$42.11	$42.83	$43.56	$44.29
25-37.5hrs	$28.85	$29.49	$30.16	$30.83	$31.45	$32.15	$32.77	$33.43	$34.08	$34.75	$35.39	$36.05	$36.70	$37.35	$38.01	$38.68	$39.35	$40.01	$40.71	$41.40
25-40hrs	$27.03	$27.65	$28.29	$28.90	$29.51	$30.13	$30.71	$31.33	$31.96	$32.58	$33.17	$33.79	$34.41	$35.05	$35.65	$36.27	$36.87	$37.50	$38.15	$38.78
26-35hrs	$32.30	$33.05	$33.77	$34.50	$35.24	$35.98	$36.73	$37.46	$38.19	$38.92	$39.63	$40.41	$41.16	$41.87	$42.62	$43.35	$44.07	$44.84	$45.59	$46.39
26-37.5hrs	$30.16	$30.86	$31.53	$32.23	$32.90	$33.59	$34.32	$34.98	$35.66	$36.38	$37.05	$37.72	$38.41	$39.11	$39.80	$40.49	$41.17	$41.85	$42.58	$43.29
26-40hrs	$28.29	$28.92	$29.55	$30.20	$30.86	$31.49	$32.16	$32.77	$33.42	$34.06	$34.73	$35.36	$36.00	$36.65	$37.31	$37.92	$38.60	$39.24	$39.90	$40.59
27-35hrs	$33.77	$34.55	$35.33	$36.10	$36.85	$37.65	$38.42	$39.20	$39.95	$40.74	$41.50	$42.28	$43.06	$43.83	$44.62	$45.39	$46.15	$46.95	$47.74	$48.56
27-37.5hrs	$31.53	$32.27	$32.98	$33.69	$34.44	$35.16	$35.87	$36.60	$37.32	$38.03	$38.75	$39.47	$40.19	$40.92	$41.66	$42.38	$43.11	$43.82	$44.58	$45.34

27-40hrs	$29.55	$30.23	$30.92	$31.58	$32.27	$32.95	$33.62	$34.32	$34.99	$35.66	$36.34	$37.02	$37.69	$38.37	$39.05	$39.72	$40.42	$41.09	$41.77	$42.51
28-35hrs	$35.33	$36.14	$36.96	$37.75	$38.59	$39.39	$40.20	$41.03	$41.82	$42.64	$43.45	$44.25	$45.07	$45.87	$46.70	$47.51	$48.31	$49.15	$49.98	$50.84
28-37.5hrs	$32.98	$33.73	$34.49	$35.26	$36.01	$36.78	$37.52	$38.30	$39.06	$39.82	$40.58	$41.32	$42.08	$42.84	$43.60	$44.36	$45.13	$45.88	$46.67	$47.47
28-40hrs	$30.92	$31.60	$32.32	$33.05	$33.76	$34.46	$35.17	$35.87	$36.60	$37.32	$38.04	$38.74	$39.44	$40.15	$40.87	$41.57	$42.28	$42.99	$43.72	$44.47
29-35hrs	$36.96	$37.79	$38.66	$39.50	$40.36	$41.21	$42.06	$42.91	$43.77	$44.63	$45.48	$46.32	$47.19	$48.02	$48.88	$49.75	$50.61	$51.47	$52.33	$53.23
29-37.5hrs	$34.49	$35.29	$36.10	$36.89	$37.69	$38.47	$39.25	$40.04	$40.86	$41.66	$42.47	$43.25	$44.03	$44.85	$45.65	$46.45	$47.25	$48.03	$48.86	$49.69
29-40hrs	$32.32	$33.08	$33.82	$34.57	$35.32	$36.08	$36.83	$37.56	$38.30	$39.06	$39.82	$40.57	$41.30	$42.03	$42.77	$43.53	$44.28	$45.05	$45.81	$46.59
30-35hrs	$38.66	$39.53	$40.45	$41.34	$42.25	$43.15	$44.01	$44.92	$45.82	$46.72	$47.60	$48.50	$49.41	$50.29	$51.20	$52.09	$53.00	$53.89	$54.80	$55.72
30-37.5hrs	$36.10	$36.95	$37.77	$38.62	$39.43	$40.28	$41.10	$41.93	$42.77	$43.62	$44.47	$45.31	$46.11	$46.96	$47.80	$48.64	$49.47	$50.31	$51.17	$52.03
30-40hrs	$33.82	$34.61	$35.37	$36.16	$36.97	$37.74	$38.55	$39.32	$40.09	$40.88	$41.67	$42.47	$43.23	$44.00	$44.81	$45.58	$46.39	$47.16	$47.95	$48.79
31-35hrs	$40.45	$41.38	$42.34	$43.27	$44.21	$45.16	$46.08	$47.04	$47.96	$48.91	$49.86	$50.81	$51.72	$52.67	$53.61	$54.54	$55.52	$56.45	$57.40	$58.37
31-37.5hrs	$37.77	$38.66	$39.52	$40.42	$41.28	$42.15	$43.04	$43.91	$44.81	$45.68	$46.56	$47.45	$48.31	$49.20	$50.05	$50.95	$51.83	$52.71	$53.61	$54.51
31-40hrs	$35.37	$36.21	$37.05	$37.85	$38.69	$39.51	$40.35	$41.18	$41.99	$42.80	$43.62	$44.45	$45.28	$46.08	$46.92	$47.73	$48.57	$49.40	$50.21	$51.07
32-35hrs	$42.34	$43.32	$44.28	$45.29	$46.26	$47.26	$48.24	$49.25	$50.22	$51.22	$52.19	$53.19	$54.18	$55.17	$56.13	$57.13	$58.12	$59.11	$60.11	$61.13
32-37.5hrs	$39.52	$40.46	$41.38	$42.31	$43.23	$44.13	$45.05	$45.96	$46.89	$47.82	$48.76	$49.66	$50.58	$51.50	$52.45	$53.36	$54.26	$55.19	$56.11	$57.07
32-40hrs	$37.05	$37.88	$38.75	$39.62	$40.51	$41.37	$42.22	$43.12	$43.96	$44.83	$45.68	$46.55	$47.41	$48.28	$49.16	$50.00	$50.88	$51.73	$52.62	$53.50
33-35hrs	$44.28	$45.34	$46.39	$47.41	$48.45	$49.49	$50.53	$51.55	$52.60	$53.63	$54.69	$55.70	$56.75	$57.78	$58.82	$59.85	$60.88	$61.93	$62.96	$64.04
33-37.5hrs	$41.38	$42.34	$43.31	$44.26	$45.25	$46.20	$47.19	$48.13	$49.12	$50.06	$51.03	$52.01	$52.97	$53.93	$54.91	$55.87	$56.82	$57.78	$58.77	$59.77
33-40hrs	$38.75	$39.65	$40.58	$41.49	$42.40	$43.32	$44.22	$45.13	$46.01	$46.94	$47.85	$48.76	$49.66	$50.56	$51.47	$52.36	$53.30	$54.20	$55.12	$56.06
34-35hrs	$46.39	$47.47	$48.56	$49.63	$50.71	$51.81	$52.92	$53.99	$55.09	$56.16	$57.28	$58.35	$59.48	$60.54	$61.63	$62.71	$63.81	$64.89	$66.00	$67.11
34-37.5hrs	$43.31	$44.31	$45.34	$46.36	$47.38	$48.37	$49.38	$50.40	$51.44	$52.47	$53.48	$54.48	$55.51	$56.52	$57.54	$58.56	$59.57	$60.58	$61.62	$62.66
34-40hrs	$40.58	$41.52	$42.50	$43.43	$44.40	$45.36	$46.30	$47.27	$48.21	$49.17	$50.10	$51.06	$52.02	$52.98	$53.93	$54.87	$55.84	$56.77	$57.74	$58.72
35-35hrs	$48.56	$49.70	$50.87	$51.98	$53.14	$54.27	$55.42	$56.55	$57.69	$58.83	$59.97	$61.11	$62.25	$63.41	$64.54	$65.72	$66.87	$67.99	$69.15	$70.33
35-37.5hrs	$45.34	$46.41	$47.47	$48.54	$49.61	$50.66	$51.72	$52.78	$53.86	$54.92	$55.99	$57.05	$58.12	$59.19	$60.25	$61.34	$62.39	$63.55	$64.69	$65.84

35-40hrs	$42.50	$43.48	$44.49	$45.49	$46.48	$47.49	$48.48	$49.50	$50.52	$51.50	$52.51	$53.50	$54.48	$55.51	$56.49	$57.49	$58.46	$59.48	$60.46	$61.51
36-35hrs	$50.87	$52.05	$53.23	$54.43	$55.64	$56.84	$58.04	$59.25	$60.42	$61.64	$62.83	$64.04	$65.26	$66.44	$67.62	$68.83	$70.04	$71.22	$72.44	$73.67
36-37.5hrs	$47.47	$48.59	$49.71	$50.84	$51.93	$53.07	$54.20	$55.31	$56.42	$57.55	$58.66	$59.78	$60.90	$62.04	$63.17	$64.26	$65.38	$66.48	$67.61	$68.76
36-40hrs	$44.49	$45.53	$46.58	$47.63	$48.72	$49.75	$50.80	$51.84	$52.91	$53.94	$54.99	$56.04	$57.08	$58.14	$59.19	$60.23	$61.28	$62.30	$63.38	$64.44
37-35hrs	$53.22	$54.48	$55.76	$57.03	$58.28	$59.55	$60.81	$62.07	$63.34	$64.57	$65.86	$67.11	$68.37	$69.64	$70.90	$72.16	$73.40	$74.66	$75.93	$77.20
37-37.5hrs	$49.71	$50.89	$52.06	$53.23	$54.40	$55.59	$56.76	$57.93	$59.12	$60.29	$61.48	$62.66	$63.82	$64.99	$66.18	$67.36	$68.51	$69.69	$70.88	$72.10
37-40hrs	$46.58	$47.68	$48.80	$49.91	$51.00	$52.11	$53.21	$54.30	$55.42	$56.52	$57.63	$58.72	$59.84	$60.94	$62.05	$63.15	$64.25	$65.42	$66.58	$67.80
38-35hrs	$55.76	$57.08	$58.40	$59.74	$61.05	$62.36	$63.70	$65.01	$66.33	$67.68	$69.00	$70.33	$71.65	$72.98	$74.30	$75.63	$76.96	$78.34	$79.76	$81.18
38-37.5hrs	$52.06	$53.29	$54.51	$55.76	$57.02	$58.24	$59.49	$60.71	$61.95	$63.18	$64.41	$65.66	$66.89	$68.12	$69.34	$70.57	$71.82	$73.04	$74.29	$75.55
38-40hrs	$48.80	$49.95	$51.10	$52.26	$53.45	$54.59	$55.76	$56.92	$58.07	$59.25	$60.39	$61.56	$62.71	$63.86	$65.01	$66.18	$67.35	$68.56	$69.79	$71.03
39-35hrs	$58.40	$59.80	$61.19	$62.57	$63.97	$65.37	$66.74	$68.15	$69.53	$70.92	$72.31	$73.71	$75.10	$76.48	$77.86	$79.25	$80.63	$82.09	$83.58	$85.05
39-37.5hrs	$54.51	$55.81	$57.12	$58.41	$59.74	$61.02	$62.31	$63.63	$64.90	$66.21	$67.52	$68.81	$70.10	$71.40	$72.68	$73.98	$75.28	$76.63	$78.03	$79.42
39-40hrs	$51.10	$52.31	$53.53	$54.76	$55.98	$57.20	$58.39	$59.62	$60.85	$62.06	$63.26	$64.47	$65.71	$66.93	$68.16	$69.35	$70.57	$71.86	$73.14	$74.46

HPAE SALARY SCHEDULE WL JULY 2016

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15S	$36,886.57	$36,655.15	$37,425.80	$38,193.36	$38,960.92	$39,730.53	$40,500.14	$41,267.71	$42,036.30	$42,805.90	$43,572.43	$44,343.08	$45,111.65	$45,881.28	$46,649.87	$47,418.46	$48,187.03	$48,955.62	$49,740.69	$50,536.07
16S	$37,425.80	$38,233.54	$39,042.31	$39,849.01	$40,656.75	$41,465.52	$42,274.28	$43,082.02	$43,890.79	$44,699.54	$45,507.28	$46,316.05	$47,123.79	$47,931.53	$48,740.29	$49,548.03	$50,355.76	$51,161.44	$51,980.51	$52,812.86
17S	$39,042.31	$39,891.26	$40,739.17	$41,590.17	$42,436.09	$43,288.08	$44,138.06	$44,987.00	$45,835.95	$46,684.89	$47,534.87	$48,384.85	$49,233.79	$50,083.77	$50,933.76	$51,781.67	$52,631.65	$53,473.38	$54,326.50	$55,199.09
18S	$40,739.17	$41,630.37	$42,520.52	$43,412.74	$44,302.90	$45,194.09	$46,084.24	$46,975.43	$47,863.53	$48,753.69	$49,644.87	$50,535.03	$51,425.18	$52,316.38	$53,207.57	$54,097.72	$54,988.91	$55,868.78	$56,762.02	$57,668.66
19S	$42,520.52	$43,457.03	$44,390.47	$45,325.95	$46,260.42	$47,196.94	$48,131.40	$49,065.86	$50,000.32	$50,936.84	$51,871.30	$52,806.80	$53,742.28	$54,676.74	$55,610.17	$56,544.64	$57,481.15	$58,457.85	$59,452.07	$60,463.80
20S	$44,390.47	$45,374.39	$46,356.23	$47,339.11	$48,322.00	$49,304.88	$50,287.77	$51,270.64	$52,252.50	$53,235.39	$54,218.28	$55,202.18	$56,183.02	$57,166.92	$58,148.77	$59,132.68	$60,115.57	$61,136.57	$62,177.14	$63,233.18
21S	$46,356.23	$47,387.54	$48,420.90	$49,452.21	$50,485.58	$51,518.95	$52,550.25	$53,581.57	$54,612.87	$55,646.24	$56,678.57	$57,708.85	$58,742.21	$59,774.55	$60,805.86	$61,839.22	$62,870.53	$63,937.90	$65,025.86	$66,131.34
22S	$48,420.90	$49,503.73	$50,587.58	$51,669.37	$52,753.22	$53,836.04	$54,919.85	$56,001.67	$57,087.59	$58,168.35	$59,252.20	$60,336.01	$61,418.87	$62,501.69	$63,584.50	$64,668.35	$65,752.21	$66,869.02	$68,006.45	$69,162.41
23S	$51,448.89	$52,606.98	$53,769.07	$54,927.10	$56,086.16	$57,245.22	$58,404.28	$59,564.37	$60,723.43	$61,881.46	$63,040.51	$64,198.55	$65,359.68	$66,518.73	$67,677.79	$68,836.85	$69,995.91	$71,184.85	$72,396.42	$73,625.37
24S	$53,769.07	$54,984.79	$56,200.52	$57,417.27	$58,631.97	$59,848.72	$61,064.45	$62,281.21	$63,497.96	$64,711.63	$65,928.38	$67,145.13	$68,360.86	$69,577.62	$70,794.37	$72,010.10	$73,226.86	$74,470.40	$75,737.64	$77,023.42
25S	$56,200.52	$57,479.06	$58,756.63	$60,035.21	$61,312.75	$62,590.29	$63,869.89	$65,148.47	$66,427.04	$67,703.55	$68,981.08	$70,259.66	$71,537.21	$72,815.78	$74,095.38	$75,372.92	$76,652.52	$77,952.73	$79,280.79	$80,626.30
26S	$58,756.63	$60,098.05	$61,439.47	$62,782.85	$64,126.43	$65,466.82	$66,808.24	$68,148.62	$69,493.14	$70,834.56	$72,175.98	$73,518.42	$74,858.82	$76,202.29	$77,543.72	$78,885.13	$80,226.55	$81,590.63	$82,979.45	$84,388.87
27S	$61,439.47	$62,847.87	$64,256.30	$65,667.72	$67,077.14	$68,485.53	$69,894.95	$71,304.37	$72,713.78	$74,121.14	$75,530.56	$76,939.97	$78,348.36	$79,757.78	$81,166.16	$82,575.56	$83,985.00	$85,411.93	$86,863.69	$88,341.00
28S	$64,256.30	$65,737.78	$67,218.29	$68,696.73	$70,177.24	$71,656.72	$73,135.15	$74,615.67	$76,094.11	$77,573.59	$79,054.10	$80,533.57	$82,013.06	$83,492.53	$84,972.00	$86,449.42	$87,929.92	$89,423.81	$90,943.48	$92,491.98
29S	$67,218.29	$68,770.91	$70,325.60	$71,877.19	$73,431.88	$74,983.47	$76,538.17	$78,091.82	$79,643.42	$81,197.08	$82,750.73	$84,303.35	$85,857.00	$87,406.64	$88,960.28	$90,515.91	$92,070.60	$93,635.59	$95,225.31	$96,845.82
30S	$70,325.60	$71,954.47	$73,583.34	$75,216.32	$76,845.18	$78,475.08	$80,106.00	$81,735.90	$83,368.89	$84,998.73	$86,629.69	$88,258.56	$89,888.48	$91,520.44	$93,150.34	$94,780.22	$96,412.18	$98,049.28	$99,717.30	$101,413.15
31S	$73,583.34	$75,297.71	$77,011.05	$78,722.35	$80,435.69	$82,148.01	$83,860.33	$85,572.65	$87,284.97	$88,998.32	$90,711.67	$92,422.96	$94,135.27	$95,848.66	$97,559.91	$99,272.23	$100,987.64	$102,703.05	$104,448.33	$106,225.56
32S	$77,011.05	$78,807.86	$80,606.72	$82,404.55	$84,203.42	$86,000.22	$87,800.11	$89,597.94	$91,393.71	$93,193.61	$94,991.42	$96,789.25	$98,587.09	$100,383.96	$102,183.79	$103,981.61	$105,781.51	$107,577.28	$109,407.04	$111,267.72
33S	$80,606.72	$82,493.16	$84,380.62	$86,268.09	$88,155.55	$90,041.98	$91,929.45	$93,815.89	$95,701.29	$97,589.78	$99,475.19	$101,362.65	$103,251.16	$105,138.62	$107,025.05	$108,912.51	$110,797.92	$112,682.30	$114,597.58	$116,545.83
34S	$84,380.62	$86,362.66	$88,345.12	$90,326.46	$92,310.65	$94,293.94	$96,276.19	$98,258.44	$100,241.71	$102,225.00	$104,206.21	$106,189.50	$108,172.77	$110,154.00	$112,137.28	$114,120.56	$116,103.84	$118,076.83	$120,084.82	$122,126.83
35S	$88,345.12	$90,426.28	$92,506.37	$94,586.54	$96,664.60	$98,745.76	$100,824.85	$102,905.01	$104,985.10	$107,066.26	$109,144.33	$111,225.49	$113,304.58	$115,385.74	$117,463.81	$119,544.96	$121,624.06	$123,681.83	$125,793.59	$127,934.50
36S	$92,506.37	$94,688.53	$96,873.75	$99,055.87	$101,242.12	$103,425.26	$105,610.49	$107,793.64	$109,976.79	$112,163.04	$114,346.19	$116,529.35	$118,712.50	$120,895.66	$123,078.84	$125,265.05	$127,448.21	$129,614.98	$131,818.64	$134,059.48
37S	$96,873.75	$99,168.17	$101,463.62	$103,757.01	$106,052.47	$108,346.90	$110,641.31	$112,935.75	$115,230.17	$117,525.62	$119,821.07	$122,115.50	$124,409.92	$126,705.37	$128,999.81	$131,294.23	$133,588.66	$135,858.35	$138,168.22	$140,518.26
38S	$101,463.62	$103,872.41	$106,280.16	$108,688.95	$111,096.70	$113,507.54	$115,915.30	$118,323.06	$120,732.87	$123,142.68	$125,549.41	$127,958.19	$130,368.01	$132,775.76	$135,185.58	$137,593.33	$140,001.09	$142,522.17	$145,088.60	$147,698.27
39S	$106,280.16	$108,809.49	$111,340.88	$113,866.14	$116,398.49	$118,926.80	$121,457.15	$123,987.51	$126,514.78	$129,046.17	$131,575.50	$134,104.81	$136,635.18	$139,162.45	$141,692.80	$144,221.10	$146,752.49	$149,393.09	$152,081.07	$154,821.60
40S	$111,383.12	$114,032.99	$116,684.92	$119,332.73	$121,984.65	$124,636.58	$127,286.45	$129,936.38	$132,587.23	$135,240.18	$137,892.11	$140,541.99	$143,192.86	$145,841.72	$148,494.68	$151,146.58	$153,795.45	$156,564.83	$159,381.60	$162,252.89
42S	$122,331.86	$125,242.38	$128,154.98	$131,064.48	$133,977.07	$136,888.62	$139,800.18	$142,712.78	$145,622.27	$148,534.86	$151,448.39	$154,355.92	$157,269.54	$160,179.04	$163,092.66	$166,003.19	$168,914.75	$171,956.12	$175,048.01	$178,202.58

HPAE SALARY SCHEDULE WS JULY 2016																									
RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
01D	$31.77	$32.70	$33.19	$33.76	$34.42	$35.11	$35.92	$36.45	$37.25	$37.90	$38.65	$39.00	$39.73	$40.30	$40.72	$41.15	$41.55	$42.00	$42.43	$42.85	$43.26	$43.80	$44.35	$44.88	$45.41	$46.15

HPAE SCHEDULE WU July 2016																	
RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
07S	$90,549.37	$92,811.11	$95,133.51	$97,511.32	$99,947.70	$102,447.85	$105,008.66	$107,634.29	$110,323.71	$113,084.23	$115,909.59	$118,808.14	$121,778.84	$124,823.78	$127,942.96	$131,142.66	$134,419.74

HPAE SALARY SCHEDULE WK JULY 2017

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	$17.68	$18.07	$18.43	$18.81	$19.18	$19.53	$19.91	$20.30	$20.66	$21.03	$21.40	$21.76	$22.13	$22.50	$22.86	$23.23	$23.59	$23.97	$24.36	$24.75
12-37.5hrs	$16.50	$16.86	$17.22	$17.56	$17.93	$18.26	$18.61	$18.97	$19.31	$19.64	$19.99	$20.34	$20.68	$21.03	$21.37	$21.71	$22.07	$22.43	$22.78	$23.14
12-40hrs	$15.46	$15.82	$16.15	$16.45	$16.79	$17.11	$17.42	$17.75	$18.08	$18.42	$18.72	$19.05	$19.36	$19.70	$20.04	$20.35	$20.66	$20.97	$21.27	$21.58
13-35hrs	$18.43	$18.82	$19.22	$19.58	$20.01	$20.37	$20.75	$21.15	$21.53	$21.93	$22.35	$22.71	$23.10	$23.49	$23.86	$24.27	$24.66	$25.06	$25.46	$25.86
13-37.5hrs	$17.22	$17.57	$17.96	$18.31	$18.67	$19.04	$19.38	$19.74	$20.14	$20.49	$20.86	$21.22	$21.57	$21.94	$22.32	$22.66	$23.03	$23.40	$23.76	$24.16
13-40hrs	$16.15	$16.46	$16.81	$17.15	$17.49	$17.83	$18.16	$18.51	$18.88	$19.20	$19.53	$19.86	$20.21	$20.55	$20.91	$21.24	$21.57	$21.93	$22.29	$22.64
14-35hrs	$19.22	$19.68	$20.17	$20.50	$20.86	$21.25	$21.63	$22.07	$22.49	$22.88	$23.28	$23.70	$24.12	$24.53	$24.91	$25.33	$25.76	$26.21	$26.64	$27.09
14-37.5hrs	$17.96	$18.33	$18.69	$19.08	$19.45	$19.84	$20.25	$20.63	$21.00	$21.37	$21.74	$22.15	$22.53	$22.92	$23.29	$23.65	$24.04	$24.43	$24.82	$25.22
14-40hrs	$16.81	$17.16	$17.51	$17.88	$18.25	$18.60	$18.97	$19.32	$19.68	$20.04	$20.38	$20.74	$21.10	$21.45	$21.80	$22.17	$22.53	$22.89	$23.26	$23.63
15-35hrs	$20.04	$20.46	$20.89	$21.31	$21.72	$22.17	$22.60	$23.04	$23.46	$23.86	$24.30	$24.73	$25.17	$25.58	$25.99	$26.45	$26.87	$27.29	$27.72	$28.18
15-37.5hrs	$18.69	$19.10	$19.50	$19.90	$20.31	$20.71	$21.11	$21.50	$21.90	$22.32	$22.70	$23.11	$23.50	$23.88	$24.30	$24.70	$25.13	$25.53	$25.96	$26.43
15-40hrs	$17.51	$17.93	$18.28	$18.65	$19.03	$19.39	$19.76	$20.17	$20.52	$20.91	$21.27	$21.63	$22.04	$22.42	$22.78	$23.16	$23.55	$23.95	$24.36	$24.77
16-35hrs	$20.89	$21.35	$21.79	$22.26	$22.70	$23.14	$23.58	$24.04	$24.49	$24.94	$25.42	$25.85	$26.31	$26.74	$27.20	$27.64	$28.08	$28.56	$29.01	$29.46
16-37.5hrs	$19.50	$19.92	$20.35	$20.77	$21.20	$21.59	$22.03	$22.46	$22.88	$23.30	$23.72	$24.15	$24.57	$24.99	$25.42	$25.81	$26.23	$26.64	$27.07	$27.51
16-40hrs	$18.28	$18.67	$19.07	$19.46	$19.85	$20.25	$20.65	$21.05	$21.44	$21.82	$22.23	$22.61	$23.00	$23.41	$23.79	$24.21	$24.60	$24.99	$25.37	$25.78
17-35hrs	$21.79	$22.27	$22.73	$23.20	$23.66	$24.16	$24.64	$25.12	$25.56	$26.03	$26.52	$26.99	$27.48	$27.94	$28.42	$28.89	$29.36	$29.84	$30.31	$30.80
17-37.5hrs	$20.35	$20.79	$21.23	$21.68	$22.13	$22.56	$23.00	$23.44	$23.86	$24.32	$24.76	$25.22	$25.65	$26.10	$26.55	$26.99	$27.43	$27.86	$28.32	$28.77
17-40hrs	$19.07	$19.48	$19.89	$20.32	$20.74	$21.15	$21.55	$21.99	$22.41	$22.82	$23.23	$23.63	$24.05	$24.47	$24.88	$25.30	$25.71	$26.12	$26.55	$26.97
18-35hrs	$22.73	$23.23	$23.71	$24.22	$24.70	$25.22	$25.71	$26.22	$26.71	$27.21	$27.69	$28.18	$28.69	$29.20	$29.68	$30.16	$30.67	$31.16	$31.66	$32.16
18-37.5hrs	$21.23	$21.70	$22.17	$22.61	$23.08	$23.53	$23.99	$24.47	$24.93	$25.41	$25.86	$26.34	$26.80	$27.26	$27.72	$28.19	$28.68	$29.17	$29.65	$30.14
18-40hrs	$19.89	$20.34	$20.77	$21.21	$21.62	$22.09	$22.51	$22.94	$23.36	$23.79	$24.25	$24.68	$25.13	$25.54	$25.96	$26.43	$26.85	$27.27	$27.70	$28.15
19-35hrs	$23.71	$24.25	$24.79	$25.30	$25.82	$26.35	$26.85	$27.38	$27.91	$28.43	$28.95	$29.46	$29.98	$30.52	$31.03	$31.55	$32.06	$32.60	$33.11	$33.64
19-37.5hrs	$22.17	$22.65	$23.13	$23.61	$24.12	$24.60	$25.09	$25.56	$26.05	$26.56	$27.03	$27.52	$28.00	$28.51	$28.97	$29.46	$29.95	$30.46	$30.98	$31.50

19-40hrs	$20.77	$21.22	$21.68	$22.14	$22.58	$23.05	$23.51	$23.95	$24.40	$24.86	$25.32	$25.78	$26.24	$26.69	$27.16	$27.62	$28.06	$28.56	$29.04	$29.53
20-35hrs	$24.79	$25.32	$25.86	$26.41	$26.95	$27.50	$28.04	$28.61	$29.17	$29.70	$30.26	$30.80	$31.36	$31.89	$32.43	$33.00	$33.55	$34.10	$34.72	$35.29
20-37.5hrs	$23.13	$23.64	$24.19	$24.67	$25.18	$25.68	$26.21	$26.70	$27.22	$27.72	$28.26	$28.76	$29.28	$29.77	$30.29	$30.82	$31.34	$31.85	$32.39	$32.96
20-40hrs	$21.68	$22.16	$22.63	$23.12	$23.60	$24.10	$24.57	$25.04	$25.52	$25.98	$26.48	$26.95	$27.43	$27.91	$28.39	$28.87	$29.34	$29.84	$30.35	$30.88
21-35hrs	$25.86	$26.45	$27.02	$27.59	$28.16	$28.75	$29.33	$29.89	$30.47	$31.04	$31.62	$32.18	$32.77	$33.34	$33.92	$34.48	$35.07	$35.67	$36.25	$36.91
21-37.5hrs	$24.19	$24.70	$25.24	$25.75	$26.31	$26.84	$27.38	$27.91	$28.47	$28.99	$29.53	$30.04	$30.60	$31.14	$31.70	$32.20	$32.75	$33.27	$33.80	$34.34
21-40hrs	$22.63	$23.14	$23.65	$24.15	$24.64	$25.15	$25.65	$26.17	$26.68	$27.19	$27.67	$28.18	$28.70	$29.20	$29.68	$30.20	$30.73	$31.24	$31.76	$32.30
22-35hrs	$27.02	$27.62	$28.21	$28.82	$29.42	$30.02	$30.64	$31.28	$31.86	$32.47	$33.06	$33.66	$34.27	$34.88	$35.48	$36.08	$36.68	$37.29	$37.92	$38.58
22-37.5hrs	$25.24	$25.78	$26.35	$26.91	$27.49	$28.05	$28.63	$29.19	$29.72	$30.30	$30.88	$31.43	$31.99	$32.57	$33.12	$33.69	$34.25	$34.85	$35.43	$36.04
22-40hrs	$23.65	$24.20	$24.70	$25.24	$25.77	$26.31	$26.83	$27.35	$27.86	$28.40	$28.92	$29.45	$29.98	$30.53	$31.04	$31.56	$32.08	$32.65	$33.19	$33.75
23-35hrs	$28.70	$29.34	$29.99	$30.65	$31.31	$31.94	$32.62	$33.24	$33.88	$34.52	$35.17	$35.81	$36.47	$37.12	$37.76	$38.39	$39.05	$39.72	$40.37	$41.08
23-37.5hrs	$26.83	$27.42	$28.01	$28.63	$29.23	$29.83	$30.44	$31.03	$31.64	$32.23	$32.84	$33.46	$34.04	$34.66	$35.26	$35.86	$36.47	$37.09	$37.72	$38.34
23-40hrs	$25.14	$25.68	$26.25	$26.83	$27.39	$27.94	$28.54	$29.09	$29.65	$30.22	$30.80	$31.36	$31.90	$32.48	$33.05	$33.62	$34.17	$34.78	$35.36	$35.94
24-35hrs	$29.99	$30.67	$31.35	$32.02	$32.71	$33.39	$34.05	$34.78	$35.45	$36.11	$36.78	$37.48	$38.12	$38.82	$39.49	$40.16	$40.87	$41.55	$42.25	$42.97
24-37.5hrs	$28.01	$28.65	$29.28	$29.90	$30.55	$31.16	$31.79	$32.44	$33.08	$33.71	$34.34	$34.98	$35.60	$36.22	$36.87	$37.51	$38.12	$38.79	$39.44	$40.11
24-40hrs	$26.25	$26.85	$27.43	$28.01	$28.64	$29.23	$29.79	$30.40	$30.98	$31.59	$32.18	$32.79	$33.38	$33.96	$34.55	$35.16	$35.77	$36.36	$37.01	$37.61
25-35hrs	$31.36	$32.05	$32.78	$33.50	$34.20	$34.92	$35.63	$36.34	$37.08	$37.79	$38.46	$39.20	$39.90	$40.61	$41.34	$42.04	$42.74	$43.48	$44.22	$44.96
25-37.5hrs	$29.28	$29.93	$30.61	$31.29	$31.93	$32.63	$33.27	$33.94	$34.59	$35.27	$35.92	$36.59	$37.25	$37.91	$38.58	$39.26	$39.94	$40.61	$41.32	$42.02
25-40hrs	$27.43	$28.06	$28.71	$29.33	$29.95	$30.58	$31.17	$31.80	$32.44	$33.07	$33.67	$34.30	$34.92	$35.57	$36.18	$36.81	$37.43	$38.07	$38.73	$39.36
26-35hrs	$32.78	$33.54	$34.28	$35.02	$35.77	$36.52	$37.28	$38.03	$38.77	$39.50	$40.22	$41.01	$41.78	$42.50	$43.26	$44.00	$44.73	$45.52	$46.28	$47.08
26-37.5hrs	$30.61	$31.32	$32.00	$32.71	$33.39	$34.09	$34.83	$35.50	$36.19	$36.92	$37.60	$38.28	$38.98	$39.69	$40.40	$41.10	$41.79	$42.48	$43.22	$43.94
26-40hrs	$28.71	$29.35	$29.99	$30.65	$31.32	$31.96	$32.64	$33.27	$33.93	$34.57	$35.25	$35.89	$36.54	$37.20	$37.87	$38.49	$39.18	$39.83	$40.50	$41.20
27-35hrs	$34.28	$35.07	$35.86	$36.65	$37.41	$38.21	$38.99	$39.79	$40.55	$41.35	$42.13	$42.92	$43.70	$44.49	$45.29	$46.07	$46.84	$47.66	$48.45	$49.29
27-37.5hrs	$32.00	$32.75	$33.47	$34.19	$34.96	$35.69	$36.41	$37.15	$37.88	$38.60	$39.33	$40.07	$40.80	$41.54	$42.28	$43.01	$43.75	$44.47	$45.25	$46.02

27-40hrs	$29.99	$30.68	$31.38	$32.05	$32.75	$33.44	$34.12	$34.83	$35.51	$36.19	$36.88	$37.57	$38.25	$38.94	$39.63	$40.31	$41.02	$41.70	$42.39	$43.15
28-35hrs	$35.86	$36.69	$37.51	$38.31	$39.17	$39.98	$40.81	$41.64	$42.45	$43.28	$44.10	$44.92	$45.74	$46.55	$47.40	$48.22	$49.04	$49.88	$50.73	$51.60
28-37.5hrs	$33.47	$34.23	$35.01	$35.79	$36.55	$37.34	$38.09	$38.87	$39.64	$40.42	$41.19	$41.94	$42.71	$43.49	$44.26	$45.02	$45.80	$46.57	$47.37	$48.18
28-40hrs	$31.38	$32.07	$32.80	$33.54	$34.27	$34.98	$35.70	$36.41	$37.15	$37.88	$38.61	$39.32	$40.03	$40.76	$41.49	$42.20	$42.92	$43.63	$44.37	$45.13
29-35hrs	$37.51	$38.36	$39.24	$40.10	$40.96	$41.83	$42.69	$43.56	$44.42	$45.30	$46.16	$47.02	$47.90	$48.74	$49.62	$50.49	$51.37	$52.24	$53.12	$54.02
29-37.5hrs	$35.01	$35.82	$36.65	$37.44	$38.25	$39.05	$39.84	$40.64	$41.48	$42.28	$43.10	$43.90	$44.69	$45.53	$46.34	$47.14	$47.96	$48.75	$49.60	$50.44
29-40hrs	$32.80	$33.58	$34.33	$35.09	$35.85	$36.62	$37.39	$38.12	$38.87	$39.64	$40.42	$41.18	$41.92	$42.66	$43.41	$44.19	$44.95	$45.72	$46.49	$47.29
30-35hrs	$39.24	$40.13	$41.05	$41.96	$42.89	$43.79	$44.67	$45.60	$46.50	$47.42	$48.32	$49.22	$50.15	$51.05	$51.96	$52.87	$53.80	$54.69	$55.62	$56.56
30-37.5hrs	$36.65	$37.50	$38.33	$39.20	$40.02	$40.88	$41.71	$42.56	$43.41	$44.28	$45.13	$45.99	$46.80	$47.67	$48.51	$49.37	$50.21	$51.07	$51.93	$52.81
30-40hrs	$34.33	$35.13	$35.90	$36.71	$37.52	$38.30	$39.13	$39.91	$40.69	$41.50	$42.29	$43.10	$43.88	$44.66	$45.48	$46.27	$47.08	$47.86	$48.67	$49.52
31-35hrs	$41.05	$42.00	$42.97	$43.92	$44.88	$45.83	$46.77	$47.74	$48.68	$49.65	$50.60	$51.57	$52.50	$53.46	$54.42	$55.35	$56.35	$57.30	$58.26	$59.25
31-37.5hrs	$38.33	$39.24	$40.12	$41.02	$41.90	$42.79	$43.68	$44.57	$45.48	$46.36	$47.26	$48.16	$49.04	$49.94	$50.80	$51.72	$52.60	$53.50	$54.42	$55.32
31-40hrs	$35.90	$36.75	$37.60	$38.42	$39.27	$40.11	$40.95	$41.80	$42.62	$43.44	$44.28	$45.11	$45.96	$46.77	$47.63	$48.44	$49.30	$50.14	$50.97	$51.84
32-35hrs	$42.97	$43.97	$44.95	$45.97	$46.96	$47.97	$48.97	$49.99	$50.98	$51.99	$52.97	$53.98	$54.99	$55.99	$56.97	$57.99	$58.99	$60.00	$61.01	$62.05
32-37.5hrs	$40.12	$41.06	$42.00	$42.94	$43.88	$44.79	$45.72	$46.65	$47.60	$48.53	$49.49	$50.41	$51.34	$52.27	$53.23	$54.16	$55.08	$56.01	$56.95	$57.93
32-40hrs	$37.60	$38.45	$39.33	$40.21	$41.12	$41.99	$42.86	$43.76	$44.62	$45.51	$46.36	$47.25	$48.12	$49.01	$49.89	$50.75	$51.65	$52.51	$53.41	$54.30
33-35hrs	$44.95	$46.02	$47.08	$48.12	$49.17	$50.23	$51.28	$52.33	$53.39	$54.44	$55.51	$56.54	$57.60	$58.65	$59.70	$60.75	$61.79	$62.85	$63.90	$65.00
33-37.5hrs	$42.00	$42.97	$43.96	$44.93	$45.93	$46.90	$47.90	$48.85	$49.85	$50.81	$51.80	$52.79	$53.77	$54.74	$55.74	$56.70	$57.67	$58.65	$59.65	$60.67
33-40hrs	$39.33	$40.24	$41.19	$42.12	$43.03	$43.97	$44.89	$45.80	$46.70	$47.65	$48.56	$49.49	$50.41	$51.32	$52.24	$53.15	$54.10	$55.01	$55.95	$56.90
34-35hrs	$47.08	$48.18	$49.29	$50.38	$51.47	$52.58	$53.72	$54.80	$55.92	$57.00	$58.14	$59.23	$60.37	$61.45	$62.56	$63.65	$64.77	$65.86	$66.99	$68.12
34-37.5hrs	$43.96	$44.98	$46.02	$47.05	$48.09	$49.10	$50.12	$51.16	$52.21	$53.25	$54.28	$55.29	$56.34	$57.36	$58.40	$59.43	$60.46	$61.48	$62.54	$63.60
34-40hrs	$41.19	$42.15	$43.14	$44.08	$45.06	$46.04	$47.00	$47.98	$48.94	$49.90	$50.85	$51.83	$52.80	$53.78	$54.74	$55.69	$56.67	$57.62	$58.61	$59.60
35-35hrs	$49.29	$50.45	$51.63	$52.76	$53.93	$55.09	$56.25	$57.39	$58.56	$59.71	$60.87	$62.03	$63.18	$64.36	$65.51	$66.71	$67.87	$69.01	$70.19	$71.38
35-37.5hrs	$46.02	$47.10	$48.18	$49.27	$50.36	$51.42	$52.50	$53.57	$54.66	$55.75	$56.83	$57.91	$58.99	$60.08	$61.15	$62.26	$63.33	$64.50	$65.66	$66.83

35-40hrs	$43.14	$44.13	$45.15	$46.17	$47.17	$48.20	$49.20	$50.24	$51.27	$52.27	$53.29	$54.30	$55.29	$56.34	$57.34	$58.35	$59.34	$60.37	$61.37	$62.43
36-35hrs	$51.63	$52.83	$54.02	$55.25	$56.48	$57.69	$58.91	$60.13	$61.33	$62.57	$63.77	$65.00	$66.24	$67.44	$68.63	$69.86	$71.09	$72.29	$73.53	$74.77
36-37.5hrs	$48.18	$49.32	$50.46	$51.60	$52.71	$53.87	$55.01	$56.14	$57.27	$58.41	$59.54	$60.68	$61.81	$62.97	$64.12	$65.22	$66.36	$67.48	$68.62	$69.79
36-40hrs	$45.15	$46.22	$47.28	$48.35	$49.45	$50.49	$51.56	$52.61	$53.71	$54.75	$55.82	$56.88	$57.94	$59.01	$60.08	$61.13	$62.19	$63.24	$64.33	$65.41
37-35hrs	$54.01	$55.29	$56.60	$57.89	$59.16	$60.44	$61.72	$63.00	$64.29	$65.54	$66.85	$68.12	$69.40	$70.68	$71.96	$73.24	$74.51	$75.78	$77.07	$78.36
37-37.5hrs	$50.46	$51.66	$52.84	$54.02	$55.22	$56.43	$57.61	$58.79	$60.01	$61.20	$62.40	$63.60	$64.78	$65.97	$67.17	$68.37	$69.54	$70.74	$71.94	$73.18
37-40hrs	$47.28	$48.40	$49.53	$50.66	$51.77	$52.89	$54.00	$55.12	$56.25	$57.36	$58.50	$59.60	$60.74	$61.85	$62.98	$64.10	$65.21	$66.40	$67.58	$68.82
38-35hrs	$56.60	$57.94	$59.28	$60.64	$61.97	$63.30	$64.66	$65.99	$67.33	$68.70	$70.03	$71.38	$72.72	$74.07	$75.41	$76.76	$78.11	$79.51	$80.96	$82.40
38-37.5hrs	$52.84	$54.09	$55.32	$56.60	$57.88	$59.11	$60.38	$61.62	$62.87	$64.13	$65.38	$66.65	$67.89	$69.14	$70.38	$71.63	$72.90	$74.13	$75.40	$76.68
38-40hrs	$49.53	$50.70	$51.86	$53.05	$54.25	$55.41	$56.60	$57.78	$58.94	$60.13	$61.30	$62.48	$63.65	$64.82	$65.99	$67.17	$68.36	$69.59	$70.84	$72.10
39-35hrs	$59.28	$60.70	$62.11	$63.51	$64.92	$66.35	$67.74	$69.17	$70.57	$71.98	$73.39	$74.81	$76.23	$77.63	$79.03	$80.44	$81.84	$83.32	$84.83	$86.32
39-37.5hrs	$55.32	$56.65	$57.98	$59.29	$60.64	$61.94	$63.25	$64.58	$65.87	$67.20	$68.53	$69.84	$71.15	$72.47	$73.77	$75.09	$76.41	$77.78	$79.20	$80.62
39-40hrs	$51.86	$53.10	$54.33	$55.58	$56.82	$58.05	$59.27	$60.52	$61.76	$62.99	$64.21	$65.44	$66.70	$67.93	$69.18	$70.40	$71.63	$72.94	$74.24	$75.58

HPAE SALARY SCHEDULE WL JULY 2017

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15S	$36,424.87	$37,204.98	$37,987.19	$38,766.26	$39,545.33	$40,326.49	$41,107.65	$41,886.72	$42,666.84	$43,447.99	$44,226.01	$45,008.22	$45,788.33	$46,569.50	$47,349.61	$48,129.73	$48,909.84	$49,689.96	$50,486.80	$51,294.11
16S	$37,987.19	$38,807.04	$39,627.94	$40,446.75	$41,266.60	$42,087.50	$42,908.40	$43,728.25	$44,549.15	$45,370.04	$46,189.89	$47,010.79	$47,830.65	$48,650.50	$49,471.39	$50,291.25	$51,111.10	$51,928.86	$52,760.22	$53,605.17
17S	$39,627.94	$40,489.62	$41,350.25	$42,214.03	$43,074.67	$43,937.40	$44,800.13	$45,661.81	$46,523.49	$47,385.17	$48,247.89	$49,110.62	$49,972.30	$50,835.03	$51,697.76	$52,558.39	$53,421.12	$54,275.48	$55,143.43	$56,027.08
18S	$41,350.25	$42,254.82	$43,158.33	$44,063.93	$44,967.45	$45,871.99	$46,775.50	$47,680.06	$48,581.49	$49,484.99	$50,389.54	$51,293.06	$52,196.57	$53,101.12	$54,005.68	$54,909.19	$55,813.75	$56,706.81	$57,613.45	$58,533.69
19S	$43,158.33	$44,108.89	$45,056.32	$46,005.84	$46,954.33	$47,904.90	$48,853.37	$49,801.85	$50,750.33	$51,700.89	$52,649.37	$53,598.90	$54,548.42	$55,496.89	$56,444.32	$57,392.80	$58,343.36	$59,334.72	$60,343.85	$61,370.76
20S	$45,056.32	$46,055.00	$47,051.57	$48,049.20	$49,046.83	$50,044.46	$51,042.09	$52,039.70	$53,036.29	$54,033.92	$55,031.55	$56,030.21	$57,025.75	$58,024.43	$59,021.00	$60,019.67	$61,017.30	$62,053.61	$63,109.80	$64,181.68
21S	$47,051.57	$48,098.35	$49,147.21	$50,193.99	$51,242.87	$52,291.74	$53,338.51	$54,385.29	$55,432.06	$56,480.93	$57,528.75	$58,574.48	$59,623.34	$60,671.17	$61,717.95	$62,766.81	$63,813.59	$64,896.96	$66,001.25	$67,123.31
22S	$49,147.21	$50,246.29	$51,346.39	$52,444.41	$53,544.52	$54,643.58	$55,743.68	$56,841.70	$57,943.90	$59,040.88	$60,140.98	$61,240.04	$62,340.15	$63,439.22	$64,538.27	$65,638.38	$66,738.49	$67,872.06	$69,026.55	$70,199.85
23S	$52,220.62	$53,398.12	$54,575.60	$55,751.01	$56,927.45	$58,103.90	$59,280.34	$60,457.84	$61,634.28	$62,809.69	$63,986.12	$65,161.53	$66,340.07	$67,516.51	$68,692.96	$69,869.41	$71,045.85	$72,252.63	$73,481.35	$74,729.96
24S	$54,575.60	$55,809.57	$57,043.53	$58,278.53	$59,511.45	$60,746.45	$61,980.42	$63,215.43	$64,450.43	$65,682.30	$66,917.31	$68,152.31	$69,386.27	$70,621.29	$71,856.29	$73,090.25	$74,325.26	$75,587.45	$76,873.70	$78,178.77
25S	$57,043.53	$58,341.27	$59,637.98	$60,935.74	$62,232.44	$63,529.14	$64,827.94	$66,125.69	$67,423.45	$68,719.10	$70,015.80	$71,313.56	$72,610.27	$73,908.01	$75,206.81	$76,503.51	$77,802.30	$79,122.02	$80,469.97	$81,835.70
26S	$59,637.98	$60,999.52	$62,361.06	$63,724.69	$65,088.33	$66,448.82	$67,810.37	$69,170.85	$70,535.54	$71,897.07	$73,258.62	$74,621.20	$75,981.70	$77,345.33	$78,706.87	$80,068.41	$81,429.95	$82,814.49	$84,224.14	$85,654.70
27S	$62,361.06	$63,790.58	$65,222.17	$66,652.73	$68,083.29	$69,512.81	$70,943.37	$72,373.93	$73,804.48	$75,232.95	$76,663.51	$78,094.07	$79,523.58	$80,954.14	$82,383.65	$83,814.21	$85,244.77	$86,693.10	$88,166.54	$89,666.12
28S	$65,222.17	$66,723.85	$68,226.57	$69,727.18	$71,229.90	$72,731.57	$74,232.18	$75,734.91	$77,235.53	$78,737.19	$80,239.91	$81,741.57	$83,243.25	$84,744.92	$86,246.58	$87,746.16	$89,248.87	$90,765.17	$92,307.63	$93,879.36
29S	$68,226.57	$69,802.47	$71,380.49	$72,955.35	$74,533.36	$76,108.22	$77,686.24	$79,263.19	$80,838.07	$82,415.03	$83,991.99	$85,567.90	$87,144.86	$88,720.78	$90,297.74	$91,873.65	$93,451.66	$95,040.12	$96,653.69	$98,298.61
30S	$71,380.49	$73,033.78	$74,687.09	$76,344.57	$77,997.86	$79,652.21	$81,307.59	$82,961.94	$84,619.43	$86,271.68	$87,928.12	$89,582.46	$91,236.81	$92,893.25	$94,547.59	$96,201.93	$97,858.36	$99,520.02	$101,213.06	$102,934.34
31S	$74,687.09	$76,427.18	$78,166.22	$79,903.19	$81,642.23	$83,380.23	$85,118.23	$86,856.24	$88,594.24	$90,333.29	$92,072.34	$93,809.30	$95,547.30	$97,287.40	$99,023.31	$100,761.31	$102,502.45	$104,243.59	$106,015.06	$107,818.94
32S	$78,166.22	$79,989.98	$81,815.82	$83,640.62	$85,466.47	$87,290.22	$89,117.11	$90,941.91	$92,764.61	$94,591.51	$96,416.30	$98,241.10	$100,065.90	$101,891.75	$103,716.54	$105,541.34	$107,368.24	$109,190.94	$111,048.15	$112,936.74
33S	$81,815.82	$83,730.56	$85,646.33	$87,562.11	$89,477.88	$91,392.61	$93,308.40	$95,223.13	$97,136.81	$99,053.63	$100,967.31	$102,883.09	$104,799.93	$106,715.70	$108,630.43	$110,546.20	$112,459.89	$114,372.53	$116,316.54	$118,294.02
34S	$85,646.33	$87,658.32	$89,670.30	$91,683.33	$93,695.31	$95,708.35	$97,720.33	$99,732.31	$101,745.34	$103,758.38	$105,769.31	$107,782.35	$109,795.36	$111,806.31	$113,819.34	$115,832.37	$117,845.40	$119,847.98	$121,886.09	$123,958.73
35S	$89,670.30	$91,782.67	$93,892.96	$96,005.34	$98,114.57	$100,226.94	$102,337.23	$104,449.60	$106,559.88	$108,672.25	$110,781.50	$112,893.87	$115,004.15	$117,116.52	$119,225.77	$121,338.14	$123,448.42	$125,547.21	$127,680.49	$129,853.52
36S	$93,892.96	$96,108.86	$98,326.86	$100,541.71	$102,760.75	$104,976.64	$107,194.64	$109,410.54	$111,626.44	$113,845.49	$116,061.38	$118,277.29	$120,493.19	$122,710.13	$124,926.04	$127,144.02	$129,359.93	$131,559.10	$133,795.92	$136,070.38
37S	$98,326.86	$100,655.69	$102,985.58	$105,313.37	$107,643.25	$109,972.10	$112,300.93	$114,629.79	$116,958.62	$119,288.51	$121,618.39	$123,947.24	$126,276.07	$128,605.95	$130,934.81	$133,263.64	$135,592.49	$137,896.22	$140,240.75	$142,626.06
38S	$102,985.58	$105,430.50	$107,874.37	$110,319.28	$112,763.15	$115,210.15	$117,654.03	$120,097.90	$122,543.86	$124,989.82	$127,432.65	$129,877.56	$132,323.53	$134,767.40	$137,213.37	$139,657.23	$142,101.11	$144,660.00	$147,264.93	$149,913.75
39S	$107,874.37	$110,441.63	$113,010.99	$115,576.16	$118,144.47	$120,710.70	$123,279.01	$125,847.32	$128,412.50	$130,981.86	$133,549.13	$136,116.39	$138,684.71	$141,249.88	$143,818.19	$146,384.41	$148,953.77	$151,633.99	$154,362.29	$157,143.93
40S	$113,053.86	$115,743.48	$118,435.19	$121,122.72	$123,814.42	$126,506.13	$129,195.75	$131,887.46	$134,576.04	$137,268.79	$139,960.50	$142,650.11	$145,340.77	$148,029.34	$150,722.10	$153,412.76	$156,102.38	$158,913.30	$161,772.33	$164,686.78
42S	$124,166.84	$127,121.02	$130,077.30	$133,030.45	$135,986.72	$138,941.95	$141,897.19	$144,853.47	$147,806.61	$150,762.88	$153,717.07	$156,671.26	$159,628.58	$162,581.72	$165,539.05	$168,493.24	$171,448.47	$174,535.47	$177,674.75	$180,875.72

	HPAE SALARY SCHEDULE WS JULY 2017																								
RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
01D	$32.25	$33.19	$33.69	$34.27	$34.93	$35.64	$36.46	$37.00	$37.81	$38.47	$39.23	$39.58	$40.32	$40.90	$41.33	$41.77	$42.18	$42.63	$43.06	$43.50	$43.91	$44.45	$45.01	$45.56	$46.09	$46.84

	HPAE SCHEDULE WU July 2017															
RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
07S	$91,907.61	$94,203.28	$96,560.51	$ 98,973.09	$ 101,446.91	$103,984.57	$106,583.79	$109,248.81	$111,978.57	$114,780.50	$117,648.23	$120,590.26	$123,605.52	$126,696.14	$129,862.11	$133,109.80	$136,436.03

UMD
NEW JERSEY

University of Medicine & Dentistry of New Jersey

Human Resources

65 Bergen Street, Room 1237
University Heights
Newark, NJ 07107-3001

April 23, 1997

Ann Twomey, President
H.P.A.E.
110 Kinderkamack Road
Emerson, New Jersey 07630

RE: Layoff Notice

Dear Ms. Twomey:

The University agrees to meet with the HPAE at least one week, except in the case of an emergency, in advance of any notice of layoff of HPAE personnel greater than five on a single campus. The purpose of the meeting is to discuss pending layoff situations. At that meeting, the Union is free to set forth its position on the pending layoff.

Very truly yours,

Howard J. Pripas, Esq.
Director of Labor Relations

HJP/mp

Ann Twomey, President
Health Professionals & Allied
Employees, AFT, AFL-CIO

c: Karen Kavanagh

Health Professionals and
Allied Employees AFT AFL-CIO

110 Kinderkamack Road
Emerson, NJ 07630
201-262-5005
1 (800) 801-5005
FAX 201-262-4335

March 25, 1997

Howard J. Pripas, Esq
University of Medicine and Dentistry of New Jersey
Office of Labor Relations
65 Bergen St.
12th Floor - Suite 1237
Newark, NJ 07107

HPAE

Re: **Letter of Understanding**
Discipline of Exempt Staff Members

Dear Mr. Pripas:

It is hereby agreed and acknowledged by both the University and the Union that the University has changed its disciplinary policy with respect to exempt staff so that such staff shall not be suspended without pay for less than five (5) days except for infractions of safety rules of major significance relating to the prevention of serious danger to the University and other staff members.

Both parties further recognize that the Union's position on disciplinary policy toward exempt staff is that such staff should not receive a suspension except for an infraction of safety provisions of major significance and that, where the University would, with just cause, otherwise issue a suspension, such staff should be given a "Written Warning in Lieu of a Suspension."

The Union reserves its right to litigate any matter arising out of the University's revised disciplinary policy with respect to exempt staff members.

Please indicate your agreement by your signature below. The signature of the University acknowledges the Union's position, but does not indicate agreement to the position.

Very truly yours,

Ann Twomey
President

AT/jg

Howard J. Pripas, Esq
Director of Labor Relations
University of Medicine & Dentistry of New Jersey

in March 25 Side Letter Regarding Letter of Understanding: Discipline of Exempt Staff Members]

Ann Twomey, President

Health Professionals and Allied Employees
110 Kinderkamack Road
Emerson, New Jersey 07360

RE: Bumping Rights

Dear Ms. Twomey:

The University will continue to make its best effort to place individuals who do not have bumping rights. A campus Human Resources representative shall meet with such an individual prior to the effective date of layoff to review vacant positions.

Please indicate your agreement by signature below.

Very truly yours,

Kenneth Kuerzi

Kenneth Kuerzi
Assistant Vice President Labor Relations

c: Ronald A. Brooks

Ann Twomey

Ann Twomey, President
Health Professionals and Allied
Employees AFT/AFL-CIO

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