CWA

COMMUNICATIONS WORKERS OF AMERICA

AFL-CIO

AND

THE STATE OF NEW JERSEY

JULY 1, 2019 – JUNE 30, 2023

ADMINISTRATIVE/CLERICAL UNIT
PROFESSIONAL UNIT
PRIMARY LEVEL SUPERVISORY UNIT
HIGHER LEVEL SUPERVISORY UNIT

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CWA UNITS AGREEMENT
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PREAMBLE

For purposes of convenience, the State of New Jersey, hereinafter referred to as the "State" and the Communications Workers of America, hereinafter referred to as the "Union" have agreed to use a single contract book that incorporates the provisions of the parties' four separate collective negotiations agreements, covering employees in the Professional, Administrative and Clerical Services, Primary Level Supervisors and Higher Level Supervisors Units. The incorporation of the four collective negotiations agreements in one contract book is not intended to change, modify or alter the application or meaning of any of the provisions of the parties' four separate collective negotiations agreements, For purposes of this contract book, the term "Agreement" shall mean the four collective negotiations agreements covering employees in the Professional, Administrative and Clerical Services, Primary Level Supervisors and Higher Level Supervisors Units.

This Agreement has as its purpose the improvement and promotion of harmonious employee relations between the State and its employees represented by the Union, the establishment of equitable and peaceful procedures for the amicable resolution of all disputes and grievances, and the determination of the wages, hours of work and other terms and conditions of employment.

Now, therefore, in consideration of the mutual promises of this Agreement, the parties agree as follows:

ARTICLE 1 - RECOGNITION OF RIGHTS AND DEFINITIONS

A. Recognition of Union and Units

1. The State by the Office of Employee Relations in the Governor's Office hereby recognizes the Union as the exclusive representative for collective negotiations for wages, hours of work and other terms and conditions of employment for all its employees in the statewide Professional, Administrative and Clerical Services, Primary Level Supervisors and Higher Level Supervisors Units. The State will not negotiate with nor grant rights afforded under terms or provisions of this Agreement to any other employee organization in connection with the employees in these units.

2. a. Included in each of the foregoing units are all full-time permanent, career service, unclassified and provisional employees and all permanent full-time ten (10) month employees (career service, unclassified and provisionals) and permanent part-time employees (career service, unclassified and provisionals) who are employed an average of four (4) hours per week over a period of 90 days and who are included in the classifications for each unit listed in Appendix 4 and Intermittent employees whose titles are listed in Appendix 4. In addition, included in CWA units are all employees who perform Administrative-Clerical, Professional, Primary Level Supervisors and Higher Level Supervisors unit work, but who are in a job title not listed in Appendix 4, and are not excluded pursuant to paragraph 3 below.

b. Within thirty (30) days from the ratification of the Agreement, the State shall provide CWA with the following information:

i. The names and job titles of all employees in employee relations groupings units V, W, X and Y.

ii. The names and job titles of all CWA designated Temporary Employment Services

(TES) employees and the number of hours per week TES employees worked from the last quarter of 2018.

iii. To the extent possible, the names and job titles of all part-time employees performing CWA unit work, but who were excluded from CWA units because they did not meet the hours threshold in the predecessor collective negotiations agreement, and for those employees the number of hours per week they have worked from September 1, 2018 through the date the list is provided.

iv. The State will make best efforts to identify those employees on the lists provided in sections b(i)-(iii) and create an Exclusion List which it will provide CWA within 60 days of ratification of this Agreement. The Exclusion List shall include the employee's job title and the basis for inclusion on the List.

Within thirty (30) days of CWA receiving the above information CWA and the State, or some other time as mutually agreed by the parties, shall meet to discuss and resolve issues/disputes with respect to the inclusion of employees in CWA units pursuant to sections 2(a) and (b) above.

If CWA and the State cannot resolve disputes over the inclusion of employees in CWA's units within one hundred and twenty (120) days from the ratification of this Agreement, the disputes may be submitted to PERC for resolution.

c. CWA and the State shall negotiate over the terms and conditions of employment of employees added to CWA negotiations units pursuant to paragraphs 2(a) and (b) above. During such negotiations, the terms and conditions of the newly added employees shall remain in effect. Negotiations shall commence within ninety (90) days of the effective date of this Agreement.

d. Whenever new classifications of employees are created, the State shall assign to such classification a unit designation, if appropriate. The State will notify the Union in writing of such designation to or elimination of title from any negotiations unit thirty (30) days prior to the effective date of amending such listing. If requested in writing, the State will discuss any such designation with the Union. In the event the parties cannot reach agreement following such discussions, the dispute may only be submitted to the Public Employment Relations Commission for resolution consistent with its rules and regulations.

e. If the State determines that an employee in a position currently represented by the Union is performing confidential duties as defined by Section 3 of the New Jersey Employer-Employee Relations Act (EERA), the State will notify the Union and provide the Union with the basis upon which it maintains that the employee is confidential.

If the Union objects to the designation of an employee as confidential prior to the removal of the employee from the unit, OER and the Union will meet to review the basis for the confidential designation. If after such review the Union continues to object, the employee may be removed from the unit as a confidential. The Union may pursue its objection in an appropriate forum.

3. Excluded from the Professional Unit are:

a. Managerial Executives

b. Supervisors

c. Confidential employees
d. Policemen
e. Craft employees
f. Non-professional employees
g. Classifications designated within other recognized and appropriate negotiations units
h. Classifications within the State Colleges and Universities except those in the State College/University System, which are included
i. All other employees of the State of New Jersey, who are not performing negotiations unit work and/or who do not meet the hours threshold set forth in paragraph 2(a) above.

4. Excluded from the Administrative and Clerical Services Unit are:
a. Managerial Executives
b. Supervisors
c. Confidential employees
d. Policemen
e. Craft employees
f. Professional employees
g. Classifications designated within other recognized and appropriate negotiations units
h. Classifications within the State Colleges and Universities except those in the State College/University System, which are included
i. All other employees of the State of New Jersey, who are not performing negotiations unit work and/or who do not meet the hours threshold set forth in paragraph 2(a) above.
5. Excluded from the Primary Level Supervisors Unit are:
a. Managerial Executives
b. Non-Primary Level Supervisors
c. Confidential employees
d. Policemen
e. Craft and (non-primary level supervisory) Professional employees
f. Classifications designated within other recognized and appropriate units
g. Classifications within the State Colleges and Universities except those in the State College/University System which are included
h. All other employees of the State of New Jersey, who are not performing negotiations unit work and/or who do not meet the hours threshold set forth in paragraph 2(a) above.
6. Excluded from the Higher Level Supervisors Unit are:
a. Managerial Executives
b. Non-Higher Level Supervisors
c. Confidential employees
d. Policemen
e. Craft employees
f. Non-higher level supervisory Professional employees
g. Classifications designated within other recognized and appropriate units
h. Classifications within the State Colleges and Universities except those in the State College/University System which are included

i. All other employees of the State of New Jersey, who are not performing negotiations unit work and/or who do not meet the hours threshold set forth in paragraph 2(a) above.

B. Management Rights

1. The State, its several Departments and subordinate functions retain and may exercise all rights, powers, duties, authority and responsibilities conferred upon and vested in them by the laws and constitutions of the State of New Jersey and of the United States of America.

2. Except as specifically abridged, limited or modified by the terms of this Agreement between the State and the Union, all such rights, powers, authority, prerogatives of management and responsibility to promulgate and enforce reasonable rules and regulations governing the conduct and the activities of employees are retained by the State.

C. Definitions

1. All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

2. The term "holiday" means any day so designated under Article 17 or a day specifically designated as such by the Governor.

3. The term "work unit" refers to a group of employees whose activities are closely related and whose conditions of work are governed by a single element of managerial activity. Employees may simultaneously be assigned to more than one (1) work unit in order to accommodate a variety of working conditions.

4. "Organization Unit" is an institution or a functional activity of one of the departments of State government as from time to time may be designated by the State. Each employee will be informed by his appropriate departmental authorities of the work unit and organizational unit in which he is employed.

5. An unfair practice is any action of either party so defined in Amendments to Chapter 303, Laws of 1968.

6. Career service employee - an employee serving in the classified service which is all offices and positions which are operating under the provisions of Title 11A, Civil Service, of the Revised Statutes except those offices and positions which are included in the unclassified service by law or Civil Service Commission determination.

7. Unclassified employee - any employee serving in the unclassified service which is any function of government not subject to the provisions of Civil Service Law and the regulations promulgated there under.

8. Provisional employee - one who has been appointed to a permanent position pending the regular appointment of an eligible person from a special reemployment, regular reemployment or employment list.

9. Job specification - a document which defines and describes representative duties and responsibilities and sets forth the minimum qualifications essential to the performance of the work of the class titles and such other information as may be necessary.

10. Position description - a document containing the duties and responsibilities assigned to a position within a class title.

11. Reevaluation - the study of an existing job title to determine if there have been changes in duties and responsibilities sufficient to justify an increase or decrease in salary range. While the salary range may be increased or decreased as a result of the study, the job title normally remains the same.

12. Reclassification - reclassification means the change of an individual position from one class title to a different class title in the same division of the career service.

13. Desk audit - the study of the duties and responsibilities of a position within a class title through an interview with the incumbent and/or a supervisor of the incumbent.

14. "NL" (no limit) employee - an employee who is not in a fixed workweek job classification as prescribed in the State Compensation Plan.

15. Permanent part-time employee - means an employee whose regular hours of duty are less than the regular and normal workweek as indicated in the Compensation Plan for that class title or agency but are at least twenty (20) hours per week in a 40 hour fixed workweek title or seventeen and one-half (17 1/2) hours per week in a 35 hour fixed workweek title, and whose services are required without interruption for a period of more than six (6) months or for recurring periods aggregating more than six (6) months in any twelve (12) month period. Employees in this category may be career service, permanent or provisional, or unclassified, depending upon title and status of appointment.

16. NE (non-exempt, no limit) employee - Employees who work at least a 35-hour workweek with occasional requirements for a longer workweek to complete projects or assignments. These employees are covered by the provisions of the Fair Labor Standards Act, which mandates time and one-half (pay or compensatory time off) for hours in a week worked over 40 hours.

17. The designation “Intermittent” shall be used for those career service titles where work responsibilities are characterized by unpredictable work schedules and which do not meet the normal criteria for regular, year-round, full-time or part-time assignments.

D. Special Circumstances

1. Employees who are within the classifications included in any of the four units covered by this Agreement but appointed under the CETA Program or other comparably funded employment programs, are considered to be subject to all provisions of this Agreement as provisional employees except that the Federal legislation and regulations concerning this program and any agreement between the State and any local government prime sponsor which is involved shall be in effect and modify the provisions of this Agreement which would otherwise be operable.

2. Any grievance as to whether or not the provisions of the Agreement conflict with Federal legislation or regulations or any agreement with a local government prime sponsor shall be considered to be governed under B.1.b. of the Grievance Procedure or if relating to any matter within Paragraph E, Section 6., of the Grievance Procedure, then directly to the Civil Service Commission.

E. The Use of Intermittents, Hourly, Special Services, Per Diem and TES employees

During the first two (2) years of the contract, the State agrees to discuss with CWA whether a need exists to convert part-time, intermittent, hourly, special services, per diem and TES employees and/or positions to permanent full-time positions. Conversions will occur during the first two years of the contract on an on-going basis as the parties identify appropriate positions for conversions. The State retains the right to determine the need and feasibility of additional full-time employees.

F. Rowan/SOM

Within 90 days from receipt of a sufficient showing from the supervisory employees employed by SOM/Rowan University in CWA’s SOM Supervisors Unit, indicating their intent to be

included in CWA's Executive Branch Statewide Supervisory Units pursuant to law the State shall:

1. Include CWA-represented SOM employees in either the Primary (R unit) or Higher (S Unit) Level Supervisors Units;
2. Engage in negotiations with CWA and Rowan University to determine in which one of CWA's two statewide supervisory units the approximately forty (40) SOM Supervisors shall be included;
3. Negotiate with CWA over the terms and conditions of employment of the employees added to the R and S units. During such negotiations the terms and conditions of the newly added employees shall remain in effect.

ARTICLE 2 – POLICY AGREEMENTS

A. Non-Discrimination

The State and the Union agree there shall not be any discrimination, including harassment, based on race, creed, color, religion, national origin, nationality, ancestry, age, sex, familial status, marital status, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, refusal to submit to a genetic test or make available the results of a genetic test, veteran status, liability for military service, and mental or physical disability, including perceived disability and AIDS and HIV status, political affiliation or union membership, or legal union activity permitted herein, or any other legally protected status.

B. Dues Deduction

l. Dues Deduction

a. The State agrees to deduct from the regular paycheck of any employee dues of the Union provided the employee submits an authorization for dues deductions in writing and in proper form to the responsible payroll clerk. On receipt of the form, the payroll clerk shall forward it within two (2) working days to the centralized payroll section, Department of the Treasury. Dues deduction will be reflected in the paycheck for the current pay period, provided the form is received in centralized payroll at least seven (7) calendar days prior to the end of the pay period otherwise to be reflected in the next pay period. If violations of these time frames are brought to the attention of the State, the State will review the matter and make best efforts to solve the problem within two (2) pay periods.

b. Dues deductions for any employee in this negotiating unit shall be limited to the Union. Employees shall be eligible to withdraw such authorization only as of July 1 of each year provided the notice of withdrawal is filed prior to July 1 with the responsible payroll clerk. Unless an employee withdraws authorization for the deduction of Union dues, the State will continue to deduct dues. The movement of an employee from one title to another title and/or from one unit to another unit will not affect dues deduction, unless the new title or unit is not represented by the Union.

c. Dues so deducted by the State shall be transmitted to the Secretary/Treasurer of the Union together with a listing of the employees included.

d. The Union shall certify to the State the amount of Union dues and shall notify the State of any change in dues structure thirty (30) days in advance of the requested date of such change. The change shall be reflected in payroll deduction at the earliest time after receipt of the request.

e. Whenever an employee's dues deduction is discontinued, the Union shall be provided with the State's reason for the discontinuation on a quarterly basis.

f. If after the State receives a proper notice from an employee revoking dues authorization, the State mistakenly deducts union dues from the employee and transmits dues to CWA, the Union shall be solely responsible for returning to the employee the dues it received.

C. Unit Membership Information

1. Every 120 days, the State will provide to the Union, in a digital format agreed to by the Union, the following information for all unit employees: (1) name, (2) job title, (3) worksite location and address, (4) home address, (5) work telephone numbers, (6) home telephone numbers if on file with the State, (7) personal cellular telephone number if on file with the State, (8) date of hire, (9) work email address, (10) personal email address if on file with the State, (11) check distribution number, (12) payroll number, (13) negotiations unit, (14) anniversary date, (15) salary range and step, (16) gender, (17) union membership status, (18) dues amount, and (19) social security number.

2. In addition, within 10 calendar days from the date of hire of negotiations unit employees, the State will provide the following contact information in a digital format agreed to by the Union: (1) name, (2) job title, (3) worksite location, (4) home address, (5) work telephone numbers, (6) any home or cellular phone number on file with the State, (7) date of hire, (8) work email address and (9) personal email address on file with the State.

3. Every month, for all unit members, the State will continue to provide to the Union, the information the State currently provides. The parties agree that the information the State currently provides for union members, the State shall also provide for nonmembers.

The State and CWA will meet to discuss a protocol to address technical issues with the production of data.

D. Policy Agreements, Strikes and Lockouts

1. During the term of this Agreement, the Union agrees not to engage in or support any strike, work stoppage, slowdown, or other similar action by employees covered by this Agreement.

2. No lockout of employees shall be instituted or supported by the State during the term of this Agreement.

3. The Union recognizes its responsibility as exclusive collective negotiations agent and agrees to represent all employees in the unit without discrimination.

4. These agreements are not intended to limit the freedom of speech or demonstration of the Union or its members.

5. It is agreed that the State and the Union shall refrain from the commitment of any unfair practice and it is further agreed that the requirements of negotiability as set forth in Chapter 303, Laws of 1968 and as amended, shall guide the conduct of the parties during the terms of this Agreement.

6. The State and the Union agree that the working environment shall be characterized by

mutual respect for the common dignity to which all individuals are entitled. It is agreed that verbal and/or physical harassment of an employee is inappropriate.

E. Administration of Agreement

1. A committee consisting of State and Union representatives may meet for the purpose of reviewing the administration of the Agreement and to discuss problems, which may arise therefrom.

2. Said committee meetings shall be scheduled some time during the second week of March, June, September and December. For the purpose of this Agreement, these meetings are not intended to bypass the grievance procedure nor to be considered collective negotiation meetings but rather are intended as a means of fostering good and sound employment relations through communications between the parties.

3. Either party may request a meeting and shall submit a written agenda of topics to be discussed seven (7) days prior to such meeting.

4. A maximum of five (5) employee representatives of the Union, exclusive of Union staff or Attorney representative, may attend such quarterly meeting and, if held during regular work hours, they shall be granted time to attend without loss of pay.

5. Status of Pending Civil Service Commission Matters

During the meeting the Union may in addition present up to four (4) specific matters of particular importance pending before the Civil Service Commission, which the State will investigate and respond to the Union with regard to the current status of such pending matters. Such response will be made within a reasonable period of time.

ARTICLE 3 – CIVIL SERVICE RULES

The administrative and procedural provisions and controls of Civil Service Law and the Rules and Regulations promulgated thereunder, are to be observed in the administration of this Agreement, except to the extent that this Agreement pertains to subjects not therein contained or where this Agreement is contrary to, or in conflict with such provisions and controls and deviation from such rule or control is statutorily permitted. Nothing herein shall be construed to deny any individual employee his rights under the Civil Service Law or Regulations. This Article does not apply to the unclassified service.

ARTICLE 4 – GRIEVANCE PROCEDURE

A. Purpose

The purpose of this procedure is to resolve grievances and to assure prompt and equitable solutions of problems arising from the administration of the Agreement, or other conditions of employment by providing the exclusive vehicle set forth in this article for the settlement of grievances. An employee is entitled to use this grievance procedure and to be represented by the Union upon his or her request in accordance with the provisions of this Article. An employee shall not be coerced, intimidated or suffer any reprisal as a direct or indirect result of such use.

B. Definitions

1. A "Grievance" is:

a. A claimed breach, misinterpretation or improper application of the terms of this Agreement; or

b. A claimed violation, misinterpretation or misapplication of rules or regulations, existing policies, orders, letters of memoranda or agreement, administrative decisions, or laws, applicable to the agency or department which employs the grievant which establish terms and conditions of employment and which are not included in (a) above.

2. Union Stewards and Representatives:

a. A "steward" is an employee of the State serving as the designated union representative in the grievance district pursuant to Article 25 Section D.1.

b. An "executive board member" is an employee of the State, who sits on the executive board of a local Union. An executive board member will have all the privileges of a steward and may represent any employee, regardless of the employee's negotiations unit. Time off for an executive board member is governed by Section D.1 of this article. The Union and the State will mutually designate the grievance district(s) within the jurisdiction of an executive board member.

c. A "union staff representative" is a person in the active employ of the Union and not the State.

d. The term "designated union representative," as used in this Article and throughout the Agreement, refers to a steward, executive board member or a union staff representative.

3. Resource Person:

A resource person is an individual who is not a witness and who has particular expertise as to the subject matter of the grievance and shall be treated in accordance with the time off procedure below.

C. Grievance Steps and Time Frames

1. General

a. A grievance must be filed initially within thirty (30) days from any date on which the act which is the subject of the grievance occurred or thirty (30) days from the date on which the grievant should reasonably have known of its occurrence. All references to days in this Article are calendar days.

b. Time limits under this Article may be modified by mutual agreement and consent to extend time limits will not be unreasonably withheld.

c. Any employee may orally present and discuss a complaint with his or her immediate supervisor on an informal basis.

d. Contractual grievances shall only be processed through representatives designated by the Union.

e. During the Step One and Step Two process the grievant may be represented by a steward or other representative designated by the Union. One person shall act as a spokesperson for the grievant and one person shall act as the spokesperson for management.

f. Should the grievant elect to process a non-contractual grievance without Union representation, he or she shall so indicate on the grievance. The Union shall be sent a copy of the grievance upon receipt of the grievance by the personnel office of the appointing authority. A steward or other representative designated by the Union will be notified of all non-contractual grievance meetings or hearings.

g. The Union shall be given a copy of the final disposition of all grievances. A copy of the decision of the State at each step shall be provided to the grievant and the Union representative involved.

2. Step One

a. In the event the matter is not resolved informally, the grievant or the Union may submit the grievance in writing to the office or individual designated by the Department.

b. A grievance meeting shall be scheduled within ten (10) days of the filing of the grievance unless the parties mutually agree otherwise.

c. A written decision will be rendered by management within ten (10) days of the grievance meeting.

3. Step Two

a. If the grievant or the Union is not satisfied with the Step One disposition, the grievance may be appealed to the Department Head or designee. The appeal shall be accompanied by the decision at the preceding levels and any written record from the earlier proceeding. The appeal must be filed within ten (10) days from receipt of the step one decision or sixty (60) days after the step one decision was due.

b. The Union will specify whether the step two proceeding will be a meeting or a hearing. If the Union requests a hearing, a hearing officer appointed by management will preside. Both parties will be permitted to introduce testimony and exhibits. Either party may make a verbatim record of the hearing. The party making the record will bear the expense. However, if both parties want a copy of the transcript, the cost of the transcript and the reporter shall be shared equally between the parties.

c. The Step Two meeting or hearing will be scheduled within ten (10) days of the receipt of the appeal of the Step One decision. A written decision will be rendered by management within twenty (20) days of the grievance meeting or hearing.

4. Step Three - Arbitration

a. In the event that the grievance has not been satisfactorily resolved at Step Two, and the grievance involves an alleged violation of the Agreement as described in the definition of a grievance in B.1.a above, then arbitration may be brought only by the National Union, through its designee within thirty (30) calendar days from the day the Union received the Step Two decision or from the date on which the Step Two decision was due, by mailing a written request for arbitration to the Public Employment Relations Commission and sending a copy to the Office of Employee Relations. In the event the Union deems it necessary to use an additional period beyond the thirty (30) days provided herein the time to appeal may be extended by the Union to not more than twenty (20) additional calendar days. Should the Union use any of these additional days, it is understood that the time used in computing the extent of the State's liability shall not exceed twenty (20) days from the day the Union received the Step Two decision or from the date on which the Step Two decision was due. If mutually agreed, a pre-arbitration conference may be scheduled to frame the issue or issues. All communications concerning appeals and decisions at this Step shall be made in writing. The request for arbitration shall contain the names of the department or agency and employee involved, a copy of the grievance form and the Step Two decision, if available.

b. Mediation

i. Within thirty (30) days of the execution of this Agreement, the parties shall mutually agree upon a panel of not less than three (3) mediators. In the event the parties are unable to agree upon a panel of three (3) mediators within thirty (30) days of the execution of this Agreement, three mediators will be selected for the panel with the assistance of PERC.

ii. Prior to a grievance being scheduled for arbitration, but after it has been noticed for arbitration, the grievance will be scheduled for mediation. Mediators shall serve on a rotating

basis. Where a member of the panel is unable to serve, the next member in sequence shall then serve.

iii. A mediation session will not be scheduled unless there are at least three (3) contract arbitration cases pending, except that mediation will be scheduled at least once each quarter whether or not there are three (3) contract arbitrations pending. Each party shall have persons with authority to settle the grievance present at mediation, and if a proposed settlement exceeds the authority of the department or Union representative present at the mediation, the representative shall have access to a person with greater authority by phone. If the grievance is not settled at mediation, it shall be scheduled for arbitration at the request of the Union.

iv. Group grievances, once notified for arbitration, shall be scheduled immediately for mediation without regard to the numerical requirements set forth in subparagraph iii.

c. Within thirty (30) days of the execution of this Agreement, the parties shall mutually agree upon a panel of not less than five (5) arbitrators. Each member of the panel shall serve in turn as the sole arbitrator for a given case. Where a member of the panel is unable to serve, the next member in sequence shall then serve. In the event the parties are unable to agree upon a panel of arbitrators within thirty (30) days of the execution of this Agreement, arbitrators will be selected for the panel with the assistance of PERC. If the parties are unable to agree upon a panel of arbitrations with the assistance of PERC, arbitrators shall be selected on a case-by-case basis under the selection procedure of the Public Employment Relations Commission until such time as the parties agree upon a panel.

d. The arbitrator shall conduct a hearing to determine the facts and render a decision in writing to the parties. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement or laws of the State, or any written policy of the State or subdivision thereof not inconsistent with this Agreement, or to determine any dispute involving the exercise of a management function which is within the authority of the State as set forth in Article 1.C., Management Rights, and shall confine his decision solely to the interpretation and application of this Agreement. He shall confine himself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him, nor shall he submit observations or declaration of opinions which are not essential in reaching the determination. The decision or award of the arbitrator shall be final and binding consistent with applicable law and this Agreement. In no event shall the same question or issue be the subject of arbitration more than once. The arbitrator may prescribe an appropriate back pay remedy when he finds a violation of this Agreement, provided such remedy is permitted by law and is consistent with the terms of this Agreement. Any remedy ordered by an arbitrator will not have retroactive affect beyond thirty (30) days from the date the grievance was filed, except that payroll errors and related matters shall be corrected to the date of error. The fees and expenses of the arbitrator shall be divided equally between the parties. Either party may make a verbatim record through a certified transcriber. Such record is to be made at the requesting party's expense. However, if both parties want a copy of the transcript, the cost of the transcript and the reporter shall be shared equally between the parties. The cost of any transcript (or copy of any transcript), requested by the Arbitrator, shall be shared equally between the parties. Any other cost of this proceeding shall be borne by the party incurring the cost.

e. The arbitrator shall hold the hearing at a time and place convenient to the parties within thirty (30) calendar days of his acceptance to act as arbitrator and shall issue his decision within thirty (30) days after the close of the hearing. In the event a disagreement exists regarding the

arbitrability of an issue, the arbitrator shall make a preliminary determination as to whether the issue is arbitrable under the express terms of this Agreement. Once a determination is made that such a dispute is arbitrable, the arbitrator shall then proceed to determine the merits of the dispute.

f. Whenever a grievance which is to be resolved at Step Three, Arbitration, is based on a provision of this Agreement in which the power or authority of the arbitrator is specifically limited to an advisory award, that limit shall be observed and all the provisions of paragraphs b, c and d above shall be operable except that the award and opinion shall be advisory and not binding on the parties. However, absent a particular exception the provisions of the grievance procedure above shall be operable.

g. Representatives of the Governor's Office of Employee Relations and the Union will meet bi-monthly to resolve grievances that are appealed to arbitration. Local union representatives and department representatives may participate in the meetings.

D. Union Rights

1. Time Off

This section does not apply to disciplinary arbitrations.

a. When a grievance has been formally submitted in writing and the Union represents the grievant, and where the Union Steward requires time to investigate such grievance to achieve an understanding of the specific work problem during working hours, the Steward will be granted permission and reasonable time, to a limit of two (2) hours, to investigate without loss of pay. It is understood that the supervisor shall schedule such time release, providing the work responsibilities of the Steward and of any involved employee are adequately covered, and providing further there is no disruption of work. Such time release shall not be unreasonably withheld. Where a Union Steward serves a mutually agreed upon grievance district encompassing two (2) or more geographically separate work locations, and where the circumstances require it, a supervisor may authorize a maximum of four (4) hours for any appropriate investigation of grievances. Such time release shall not be construed to include preparation of paperwork record keeping, conferences among Union Officials nor preparation for presentation at a grievance hearing or meeting.

b. An employee and his/her designated representative will be granted time off without loss of pay to attend Step One meetings, Step Two meetings or hearings and arbitration hearings and to travel to and from such meetings and hearings.

c. If a meeting or hearing extends beyond the employee’s normal working hours, compensatory time equal to the additional time spent at the meeting or hearing will be granted, but will not be considered time worked for the computation of overtime.

d. A reasonable number of witnesses and resource persons employed by the State, upon three (3) days’ notice, will be granted time off without loss of pay to attend Step One meetings, Step Two meetings or hearings and arbitration hearings and to travel to and from such meetings and hearings.

2. Information

a. The State will upon request, make available to the Union information in its possession to which the Union is entitled, to properly represent the grievant. Management shall provide the requested information within seven (7) days from receipt of the request. The State will make good faith efforts to identify all documents and information responsive to the Union's request within seven days of the initial request. In the event information and/or documents responsive to

the Union's request are discovered after the expiration of the seven (7) day period, the State will immediately notify the Union of the discovery of such information and the information and/or documents will be provided within three (3) days following the discovery of such information or documents.

b. The Union, upon request, will make available to the State requested information and documents in its possession necessary for management to respond to the grievance. The Union shall provide the requested information within seven (7) days from receipt of the request. The Union will make good faith efforts to identify all documents and information responsive to the State's request within seven days of the initial request. In the event information and/or documents responsive to the State's request are discovered after expiration of the seven (7) day period, the Union will immediately notify the State of the discovery of such information and the information and/or documents will be provided within three (3) days following the discovery of such information or documents. Requests for information will be made directly to the Local or the National Union.

c. Each party has a continuing obligation to provide information responsive to the other party's request.

d. An arbitrator retains his/her discretion to grant or deny a request for the admission of information and/or documents based on the arguments of the parties. If the State and the Union provide information and/or documents consistent with the time limits set forth in paragraphs a and b above, an arbitrator may not deny the admission of such information or documents based on an argument relating to the timeliness of production.

e. The parties shall make a good faith effort to informally resolve disputes, which arise as to information requests. However, if the parties are unable to agree upon the nature of the information to be provided, a dispute may be submitted to the OER for resolution. If after submission to OER the dispute is not resolved, the parties may seek resolution of the dispute in an administrative or judicial forum or through arbitration.

3. Group Grievances

a. Where a grievance affects more than one employee, the Union may file a group grievance at the first level of supervision common to the affected employees.

b. Where a group grievance affects employees in two or more departments, the Union may submit the grievance directly to the Governor’s Office of Employee Relations. The grievance will be processed as a Step Two grievance.

c. Where individual grievances concerning the same matter are filed by several grievants, it shall be the option of the State to consolidate such grievances for hearing as a group grievance provided the time limitations expressed elsewhere herein are understood to remain unaffected and the union shall be notified of this action.

4. By-passing Steps

A grievance may be initiated at or moved to any step of the procedure without hearing at a lower step by mutual agreement of the parties. Consent to skip steps of the grievance procedure, including mediation, will not be withheld unreasonably.

5. The Right to Amend

The Union may undertake to amend the grievance during the initial step at which such grievance is filed. By mutual agreement the Union may amend the grievance up to Step Two. It is understood that such amendment is only for the purpose of clarification and shall not be utilized to change the nature of the grievance or to include additional issues.

E. General Procedures

1. The lack of response by management within the prescribed time periods, unless time limits have been extended by mutual agreement, should be construed as a negative response.

2. If, at any step in the grievance procedure, the State's decision is not appealed within the appropriate prescribed time, such grievance will be considered closed and there shall be no further appeal or review.

3. A reasonable number of resource people shall be allowed to attend a grievance meeting or hearing. The parties will schedule resource people to minimize the impact on operations. At the meeting or hearing the Union will present its side of the grievance through the grievant, witnesses and resource people. Management will then proceed to present its responses to the Union's presentation.

4. The Union shall be given a copy of the final disposition of all grievances. A copy of the decision of the State at each step shall be provided to the grievant and to the Union representative involved.

5. Grievance resolutions or decisions at Steps One and Two shall not constitute a precedent in any arbitration or other proceeding unless a specific agreement to that effect is made in writing by the Office of Employee Relations and the authorized representative of the Union.

6. Unless specifically provided for elsewhere in this Agreement, where the grievance involves an alleged violation of individual rights specified in the Civil Service law and rules for which a specific appeal to the Civil Service Commission is available, the individual must present his complaint to the Civil Service Commission directly, provided however, where allegations of violations of other employee rights which derive from this Agreement occur, it is intended that the provisions of this grievance procedure are to be utilized.

7. A claim of improper and unjust discipline against an employee shall be processed in accordance with Article 5 of this Agreement.

8. The inclusion of or reference by name or title or otherwise in this Agreement to laws, rules, regulations formal policies or orders of the State, shall not be construed as bringing any allegation concerning the interpretation or application of such matters within the scope of arbitrability as set forth in this Agreement.

9. Nothing in this Agreement shall be construed as compelling the Union to submit a grievance to arbitration or to represent an employee before the Merit System Board. The Union's decision to request the movement of any contractual 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.

10. A "B.1.b." grievance may be processed through Step Two of the grievance procedure, but may not be submitted to arbitration.

11. When an employee formally elects to undertake the resolution of a contractual grievance through any available procedure established by an agency of proper authority outside of those provided herein, such election shall constitute an absolute waiver of the option to appeal the grievance to arbitration unless the parties mutually agree otherwise.

12. If a grievance is appealed to the second step and the Department Head or designee determines that a resolution of the grievance is not within the authority of the department, the grievance will be forwarded to the Governor's Office of Employee Relations for disposition in accordance with Step Two of this procedure. If the grievance involved a non-contractual matter as defined in B.1.b. the decision of OER shall be final.

13. All grievances must be submitted on the attached grievance form. The form must be

completely filled out by the grievant and/or Union. In the event that a grievance form is unavailable the grievance will be in writing and set forth the following information: (a) the names, titles and department of affected employees; (b) the date of occurrence; (c) a brief description of what gave rise to the grievance; and (d) the remedy sought. Grievance forms will be made available at all work sites covered by this Agreement.

14. The State and the Union agree that appeals to arbitration that are not scheduled for hearing within eighteen (18) months after a Step Two decision is rendered will be considered withdrawn unless the parties mutually agree to extend the matter.

ARTICLE 5 – DISCIPLINE

The parties will conduct quarterly meetings to review and adjust any problems that arise under this Article. The parties agree that the continuation of this article will be reevaluated upon the expiration of this agreement.

A. All terms of this Article apply to permanent career service employees.

Intermittent employees will be covered by the terms of this Article when they enter the permanent career service. All terms of this Article also apply to unclassified employees with a minimum of three (3) years of State service. Provisional employees, and unclassified employees with less than three (3) years of State service, will be covered by Section K.

B. Discipline of an employee shall be imposed only for just cause. Discipline under this Article means official written reprimand, fine, suspension without pay, record suspensions, reduction in grade or dismissal from service. A suspension may not be imposed for greater than forty-five (45) work days, except as specified under paragraph C below. Dismissal from service or reduction in grade based upon a layoff, or other operational judgment of the State shall not be construed to be discipline.

C. Suspensions without pay of more than 45 days may be imposed pending the outcome of a criminal complaint, or in cases involving collateral issues including but not limited to allegations of abuse or neglect, or charges involving the loss of a license or credential that is required as a condition of employment.

D. Disciplinary action may be initiated for any of the reasons specified in the Civil Service Commission Rules or for any circumstance amounting to sufficient cause.

E. The burden of proof in disciplinary procedures shall be upon the State, except as otherwise provided in Section K for provisional and unclassified employees with less than three (3) years of State service.

F. This Article is the exclusive procedure for the processing of disciplinary actions for employees covered by this Agreement. Minor discipline shall be defined as a suspension or fine of three (3) days or less or official written reprimand. Major discipline shall be defined as a suspension or fine of four (4) days or greater, demotion or termination.

G. All references to “days” in this Article are to calendar days unless otherwise specified.

H. **General Procedures for Discipline and Departmental Review**

1. Where an appointing authority or his designee imposes or intends to impose discipline, a preliminary notice of discipline shall be given to the employee. This preliminary notice of discipline shall contain (a) charges; (b) specification(s) alleging the general description of the alleged acts and/or conduct upon which the charge is based and (c) the penalty to be imposed. A

copy of the preliminary notice of discipline shall be mailed to or served upon the local Union office at the same time that it is mailed to or served upon the employee.

2. The employee or the employee's designated union representative may request a departmental review within fourteen (14) days of receipt by the employee of a preliminary notice of discipline.

3. At the request of either the appointing authority or the Union the departmental review shall be conducted as a hearing. If a hearing is not requested, the review will be conducted as a meeting. The employer representative will contact the Union within seven (7) days of the request for departmental review to mutually schedule a date and time for the review to be conducted within twenty (20) days after the request for review. If the parties are unable to agree upon a mutually convenient date within the twenty (20) day period, the Department shall go forward and schedule the review, unless the parties agree to extend the twenty (20) day period.

4. If a hearing is held, the department or agency will appoint a hearing officer who will render his/her decision within twenty (20) days of the hearing. Management shall provide to the Union all evidence it will present in a departmental hearing no later than ten (10) days after an appeal is filed of a Preliminary Notice of Discipline. The State may supplement its initial production of documents prior to the hearing. The Union retains its right to request additional information pursuant to section J of this Article. At the commencement of the hearing the hearing officer will state on the record that management has the burden of proving just cause for imposition of discipline, except as set forth in Section K below. There must be sufficient non-hearsay evidence in the record to establish the facts upon which management relies in meeting its burden.

5. The employee may be represented by a steward, executive board member or other designated Union representative at the meeting/hearing. However, only one (1) person shall serve as the spokesperson for the employee and one (1) person shall serve as spokesperson for the State.

6. Management and the Union are encouraged to resolve disputes over the proposed disciplinary action at the meeting/hearing. A disciplinary dispute may be settled by a "record" suspension, with no loss in pay, at any stage of the disciplinary appeal process. Such "record" suspensions will have the same weight as a suspension without pay for purposes of progressive discipline. A "record" suspension must be agreed to by the Union and the employee, and may not be recommended or imposed by way of a Preliminary Notice of Discipline.

7. Management will simultaneously serve the local Union and the employee with the Final Notice of Discipline within twenty (20) days of the meeting or the issuance of the hearing officer's decision. The final notice will set forth the charges and the penalty to be imposed.

8. Official written reprimands may not be appealed beyond the departmental hearing. After a period of one year from the date of the issuance of a final notice of an official written reprimand, the official written reprimand cannot be used to establish progressive discipline and shall be expunged from an employee's personnel file if requested in writing by the employee, provided the employee is not served with a preliminary notice of discipline charging the employee with misconduct of any nature prior to the expiration of the one-year period. The sunset provision identified above, including expungement, does not apply to OWRs issued for incidents of workplace violence, violations of the New Jersey State Policy Prohibiting Discrimination in the Workplace and findings of violations of State or Agency Codes of Ethics by the State Ethics Commission.

I. Mediation and Arbitration

1. Within thirty (30) days of receipt of the Final Notice of Discipline, the Union may file an appeal of suspensions of eight (8) days or greater, demotions, fines, or terminations to arbitration or of suspensions of seven (7) days or less to binding mediation, by submitting a written request for arbitration or binding mediation to the Governor's Office of Employee Relations.

2. Arbitration hearings will be conducted in accordance with the procedures set forth in Article 4, except as otherwise provided in this Article.

3. The Union and the State will schedule a mediation date within ninety (90) days of the appeal of discipline to arbitration or binding mediation. At least two weeks prior to the scheduled mediation date, either the Union or State shall provide the mediator and the Union with copies of the Final Notice of Discipline, the Preliminary Notice of Discipline, the Hearing Officer's decision and any evidence submitted by the parties at the departmental review.

4. The dispute will be heard by a mediator, who shall be selected on a rotating basis from a panel of at least eight (8) mediators agreed upon by the parties in accordance with paragraph 21 of this section below. The employee must attend the mediation and may be represented by a steward, executive board member or other designated Union representative. Each party shall have persons with authority to settle the disciplinary appeal present at mediation, and if a proposed settlement exceeds the authority of the department or Union representative present at mediation, the representative shall have access to a person with greater authority by phone. An employee who has been given notice of the scheduled mediation and fails to appear shall be deemed to have waived the right to appeal any settlement reached by the parties at mediation. The parties agree that neither side shall be represented by counsel at the mediation.

5. If a dispute involves a suspension of seven (7) days or less and is not resolved by the parties with the assistance of the mediator, the mediator shall issue a final and binding decision in accordance with the following procedures:

a. The mediator shall determine whether there was just cause for the imposition of discipline.

b. A mediator hearing a dispute shall have the same authority as an arbitrator pursuant to paragraphs 17 and 18 below.

c. If the mediator deems the taking of testimony necessary to resolve material disputes of fact or to otherwise aid the mediator in rendering a final decision, the mediator shall schedule one or more additional days to take testimony she/he deems necessary. The additional dates shall be held within 45 days of the initial mediation date.

d. In binding mediation proceedings, there shall be no briefs and the mediator shall issue a bench decision, which the mediator shall memorialize in writing at the request of either the Union or the State.

6. If the dispute involves a suspension of greater than seven (7) days, a fine, a demotion, or a termination and is not resolved at mediation, the dispute shall be scheduled for arbitration, at the request of the Union. The arbitrator will not be the same panel member who acted as the mediator.

7. The arbitration shall be held within one hundred eighty (180) days of the mediation.

8.a. For termination cases involving a single FNDA, the arbitrator shall propose a minimum of five (5) dates for the hearing that fall within the 180-day period. The dates proposed

by the arbitrator shall be consecutive to the extent possible, and if not consecutive, as close together as possible. In the event the arbitrator cannot provide five dates during that period, the next arbitrator on the list will be contacted and asked to provide five dates within the 180-day period. Both the State and Union shall accept at least three of the five dates proposed. The parties will attempt to select a third day which is at least fifteen (15) days after the second day of hearing, but not more than thirty (30) days after the second day of hearing.

b. The parties agree to use best efforts to conclude termination hearings within three (3) days, with the Union and State equally dividing the time to the extent feasible and reasonable. Either party may request additional hearing days, if necessary. Once a date has been confirmed, adjournments shall only be granted upon a showing of good cause. Consent for an adjournment or for additional days of hearing shall not be unreasonably denied. The arbitrator shall have the authority to resolve disputes over requests for adjournments, additional days of hearing, and disputes involving the production of documents and information.

9.a. For all other discipline appeals involving a single FNDA, the arbitrator shall propose a minimum of three dates for the hearing that fall within the 180-day period. In the event the arbitrator cannot provide three dates during that period, the next arbitrator on the list will be contacted and asked to provide three dates within the 180-day period. The State and Union shall accept at least two of the three dates proposed. In those instances where the parties agree that an arbitration is unlikely to require two days of hearing, they may agree to schedule a single day.

b. The parties agree to make best efforts to conclude hearings within two (2) days, with the Union and State equally dividing the time to the extent feasible and reasonable. Either party may request additional hearing days, if necessary. Once a date has been confirmed, adjournments shall only be granted upon a showing of good cause. Consent for an adjournment or for additional days of hearing shall not be unreasonably denied. The arbitrator shall have the authority to resolve disputes over requests for adjournments, additional days of hearing, and disputes involving the production of documents and information.

10. Unless otherwise agreed, scheduled hearing dates will being at 10:00 a.m. and conclude at 4:00 p.m.

11. The arbitrator shall have the authority to make determinations about the redundancy of witness testimony. The parties will explore the ability to stipulate to facts and testimony in advance of the hearing.

12. Upon request of either the Union or the State, witnesses who are unavailable to testify in person at an arbitration hearing may testify by Skype, or a reasonably equivalent video program. If there is a dispute as to whether a witness is unavailable to testify, the arbitrator will resolve the dispute prior to the hearing following a telephone call with the parties.

13. The parties will discuss the feasibility of consolidating related Final Notices of Disciplinary Action for hearing. If FNDAs are consolidated, the timeframes set forth in paragraphs 8 and 9 shall not apply and the parties shall conduct a conference call with the arbitrator upon his/her appointment to determine the number of days necessary to complete the hearing, using the above timeframes for guidance.

14. Paragraphs 8-13 are intended to expedite the arbitration process by avoiding duplicative and unnecessary testimony and unreasonable delays, but are not intended to prevent either party from presenting its proofs.

15. The parties may agree to oral summation for all appeals involving suspensions of eight (8) days or more, fines, demotions, or terminations. If the parties agree to oral summations,

arbitrators shall issue bench decisions immediately following oral summations by the parties, unless the parties mutually agree to a written decision. Written submissions shall be submitted within thirty (30) days from the last day of the hearing or within thirty (30) days from receipt of the final transcript, whichever is later. Each party shall submit its written summation to the arbitrator by electronic mail. Once the arbitrator receives the written summations from both parties, he/she shall ensure a mutual exchange of the summations to both parties.

16. In those cases in which an arbitrator does not issue a bench decision, the arbitrator shall issue a written decision within 20 days from the close of the record. The record shall be closed upon receipt by the arbitrator of the written submission from the parties, unless the parties agree to waive filing of written submissions and to sum up the case orally before the arbitrator, in which case the record shall be deemed closed from the date of the last date of hearing or the receipt of transcripts if transcripts were required.

17. The arbitrator shall determine whether discipline was imposed for just cause. The arbitrator shall also have the authority to hear and remedy allegations that the disciplinary procedures of this Article were violated by either party, if those allegations are raised by the party making the allegation prior to the commencement of the arbitration in connection with the specific disciplinary appeal before the arbitrator. The arbitrator shall not have the authority to hear and/or remedy any such allegations if they are not raised at the time of the departmental meeting or hearing if those issues were known or should have been known at the time. If the arbitrator determines that discipline was imposed without just cause, the arbitrator shall have the power to (a) reinstate the employee to his or her position, (b) reduce the penalty, (c) award back pay and (d) restore all seniority the employee would have earned had the employee not been improperly disciplined. If the arbitrator determines that termination is too severe a penalty, the arbitrator may reduce the penalty and may deny back pay for any part of the period the employee was out or for all of the time that the employee was out of work without pay due to the disciplinary action regardless of the maximum period of suspension set forth in Section B of this Article. In cases where an employee was suspended pending the outcome of a criminal complaint, or in cases involving the resolution of collateral issues, including but not limited to allegations of abuse or neglect, or in cases involving the loss of a license or credential required as a condition of employment, the Arbitrator shall determine the appropriate length of suspension without pay without regard to the time limits set forth in Section B of this Article.

18. The decision of the arbitrator will be final and binding. After the issuance of an award, the arbitrator shall retain jurisdiction for sixty (60) days to resolve any disputes as to the implementation of the remedy.

19. The fees and expenses of the arbitrator shall be divided equally between the parties. Either party may make a verbatim record through a certified transcriber at the requesting party's expense. However, if both parties request a copy of the transcript, the cost of the transcript and the reporter shall be shared equally between the parties. The cost of any transcript (or copy of any transcript) requested by the Arbitrator shall be shared equally by the parties. Any other cost of this proceeding shall be borne by the party incurring the cost.

20. Within thirty (30) days of the execution of this Agreement, the parties shall mutually agree upon a panel of not less than six (6) disciplinary arbitrators. Each member of the panel shall serve in turn as the sole arbitrator for a given case. Where a member of the panel is unable to serve, the next member in sequence shall then serve. In the event the parties are unable to

agree upon a panel of arbitrators within thirty (30) days from the execution of this Agreement, arbitrators shall be selected, on a case-by-case basis under the selection procedure of the Public Employment Relations Commission until such time as the parties agree upon a panel. The arbitration panel shall be jointly administered by the Union and the State.

21. Within thirty (30) days of the execution of this Agreement, the parties shall mutually agree upon a panel of not less than eight (8) disciplinary mediators. Where a member of the panel is unable to serve, the next member in sequence shall then serve. In the event the parties are unable to agree upon a panel of mediators within thirty (30) days from the execution of this Agreement, mediators shall be selected, under the selection procedure of the Public Employment Relations Commission until such time as the parties agree upon a panel. The mediation panel shall be jointly administered by the Union and the State.

22. The location of arbitrations and mediations shall be rotated between the offices of the Union and the State.

J. Information

1. The State upon request, will make available to the Union information in its possession to which the Union is entitled to properly represent the employee. Management will provide the requested information within seven (7) calendar days from receipt of the request. Information to which the Union is entitled, includes, but is not limited to, all witness statements relevant to the charges, investigation and other reports, but excluding EEO investigative reports. Summaries of EEO reports will be provided to the Union, if prepared. EEO related witness statements and investigative report summaries shall be subject to confidentiality agreements, agreed to by CWA and the State, as a condition of disclosure. In addition, the parties will continue the existing practice of providing child abuse and neglect records subject to a confidentiality agreement already utilized by the parties.

2. The parties will exchange the names of witnesses they may call and documents they may introduce at the arbitration hearing. Names and documents will be exchanged within seven (7) days from the date of a request from either party and in no event later than seven (7) days prior to the arbitration hearing. The Union is not precluded from calling witnesses and submitting documents that were not provided to the State prior to the arbitration hearing, based on the case presented by the State at arbitration. After the Union identifies a witness to the State, the State will not interview the witness without first notifying the Union. Such notification will not be less than forty-eight (48) hours prior to the interview. The Union is not obligated to aid the State in sustaining its burden of proof in a disciplinary proceeding and the State continues to be under an obligation to undertake a thorough and complete investigation before bringing disciplinary charges against an employee.

3. The parties shall make a good faith effort to informally resolve disputes which arise as to information requests. However, if the parties are unable to agree upon the nature of the information to be provided, a dispute may be submitted to OER for resolution. If after submission to OER the dispute is not resolved, the parties may seek resolution of the dispute in an administrative or judicial forum or through arbitration.

K. Discipline Procedures for Provisional Employees and Unclassified Employees with Less than Three (3) Years of Service.

1. The following is the disciplinary appeal procedure for unclassified employees not covered by a statutory discipline procedure who have more than six (6) months but less than three (3) years of consecutive State service and provisional employees who have been employed

in such capacity for a minimum of six (6) months.

a. At her or his request, the employee may be represented by a Steward, or a non-State employee representative of the Union.

b. Employees who are subject to discipline, other than dismissal from service, as detailed below, are entitled to utilize the provisions of this Article through the departmental/agency review level, the decision at which shall be final. The burden of proof in such procedures shall be on the employee.

c. Nothing in this Article shall be construed as limiting the State from exercising its inherent discretion to dismiss employees covered by this section who serve at the pleasure of the department or agency head, without stating the reasons for the dismissal.

i. In the event an employee is dismissed without receiving specific written reasons the State will provide the employee with ten (10) calendar days' advance notice. Employees dismissed for reasons other than misconduct are not entitled to use the provisions of this Article through the departmental review level**.**

ii. In the event an employee is dismissed due to misconduct, the State will serve the employee with the specific written reasons relating to the misconduct. The employee may request and will be granted a review by the department/agency head or her or his designee, whose decision shall be final. Time limits in H.2. shall apply. Nothing in Section c.ii shall be construed as limiting the State from immediately dismissing an employee. In cases of immediate dismissal the employee will be given the written reasons and right to departmental review noted above**.**

d. The following types of dismissal are not covered by this Section:

i. Dismissal due to job performance.

ii. Dismissal due to the certification of a Civil Service eligible list; and

iii. Dismissal due to fiscal problems or programmatic changes pursuant to Article 29.

2. Grievances concerning the interpretation of this Section shall be processed in accordance with Article 4 as non-contractual (B.1.b) grievances.

L. Disciplinary Investigations

If an employee reasonably believes he or she may be disciplined, he/she may request Union representation. The employee has the right to be accompanied by his/her Union representative during an investigatory interview. The Union representative has the right to provide advice and counsel to the employee.

M. Time Off

1. An employee and his/her designated union representative will be granted time off without loss of pay to attend a departmental review meeting or hearing, a mediation and an arbitration hearing and to travel to and from such meetings, mediations and hearings.

2. If a meeting, mediation or hearing extends beyond the employee's normal working hours, compensatory time equal to the additional time spent at the meeting or hearing will be granted, but will not be considered time worked for the computation of overtime.

3. A reasonable number of witnesses employed by the State upon three (3) days' notice will be granted time with pay to attend departmental review meetings and hearings, arbitration hearings and to travel to and from such meetings and hearings.

N. General Provisions

1. An employee may be suspended immediately and prior to a departmental review where it is determined that either:

a. the employee is unfit for duty or is a hazard to any person if permitted to remain on the job, or that an immediate suspension is necessary to maintain the health, safety, order or effective direction in public services; or

b. the employee is formally charged with a crime of the first, second or third degree or a crime of the fourth degree on the job or directly related to the job.

c. At the same time as the employee is presented with the reasons as to why an immediate suspension is necessary, the employee shall be presented with the charges and general evidence in support of the charges and provided with sufficient opportunity to review the charges and the evidence in order to respond to the charges before a representative of the appointing authority. The employee may be represented by an authorized union representative. A department representative shall conduct a predetermination proceeding and shall render a written determination as to whether an immediate suspension satisfies the standards in paragraphs (a) and (b) above.

2. Where criminal charges are initiated, the right of an employee to representation by an attorney shall not be denied.

3. The parties agree that disciplinary charges should be timely filed. An employee shall not be disciplined for acts which occurred more than one year before the date on which the Preliminary Notice of Discipline is filed, except under the following circumstances: (1) the acts that are the subject of discipline would constitute a crime; or (2) the person filing the Disciplinary Notice did not have sufficient information to file the Notice prior to one year from the date of occurrence. If a Preliminary Notice if filed more than a year after the date of occurrence based on exception 2 above, the Notice will be filed within sixty (60) days from the date management acquired sufficient information. Charges that are brought against an employee after the issuance of a Final Notice of termination, must be brought in good faith, based on conduct or incidents that were not known at the time the initial FNDA was issued.

4. Nothing in this Article or Agreement shall be construed to limit the right of the State to implement any disciplinary action notwithstanding the pendency of any grievance.

5. When a final determination of innocence is rendered through a decision arising out of a Departmental hearing, or discipline arbitration hearing, the employee initially disciplined shall not be recharged with discipline, on matters arising out of the same facts that the initial discipline was based upon.

6. At Departmental hearings either party may make a verbatim record through a certified shorthand reporter. Such record is to be made at the expense of the party who requests the reporter. However, if both parties want a copy of the transcript, the cost of the transcript and the reporter shall be shared equally.

7. The parties will designate an arbitrator to hear disputes involving back pay, seniority and benefits that may arise with respect to the imposition of discipline prior to the submission of a disciplinary dispute to arbitration. In deciding such disputes, the arbitrator shall apply the standards, to the extent applicable, set forth in N.J.A.C. 4A:2-2.10, that were in effect at the time this agreement was entered into. After the submission of a disciplinary dispute to arbitration, the arbitrator hearing the case shall decide disputes involving back pay, seniority, and benefits.

ARTICLE 6 – COMPENSATION PLAN AND PROGRAM

A. Special Salary Program July l, 2019 to June 30, 2023

It is agreed that during the term of this Agreement for the period of July l, 2019 - June 30, 2023, the following salary and fringe benefit improvements shall be provided to eligible employees in the unit within the applicable policies and practices of the State and in keeping with the conditions set forth herein.

Subject to the State Legislature enacting appropriations of funds for these specific purposes, the State agrees to provide the following benefits effective at the time stated here or, if later, within a reasonable time after enactment of the appropriation.

1. a. Effective the first full pay period after October 1, 2019, each employee covered by this agreement shall be entitled to a two (2%) percent across-the-board increase applied to the employee's current base salary.

b. Effective the first full pay period after July 1, 2020, each employee covered by this agreement shall be entitled to a two (2%) percent across-the-board increase applied to the employee's current base salary.

c. Effective the first full pay period after July 1, 2021, each employee covered by this agreement shall be entitled to a two (2%) percent across-the-board increase applied to the employee's current base salary.

d. Effective the first full pay period after April 1, 2022, each employee covered by this agreement shall be entitled to a two (2%) percent across-the-board increase applied to the employee's current base salary.

2. For ten (10) month employees, the foregoing increases that are effective the first full pay period after October 1, 2019, July 1, 2020, July 1, 2021, and April 1, 2022 for twelve (12) month employees shall be applied to the base salary of ten (10) month employees, effective the first full pay period after October 1, 2019, September 1, 2020, September 1, 2021, and June 1, 2022.

3. The State Compensation Plan salary schedule shall be adjusted in accordance with established procedures to incorporate the increases set forth in 1. and 2. above for each step of each salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustments.

a. All salary ranges and steps of the Salary Schedules in effect on June 30, 2019, shall be increased by: 2% effective the first full pay period after October 1, 2019; 2% effective the first full pay period after July 1, 2020; 2% effective the first full pay period after July 1, 2021; and 2% effective the first full pay period after April 1, 2022 for twelve month employees and June 1, 2022 for ten month employees.

4. Normal increments shall be paid to all employees eligible for such increments on their anniversary dates and increments shall continue to be paid to eligible employees on their anniversary dates after the expiration of this Agreement.

5. Employees who have been at the eighth step of the same range for 18 months or longer shall be eligible for movement to the ninth step providing their performance warrants this salary adjustment.

6. Employees who have been at the ninth step of the same range for 24 months or longer shall be eligible for movement to the tenth step providing their performance warrants this salary adjustment.

7. All employees, who have completed at least twenty four (24) months of service, but less than 36 months of service, on step 10, in title/range, on or before October 1, 2021, and who are

in that title/range on October 1, 2021, shall receive an off-base payment in the amount of $750.

8. All employees, who have completed at least 36 months of service on step 10, in title/range, on or before October 1, 2021, and who are in that title/range on October 1, 2021, shall receive the off-base bonus payment set forth in section 7 above and an additional $250 off-base bonus payment.

9. All employees, who have completed at least 24 months of service on step 10, in title/range, on or before October 1, 2022, and who are in that title/range on October 1, 2022, shall receive an off-base bonus payment in the amount of $750.

B. Clothing Maintenance Allowance

1. Beginning in July 1, 2019, employees with an annual base compensation of less than $100,000, shall be eligible for a Clothing Maintenance Allowance ("CMA") if they meet the following criteria:

a. They are required to wear a uniform, protective clothing or special clothing, and the State does not pay for and launder the uniform, protective clothing or special clothing; or

b. Their jobs require them to come into contact with toxins, dyes, dirt, contaminants, chemicals, blood or other bodily fluids, or other materials that ruin or soil employee clothing, or their clothing requires special or separate washing or cleaning, or they engage in direct care or direct education work that includes physical contact with students or institutional clients Intermittent or occasional contact with such substances does not satisfy the B.1.b. standard.

2. Effective July 1, 2019, the parties agree that the following employees meet the criteria in paragraph 1 above and shall receive a CMA:

a. Employees in a title that received the CMA under the 2007-2011 Agreements or in a successor title;

b. Employees on the dispute list paid pursuant to the settlement agreement reached by the parties on April 4, 2018;

c. Employees who received a CMA prior to July 1, 2019 and who continue to perform the same or substantially similar duties; and

d. Employees who were hired, promoted, or transferred into positions that were occupied by employees who were on the dispute list, and who perform substantially similar duties, or who otherwise received a CMA prior to July 1, 2019

3. Effective July 1, 2020 and each July 1 thereafter, the following employees are presumed to be eligible for a CMA:

a. Employees in a title that received the CMA under the 2007-2011 contract or in a successor title, who continue to perform the same or similar duties;

b. Employees in a work unit, in a title or successor title, where 80% or more of the employees in that same title or successor title and in that same work unit receive a CMA;

c. Employees who received a CMA prior to July 1, 2019 and who continue to perform the same or substantially similar duties; and

d. Employees who were hired, promoted, or transferred into positions that were occupied by employees who received a CMA prior to July 1, 2019.

4. Beginning February 1, 2020 and each February 1 thereafter, a department may challenge an individual's eligibility by providing the Union notice of the disputed individuals along with an explanation for the department's claim that the individuals do not meet the criteria set forth in paragraph 1 above and any evidence upon which the department relies in support of its position.

For example, if an employee is part of an otherwise approved title, but only performs office duties, the department may submit a challenge to the eligibility. Within thirty (30) days of the Department's notice of objection, the Union and the department will meet in an effort to resolve any disputes.

5. Beginning February 1, 2020 and each February 1 thereafter, the Union may ask a department to review eligibility for CMA of employees not covered by paragraph 3 above but who the Union maintains satisfy the criteria in paragraph 1 above, by identifying employees it maintains are eligible for the CMA and providing the department with an explanation of its position and any evidence upon which it relies. Within thirty (30) days of the department's receipt of any submission by the Union, the Union and department will meet in an effort to resolve any disputes.

6. Any disputes not resolved between the Union and a department will be submitted to OER. Within thirty (30) days following submission of disputes to OER, the Union and OER will meet in an effort to resolve such disputes. At the written request of the Union, any disputes not resolved between the Union and OER will be submitted directly to binding arbitration before a single arbitrator selected by the parties. If the parties cannot agree on an arbitrator to hear such disputes, an arbitrator will be selected pursuant to the selection procedures of the Public Employment Relations Commission. Arbitrations shall be scheduled within 45 days from the submission of a dispute to arbitration. At CMA arbitrations, the parties shall give oral summations and the arbitrator shall issue a bench decision. It is the expectation of the parties that a CMA arbitration will be concluded in one day or less. The parties may agree to submit multiple CMA disputes to the arbitrator to be heard on a single day. When a dispute is submitted to arbitration pursuant to a challenge by a department pursuant to paragraph 4, the department/OER shall bear the burden of proof. When a dispute is submitted to arbitration pursuant to a challenge by the Union pursuant to paragraph 5, the Union shall bear the burden of proof.

7. With respect to any disputes regarding the 2015-2019 agreement pending as of the date of ratification of the parties' 2019-2023 MOA, within 45 days from the date of ratification departments shall provide to CWA the reasons for disputing the payment of the CMA, along with any evidence on which the department relies. If the dispute is not resolved between the Union and the department, the parties will follow the procedure set forth in paragraph 6 above to resolve the dispute.

8. Each full-time employee who is eligible for a clothing maintenance allowance under the criteria in Paragraph 1 above, and who has completed one (1) full year of service on or before July 1, 2019, or on or before July 1 of any subsequent year, shall receive a cash clothing maintenance allowance for each year of the contract of $550 in FY 2020, $550 in FY 2021, $550 in FY 2022, and $550 in FY 2023.

9. Each full-time employee who will have completed six (6) months of service on or before July 1, 2019 or on or before July 1 of any subsequent year, shall receive a cash clothing maintenance allowance for each year of the contract of $275 in FY 2020, $275 in FY 2021, $275 in FY 2022, and $275 in FY 2023.

10. Permanent part-time employees in a 40 hour workweek title who are regularly scheduled to work twenty (20) or more hours per week, and permanent part-time employees in a 35 hour workweek title who are regularly scheduled to work seventeen and one-half (17.5) or more hours per week, who meet the service and eligibility requirements set forth above will receive one-half (1/2) of the normal clothing allowance**.** One full year of service for employees

in ten (10) month titles means ten (10) months of service between July 1 and July 30.

11. Leaves of absence without pay or suspension up to thirty (30) days duration shall not affect the eligibility requirements as to one (l) year of service. In order to be eligible to receive this payment, the employee must be on the payroll as of the date of payment.

12. Employees hired, promoted or transferred after July 1, 2019, or whose duties changed after July 1, 2019, and who satisfy the service requirements and criteria set forth in this Article shall be eligible to receive CMA payments in FY 2020, FY 2021, FY 2022, and FY 2023 and each fiscal year thereafter provided they continue to perform substantially similar duties.

C. Deferred Compensation Plan

It is understood that the State shall continue the program which will permit eligible employees in this negotiating unit to voluntarily authorize deferment of a portion of their earned base salary so that the funds deferred can be placed in an Internal Revenue Service approved Federal Income Tax exempt investment plan. The deferred income so invested and the interest or other income return on the investment are intended to be exempt from current Federal Income Taxation until the individual employee withdraws or otherwise receives such funds as provided in the plan document.

It is understood that the State shall be solely responsible for the administration of the plan and the determination of policies, conditions and regulations governing its implementation and use.

The State shall provide literature describing the plan as well as a required enrollment or other forms to all employees when the plan has been established.

It is further understood that the maximum amount of deferrable income under this plan shall be consistent with the amount allowable by law.

D. Special Training

The State will join with the Union to provide a special training program, which will be available to employees in the Administrative and Clerical Services Unit. The formulation and content of the special training program shall be decided by mutual agreement between the Office of Employee Relations and the Union.

E. Salary Program Administration

The parties acknowledge the existence and continuation during the term of this Agreement of the State Compensation Plan, which incorporates in particular, but without specific limit, the following basic concepts:

1. A system of position classifications with appropriate position descriptions. Copies of current position descriptions will be made available to the Union.

2. A salary range with specific minimum and maximum rates and intermediate merit incremental steps therein for each position.

3. Regulations governing the administration of the plan including the Performance Assessment Review.

4. The parties agree to comply with the provisions of N.J.S.A 11A: 3-7.

5. No employee covered by this Agreement shall suffer a reduction in rate of pay as a result of a reduction of salary range for the job class in which he is employed and any such change in salary range shall be negotiated with the Union prior to implementation. This is not intended to reduce the right of appeal of any individual.

F. Shift Differential for Second and Third Shift

The shift bonus for employees earning less than $100,000 per annum on the second (2nd)

and third (3rd) shifts which are commonly known as the afternoon or evening shift and the night or midnight shift will be $.25 per hour.

G. Salary Adjustment for Nurses and Teachers/Instructors

The two-range increase negotiated in the 1989/92 contracts for Nurses and Classroom Teachers/Instructors and the two-range increase negotiated in the 1992/1995 contracts for teachers who supervise other teachers shall continue in effect under this contract.

H. The current special project and emergency rates set forth in Article 35 of this Agreement will increase by all across-the-board raises on the effective dates of those raises as set forth in Article 6 of this Agreement.

I. Cooperative Effort

The parties to the Agreement understand that the public services provided to the citizenry of the State of New Jersey require a continuing cooperative effort particularly during this period of severe fiscal constraints. They hereby pledge themselves to achieve the highest level of service by jointly endorsing a concept of intensive productivity improvement, which may assist in realizing that objective.

ARTICLE 7 – POSITION RECLASSIFICATION AND REEVALUATION REVIEWS

A. Reclassification

Employees in the negotiation unit may initiate requests for position reclassification in accordance with the applicable Civil Service Rules and Regulations and in keeping with the conditions and procedures established by the Civil Service Commission.

B. Reevaluation

The Union may request the reevaluation of a job classification in accordance with applicable Civil Service Rules and Regulations, on the basis of job content change only. The State will review such a request and will reevaluate the job classification, provide an opportunity for the Union to present its views, and present its position to the Union as provided in the Civil Service Rules and Regulations, in writing if requested.

C. Implementation

Implementation of any changes resulting from reclassification or reevaluation shall be made consistent with normal procedures and availability of funds.

ARTICLE 8 – HOURS AND OVERTIME

A. Hours of Work

l. The number of hours in the workweek for each job classification within the unit shall be consistent with its present designation in the State Compensation Plan.

2. Hours of work for "NL" employees may be adjusted by the responsible agency official in keeping with existing regulations and procedures.

3. Where practicable the normal workweek shall consist of five (5) consecutive workdays.

4. For fixed workweek employees, when schedule changes are made the maximum possible notice, which shall not be less than seven (7) working days except for unforeseen circumstances, shall be given to the affected employee.

5. For fixed workweek employees, when such employees' shift is changed, adequate advance notice which normally will be at least seven (7) working days and which shall not be

less than seventy-two (72) hours, except in the case of an emergency, will be given to the affected employee.

B. Rest and Lunch Period

l. The work schedule shall provide for a fifteen (l5) minute rest period during each one-half (1/2) shift.

2. For the purpose of this provision a shift shall constitute the employee's normally scheduled workday. For example, an employee working from 9 a.m. to 5 p.m. will be entitled to a rest period in the forenoon and in the afternoon as determined by the appointing authority.

3. The normal schedule shall include a provision for an unpaid lunch period during the mid-portion of the workday. There shall be a minimum of one-half (1/2) hour provided for the lunch period. This is not intended to suggest that existing lunch periods of longer than one-half (1/2) hour must be changed.

C. Overtime

1. When an employee is required to work hours outside of the employee's normal work day or workweek, the State will not avoid paying overtime by changing the employee's hours of work within the work day or workweek that such hours were worked. This provision shall not impair the State's rights under Section 8(A) above. The arbitration in the matter of State of New Jersey, DEP and CWA Local 1037, OER No. 9901, shall not be used to interpret the language of this subsection.

2. Employees covered by this Agreement will be compensated at the rate of time and one-half (1-1/2) for the overtime hours accrued in excess of the normal hours of the established workweek. These compensation credits shall be taken in compensatory time or in cash at the discretion of management. Employees may request compensation credits in compensatory time or in cash.

3. When a work shift extends from one (1) day to the next it is considered to be on the day in which the larger portion of the hours are scheduled and all hours of the scheduled shift are considered to be on that day.

4. All holiday hours and hours of leave not worked for which an employee is compensated shall be regarded as hours worked for the computation of overtime in the workweek.

5. Hours worked on a holiday are not considered hours worked for the computation of regular overtime in the workweek but shall be compensated at time and one-half (1-1/2) in addition to the holiday credit.

6. "Scheduled overtime" means overtime assigned prior to the day on which it is to be worked. Ordinarily scheduled overtime is planned and assigned in advance.

7. "Non-scheduled overtime" means assigned overtime made on the day on which it is to be worked.

8. "Incidental overtime" is a period of assigned non-scheduled overtime work of less than fifteen (15) minutes.

9. Overtime shall be scheduled and distributed by seniority on a rotational basis by occupational classifications within each functional work unit without discrimination provided it does not impair operations. Employees within their functional work unit who are qualified and capable of performing the work without additional training shall be called upon to perform such overtime work. To the extent that it is practical and reasonable to foresee, the State shall give the employee as much advance notice as possible relative to the scheduling of overtime work. The State shall not ordinarily assign more than sixteen (16) consecutive hours of work.

10. It is agreed that overtime work shall be shared by all employees in an occupational classification within any work unit without discrimination. The opportunity to work overtime shall be extended to each employee on a rotational basis provided the employee is capable of performing the work.

11. Each employee is expected to be available for a reasonable amount of overtime work. An employee who refuses an overtime or on-call assignment with a reasonable excuse will not be subjected to disciplinary action. The assignment of "on-call" or "stand-by" time shall be equitably distributed among the employees concerned.

12.a. On a semi-annual basis commencing with the implementation of this provision, the distribution of overtime shall be evaluated and assignments of overtime made thereafter shall reflect the approximate equalization of overtime for each employee in the work unit by job classification.

b. For the purpose of determining approximate equalization of overtime, any overtime assignment offered, whether worked or not worked will be considered as if it were worked.

c. To the extent that a disproportionate distribution of overtime exists because of special ability or inability to perform the work assignments, those hours will not be considered in the semi-annual equalization. This provision will not be abused.

13. A list showing the rotational order and the overtime call status of each employee and a record of the total overtime worked and refused by each employee shall be maintained in the work unit. Such records shall be made available for inspection on request to Union officers, stewards and employees concerned.

14. The State will give advance notice of all scheduled overtime to each employee concerned. Such scheduled overtime will be assigned minimally in units of one (1) hour and in hourly or half-hourly increments thereafter when such overtime is to be performed contiguous to the employee's scheduled work shift. When overtime is scheduled not contiguous to the employee's work shift, it will be assigned minimally in units of two (2) hours and in hourly or half-hourly increments thereafter.

15. An employee who is assigned non-scheduled overtime in excess of fifteen (15) minutes will be guaranteed a minimum of one (1) hour's work and will be assigned overtime thereafter in one-half (1/2) hour increments. An employee who is called in for non-scheduled overtime shall 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 regularly scheduled shift.

16. Where incidental overtime assignments are made, records of such time worked shall be kept and accumulated at straight time in exception of the provisions of C.l. Such accumulations may be scheduled on an hour-for-hour basis as compensatory time.

17. Cash paid overtime will be reflected in regular biweekly payroll checks. The State will make a good faith effort to try to issue cash paid overtime payments in biweekly checks which reflect cash paid overtime earned during the preceding overtime reporting period.

D. Policy on Lateness

l. a. Whenever an employee is delayed in reporting for a scheduled work assignment, he shall endeavor to contact his supervisor in advance, if possible. An employee who has a reasonable excuse and is less than fifteen (l5) minutes late is not to be reduced in salary or denied the opportunity to work the balance of his scheduled shift and he shall not be disciplined except where there is evidence of repetition or neglect. A record of such lateness shall be maintained

and may be charged against any compensatory time accrual or vacation balances. An employee may choose to use either of these balances or alternatively to be reduced in salary.

b. Lateness beyond the fifteen (l5) minute period above shall be treated on a discretionary basis. However, this provision is not intended to mean that all lateness or incidence of lateness beyond fifteen (l5) minutes shall incur disciplinary action or loss of opportunity to complete a work shift or reduction of salary.

2. Lateness or absence due to weather conditions

a. When an employee is unable to get to his assigned work because of weather conditions his absence may be compensated if he has a sufficient compensatory time balance or if none is available a charge may be made against vacation balance or administrative leave balance if requested by the employee. Such absence will alternatively be without pay.

b. Employees late for duty due to delays caused by weather conditions and who made a reasonable effort to report on time may be given credit for such late time at the discretion of the appointing authority.

3. When an employee is late for work due to dependent care problems, the employee and the Supervisor/Manager at the employee's work site will meet to try to resolve the lateness problem. The employee will have the right to Union representation during this meeting. This meeting will be held prior to any disciplinary action being taken against the employee as a result of the lateness. However, once such a meeting is held, the State reserves its right to initiate disciplinary action if the employee continues to come in late for work.

E. Other Benefits

Employees who are required to work beyond their regular quitting time to the next shift, shall receive a fifteen (15) minute rest period when the period of scheduled work beyond their regular shift exceeds two (2) hours. Such employees shall also be entitled to meal allowances as provided by the regulations of the State.

F. Policy on Unexcused Absence

Absence without notice and approval for five (5) or more consecutive business days or failure to return from any leave of absence for five (5) or more consecutive business days shall be recorded as a resignation not in good standing.

ARTICLE 9 – COMPENSATORY TIME BALANCES

A. When employees accumulate compensatory time balances, the appointing authority will provide administrative procedures to assure the employee that such compensatory balances will not be taken away but will be scheduled as time off or alternatively paid in cash.

B. Employee requests for use of compensatory time balances shall be honored. Priorities in honoring requests for use of compensatory time balances will be given to employees:

1. Where an emergency exists
2. Where scheduled one (1) month in advance
3. Where shorter notice of request is made

Requests for use of such time under 2 and 3 will be honored except where emergency conditions exist or where the dates requested conflict with holiday or vacation schedules.

C. Ordinarily, a maximum of eighty (80) hours of compensatory time may be carried by an employee. Where the balance exceeds eighty (80) hours, the employee and the supervisor will meet to amicably schedule such compensatory time off.

D. 1. An employee may be required to take compensatory time off in keeping with the needs within the unit.

2. An employee may request the use of this compensatory time off which shall be scheduled with the immediate supervisor in keeping with the needs within the work unit.

3. Whenever compensatory time off is to be scheduled, reasonable advance notice for the request or requirement will be given.

ARTICLE 10 – ANNIVERSARY DATES

The first full pay period following an employee's original date of hire shall constitute his anniversary date unless the employee's actual date of hire coincides with the first day of the pay period in which case that pay period shall serve as the employee's anniversary date. In the event a personnel action occurs which, pursuant to Civil Service Rules and Regulations, would result in a change of the employee's anniversary date, the Civil Service Commission shall establish the next appropriate pay period as the new anniversary date.

ARTICLE 11 – OUT-OF-TITLE WORK

A. The State and the Union agree that employees should be assigned work appropriate to and within their job classification.

B. The practice of regularly assigning out-of-title work to employees shall be discontinued. Instances of out-of-title work identified by the Union and formally brought to the attention of the State shall be corrected immediately or by phasing out such assignments at the earliest time which shall in any case be no later than three (3) months from the time of notification by the Union. Subsequent to notifying the appropriate management official any dispute as to whether the work is within the job classification of the employee(s) involved shall be resolved by Union or employee appeal to the Civil Service Commission where the matter will be heard within twenty-one (21) days and a decision rendered within ten (10) days of that hearing. Any dispute concerning the phasing out period will be resolved through the grievance procedure.

C. Where out-of-title work assignments are made for longer than thirty (30) days, permanent (career service) employees in the work unit from the next lower promotional title in the series, deemed capable of performing the work, and where available, shall be given the opportunity to assume such higher out-of-title work in the work unit and shall have the right to refuse such assignments based on job classification seniority. Where such assignments are readily identifiable by the State, the eligible employees concerned shall be notified and a copy of the notification shall be given to the Union.

ARTICLE 12 – PROMOTION

Promotion qualifications and procedures for permanent career service employees are governed by the Civil Service Commission pursuant to Statute and Rules and Regulations promulgated thereunder.

A. Promotion means the advancement of an employee to a job classification within the unit at a higher salary range.

B. Upon promotion of a permanent employee, all sick leave, administrative leave and vacation

leave balances shall be retained by the employee.

C. Upon promotion, an employee shall be informed of his or her new rate of compensation at least one (1) week in advance of the effective date.

D. Provisional promotional appointments shall be made only in cases of emergency or when no complete employment list exists. Where such appointments are made, the Civil Service Commission will take the necessary steps to promulgate a list appropriate to the position in keeping with its rules and regulations as soon as possible.

If requested by the Union, but not more frequently than quarterly, the State agrees to provide a list of then current provisional appointments.

E. When an employee is given an opportunity on a trial or provisional basis to qualify for promotion by serving in a new classification, his or her permanency in his or her regular permanent job classification shall be continued during such trial or provisional period and he shall have the opportunity to return to such permanent classification in the event the promotional opportunity shall not become permanent provided there is no discharge action for cause.

F. This Article does not apply to the unclassified service.

ARTICLE 13 – JOB POSTING AND ANNOUNCEMENTS - CAREER SERVICE

A. Job Posting

1. To provide promotional opportunities for employees within a department or organizational unit, existing or planned job vacancies shall be prominently posted within the promotional examination scope established by the Civil Service Commission for fourteen (14) days. Broader posting may be undertaken by the department at its option. When provisional promotions are to be made within a work unit, employees who meet the minimum qualifications and are capable of performing the work as determined by management, and file pursuant to this article shall be given consideration for such appointment. The posting shall include a description of the job, any required qualifications, the location of the vacancies, the salary range, the hours of work and the procedures to be followed by employees interested in making application.

2. Copies of each notice posted will be forwarded to the appropriate local Union office.

3. Postings of promotional opportunities for existing or planned job vacancies shall be undertaken prior to any notices of such vacancies being published in newspapers or otherwise advertised outside the negotiations unit.

4. Where a provisional or permanent promotion or a reassignment is consummated as a result of the job posting procedure, the appointing authority will post the name of the individual appointed on the bulletin board. In the event a provisional promotion is made, the appointing authority will notify the Civil Service Commission of such action so that the Civil Service Commission can activate its process leading to permanent appointment.

5. The Union may inquire as to the status (provisional or permanent) of a position incumbent and such inquiry will be answered by the appointing authority involved.

6. When there are vacancies available on the day shift, which could be filled through lateral transfers from workers on the evening or night shift, such vacancies will be posted so that evening and night shift workers can apply for such lateral transfers.

B. Announcements

Unless a good reason to the contrary exists, announcements which describe available educational programs or State scholarships, shall be posted prominently at approximately the

same time in order that interested employees may have an equivalent opportunity to be informed and apply for such educational programs and State scholarships. Copies of these items will be sent to the Union.

C. This Article does not apply to the unclassified service.

ARTICLE 14 – JOB VACANCY ANNOUNCEMENTS FOR UNCLASSIFIED EMPLOYEES

A. In situations where a vacancy in a specific job classification series arises, job vacancy announcements should be posted in order to inform unit employees serving in appropriate titles of a promotional possibility. Such job vacancy announcement shall be prominently posted within an organizational scope as determined by management for five (5) days. The announcement shall include a description of the job, any required qualifications, the location of the vacancy, the salary range, the hours of work and the procedure to be followed by employees interested in making an application.

B. Copies of each notice posted will be forwarded to the appropriate local Union office.

C. It is understood that the job vacancy announcement process described above shall not hinder the appointing authority in filling the vacancy at the earliest time and is for informational purposes only.

ARTICLE 15 – CIVIL SERVICE COMMISSION EXAMINATIONS

Employees who are scheduled to take open competitive examinations for the position in which the employee is provisional or promotional examinations administered by the Civil Service Commission of the State of New Jersey for positions in the State service shall be granted time off with pay including necessary travel time to take such examinations if they are scheduled during the work shift of the employee. Such privileges may not be abused. This Article does not apply to the unclassified service.

ARTICLE 16 – PERFORMANCE ASSESSMENT REVIEW

All employees covered by this Contract shall be evaluated pursuant to the Performance Assessment Review procedures set forth in the Rules and Regulations of the Civil Service Commission.

A. GENERAL PROVISIONS

1. The PAR program shall use standardized forms and rating scales to be designated by the Civil Service Commission and a three-level rating scale to include the following ratings:
   - i. Exceptional;
   - ii. Commendable; and
   - iii. Unsatisfactory.
2. Each appointing authority shall establish standardized rating cycles with a duration of one year. Within a particular standardized rating cycle, employees shall be rated at the same time, twice a year, with the interim and final ratings being six months apart.
3. Each appointing authority shall maintain an employee's PAR evaluations in his or her personnel records.
4. Upon request by the Union, but not more than once per year of this Agreement, the State

will provide a report of final PAR ratings for CWA unit members broken out by department and by gender, race, and age, for a twelve-month period specified by the Union. The report will be provided within fifteen (15) calendar days of the request.

5. The Civil Service Commission may modify the PAR program based on specific employee or agency needs.

B. PAR PERFORMANCE PLANS

1. An employee and his or her supervisor shall jointly develop a job performance plan consisting of work assignments together with measurable performance standards. The employee shall be provided with a copy of the performance plan, as soon as practicable, but in no event later than seven (7) calendar days, following the PAR meeting. If an employee disagrees with the established performance plan, he or she may note such disagreement. The form will be placed in the employee's personnel file and provided to the employee's supervisor.

2. A performance plan for each rating period shall be established within a reasonable time after completion of the previous rating period. New employees shall receive a performance plan within a reasonable time after appointment.

3. A performance plan shall be established prior to the commencement of the working test period which shall identify the job assignment, include the essential criteria for successful job performance, and emphasize training and development.

C. EVALUATION PROCEDURE

1. At the end of six months and at the end of one year, the employee and the supervisor shall review the employee's performance. The supervisor shall designate an interim performance rating at the end of six months and a final rating at the end of one year.

2. Where the performance of an employee is unsatisfactory, the designated supervisor will confer with such employee at least once every three (3) months and shall set forth the deficiencies and improvement goals required to achieve a satisfactory level of performance.

3. A record of such conferences shall be made and a copy given to the employee within two (2) weeks of the conference.

4. When there is a change either in job assignment or supervisor during the evaluation period, the old performance plan shall be closed out. The employee's performance during the portion of the rating period under the old performance plan shall be rated and a new performance plan shall be prepared. The final rating shall be a proration of all ratings received during the review period.

5. When there is a change in job title during the evaluation period, the former supervisor shall assign a final rating for the former performance plan and title. A performance plan for the new title shall be developed.

6. When appropriate, performance improvement plans shall be set at each review.

7. The employee shall be entitled to a copy of the rating.

D. UNSATISFACTORY RATINGS

1. An employee receiving an annual PAR unsatisfactory rating shall be denied an anniversary date increment.

2. An appointing authority may request an anniversary date increment for an employee who was denied an increment because of receiving an Unsatisfactory rating but whose performance has subsequently improved. If approved by the Civil Service Commission, such increment shall not be effective until a pay period beginning at least 90 days after the employee's anniversary date.

E. APPEALS OF PERFORMANCE STANDARDS AND RATINGS

1. Consistent with N.J.A.C 4A:2-3.4, the Union or an employee may appeal performance standards or a final PAR rating of Unsatisfactory or Commendable as a non-contractual grievance in accordance with the grievance procedure set forth in Article 4 of this Agreement.

2. In the event the non-contractual grievance has not been satisfactorily resolved at Step One of the grievance procedure, the Union or an employee may appeal a Step One decision to the PAR Joint Union Management Panel within 10 calendar days of receipt of the written decision at Step One, or a lack of timely response by the appointing authority. The appeal shall be accompanied by material presented at Step One and any written records or decisions from Step One.

a. The Joint Union Management Panel shall consist of one individual selected by the State, one individual selected by the Union and one neutral individual jointly selected by the State and the Union. If the State and the Union cannot agree upon a neutral, the parties shall utilize the procedures of the Public Employment Relations Commission for the selection of a neutral.

b. The panel shall meet, provided there are at least four appeals to be heard. The panel shall meet one additional day each month for every four additional appeals to be heard. When in any month there is no meeting because there are fewer than four appeals to be heard, there shall be a meeting the following month, so long as there are any cases to be heard.

c. The State and the Union panel members shall discuss each appeal on the agenda and, with the assistance of the neutral panel member, attempt to jointly resolve the appeal.

d. If the State and Union cannot come to a joint resolution, the appeal shall be heard by the full panel. At any appeal hearing, the employee may be represented by a designated union representative as defined in Article 4 of this Agreement.

f. The parties may call witnesses and present evidence at the Second Step appeal hearing. However, each hearing shall conclude within approximately four hours. The neutral panel member shall control the admission of testimony and evidence to ensure adherence to this time frame.

g. The panel shall issue a written decision within 10 days of the hearing. Each panel member shall have one vote.

e. Appeals from decisions of the Joint Union Management Panel may be made within 20 days of the receipt of a decision in accordance with N.J.A.C. 4A:2-3.7(b).

F. USE OF PAR RATINGS

1. A rating of Unsatisfactory shall constitute evidence of incompetency, inefficiency or failure to perform duties. In a disciplinary action, an employee may challenge the basis of any rating that is an issue in the proceeding.

2. Performance ratings may be used as a factor in promotion (See N.J.A.C. 4A:4-2.15) and layoff (N.J.A.C. 4A:8-2.2(c)(4)).

ARTICLE 17 – HOLIDAYS AND PERSONAL PREFERENCE DAYS

A. Holidays

1. The official paid holidays that are recognized holidays for the purposes of this Agreement are as follows:

New Year's Day Independence Day

Martin Luther King's Birthday
(3rd Monday in January)
President's Day
(3rd Monday in February)
Good Friday
Memorial Day
(Last Monday in May)
Christmas Day
Labor Day
Columbus Day
(2nd Monday in October)
Election Day
Veteran's Day
(November 11)
Thanksgiving Day

The foregoing list of holidays is illustrative – actual holidays recognized in this contract are set by statute, including any amendments thereto.

In the event any of the above statutory holidays fall on a Sunday, they shall be celebrated on the following Monday. Should any of the aforementioned statutory holidays fall on a Saturday, they shall be celebrated on the preceding Friday.

2. In addition to the aforementioned holidays, the State will grant a paid day off when the Governor, in his role as Chief Executive of the State of New Jersey, declares a paid day off by Executive Order.

B. Personal Preference Days

1. During the month of March, employees may submit requests for alternative holidays to those specified to be celebrated within the calendar year which shall be dates of personal preference such as religious holidays, employee birthday, employee anniversary or like days of celebration provided:

a. the agency employing the individual agrees and schedules the alternative date off in lieu of the holiday specified and the employing agency is scheduled to operate on the alternative dates selected;

b. the employee shall be paid on the holiday worked and deferred at his regular daily rate of pay;

c. the commitment to schedule the personal preference day off shall be non-revocable;

d. and provided further that if, due to an emergency, the employee is required to work on the selected personal preference day he shall be paid on the same basis as if it were a holiday worked including the premium pay.

2. Where more requests for personal preference days are made than can be accommodated within a work unit, the State seniority of employees in the work unit shall be the basis for scheduling the personal preference days, which can be accommodated. Requests received after March may be considered if the scheduling needs of the work unit are satisfied.

3. Requests for personal preference days in lieu of holidays that fall between January 1 and March 31 may be submitted on December 1 of the preceding year.

4. The provisions of section B apply only to employees who participate in a seven-day-a-week, twenty-four-hour-a-day operation work schedule and whose job responsibilities require that the employee is involved in the aforementioned work schedule.

ARTICLE 18 – SPECIAL TIME OFF

A. Emergency or Special Observations

1. Whenever the Governor may declare a special emergency or observation of an event of

State or national concern and authorizes time off to employees of the State for the observation of such event, those employees covered by this Agreement who are required to work during the period of the authorized time off shall be compensated for such hours worked as outlined in this Agreement, or as otherwise authorized by the Governor.

2. Procedure for Challenging Designation of Employees as Essential at 24/7 and non-24/7 facilities

a. Each department and agency shall annually review its designation of essential employees and update its roster of such employees. Within sixty (60) days of ratification and on or before October 1 of each year thereafter, employees who have a change of designation of their essential status will receive notice of such designation and the Union shall receive a list of all unit employees designated as essential, broken out by department and division, and a copy of the department or agency Essential Employee Attendance Plan. The Essential Employee Attendance Plan shall include the responsibilities, requirements, and expectations of such employees in the event that a period of inclement weather or other adverse situation requires the curtailment of State operations or services. The parties agree that the Essential Employee Attendance Plan's designation of responsibilities, requirements and expectations is not subject to binding arbitration.

b. Employees who are designated essential will have an indication of such status on their ID card.

c. Within sixty (60) days of receiving a list of essential employees, the Union may file a written challenge to the designation of an employee as essential, stating the reasons for the challenge. The Union's dispute shall initially be heard by the department under Step 2 of the grievance article of this Agreement. This does not preclude the parties from attempting to resolve the matter informally.

d. In the event that the matter has not been satisfactorily resolved at the departmental level, the Union may, within thirty (30) days of the department's decision, appeal the disputed issue as a non-arbitrable grievance for determination by the Director of the Office of Employee Relations (OER), or his/her designee. Within thirty (30) days of OER receiving a challenge from the Union, the Union and OER shall meet to resolve the dispute. If not resolved, the Director of OER or designee shall render a determination within thirty (30) days of the meeting.

e. Within thirty (30) days from ratification of the MOA, the parties shall agree to a third party neutral to hear an appeal by CWA from the OER Director's decision. The third party neutral may be a State administrative agency, such as the Civil Service Commission, or another third party neutral agreed to by the parties.

B. Other

Whenever the Governor may declare time off for all employees (such as a day preceding or following an existing holiday) those who are required to work on that day shall be compensated for such hours worked by being granted equivalent time off at other times in accordance with the Governor's proclamation, or as provided by the appointing authority and, if operationally feasible as requested by the employee. If the time off occurs on a seven (7) day operation employee's regular day off, he/she shall be granted equivalent time off in accordance with the above provision.

C. Inclement Weather

The release of employees by executive order or otherwise from the workplace due to

inclement weather shall not result in a loss of earning for the hours of release time, however employees on leave at the time shall not have their leave credit adjusted. Cases of inclement weather shall be handled in accordance with the State's inclement weather policy.

ARTICLE 19 – RETIREMENT BENEFITS

The State is a participant in the Public Employees Retirement System. Eligibility for participation by employees and retirement benefits are governed by statute and rules and regulations promulgated thereunder and administered exclusively by the New Jersey Division of Pensions and Benefits.

Upon request to the appointing authority, the Union and any employee in this negotiating unit shall be provided with a written description of the PERS Program as outlined by the Division of Pensions and Benefits.

ARTICLE 20
HEALTH BENEFITS PROGRAM and PRESCRIPTION DRUG PROGRAM

A. State Health Benefits Program

1. The State Health Benefits Program (SHBP) is applicable to employees covered by this contract. Benefits and coverage provided under the SHBP shall conform to the requirements approved by the State Health Benefits Plan Design Committee, pursuant to its authority under P.L. 2011, c.78.

2. It is agreed that, as part of the SHBP, the State shall continue the Prescription Drug Program during the period of this Agreement. The Prescription Drug Benefit Program may be modified by the State Health Benefits Plan Design Committee, pursuant to its authority under P.L. 2011, c. 78.

3. Active eligible employees are eligible to participate in the prescription drug benefits coverage offered through the SHBP. Active eligible employees are eligible to participate in the CWA Unity PPO plan (as it existed as of May 20, 2019 and as may be modified pursuant to the PDC's authority and/or the parties' reopener process), which is the only PPO plan available to eligible active employees. In the alternative, active eligible employees may elect to participate in an HMO which existed in the program as of June 30, 2011, the Tiered Network Plans or the High Deductible Health Plan (HDHP).

4. The State Health Benefits Plan Design Committee shall provide to employees the option to select one of at least three levels of coverage each for family, 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 State Health Benefits Plan Design 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.

5. The Traditional Plan and the NJ Plus POS are not available for any active unit members. Effective July 2, 2019, PPO plans other than CWA Unity PPO will no longer be available to active unit members.

6. Effective January 1, 1996, consistent with law, the State will no longer reimburse active employees or their spouses for Medicare Part B premium payments.

B. Contributions Towards Health and Prescription Benefits

1. Effective July 16, 2019, or as soon thereafter as practicable, 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 CWA Unity PPO plan through the State Health Benefits Program that is a percentage of salary to the cost of benefits. The rates may be found in Appendix 5, Schedule 2A to this Agreement and on the Division of Pensions and Benefits website.

2. Effective July 16, 2019, or as soon thereafter as practicable, members participating in an HMO plan or HDHP will contribute a percentage of premium. The rates may be found in Appendix 5, Schedule 2B and on the Division of Pensions and Benefits website.

3. Effective July 16, 2019, or as soon thereafter as practicable, members participating in a Tiered Network plan shall contribute at a rate that is equal to 75% of the new CWA Unity PPO plan contribution rates. The rates may be found in Appendix 5, Schedule 2C and on the Division of Pensions and Benefits website.

4. Effective for the benefits plan year starting January 1, 2021, the employee contributions amounts are subject to the agreed-upon reopener provisions set forth in Appendix 5.B. The parties recognize that any agreements by the parties reached regarding the design of the CWA Unity PPO during the reopener discussions required by this Agreement are subject to the approval of and implementation by the PDC.

5. The amount payable by any employee, pursuant to N.J.S.A. 52:14-17.28(c)(2)(added by L. 2010, c.2) 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). No employee shall contribute under Appendix 5, Schedules A, B and C, more than the employee would have contributed under section 39 of P.L. 2011 c. 78 (C52:14-17.28c).

6. 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/she has other health insurance coverage the State will waive the contribution for that employee.

7. 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.

8. 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 by deductions from pay.

9. Eligible negotiations unit employees and their spouses who complete the NJWELL Program shall each receive a $350 incentive effective November 2019.

C. Dental Care Plan

1. It is agreed that the State shall continue the Dental Care Plan during the period of this Agreement. The Dental Care Plan may be modified by the State Health Benefits Plan Design

Committee, pursuant to its authority under P.L. 2011, c. 78. Active eligible employees are able to participate in the Dental Care Plan as described in the parties' July 1, 2007 – June 30, 2011 collective negotiations agreement. Pursuant to P.L. 2011, c. 78, the State Health Benefits Plan Design 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 authorizes a biweekly salary deduction as set by the State Health Benefits Plan Design Committee.

3. A member handbook describing the details of the Program, enrollment information and the required enrollment forms are 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.

D. Eye Care Program

1. It is agreed that the coverage under the Eye Care Program shall provide for a $40.00 payment for regular prescription lens or $45.00 for bifocal lens or more complex prescriptions. Included are all eligible full-time employees and their eligible dependents (spouse and unmarried children under 26 years of age). The extension of benefits to dependents shall be effective only after the employee has been continuously employed for a minimum of sixty (60) days.

2. Full-time employees and eligible dependents as defined above shall be eligible for a maximum payment of $35.00 or the non-reimbursed cost, whichever is less, of an eye examination by an Ophthalmologist or an Optometrist.

3. Each eligible employee and dependent may receive only one payment for examinations and one payment for glasses during the period from July 1, 2019 to June 30, 2021, and one payment for examinations and one payment for glasses during the period from July 1, 2021 to June 30, 2023~~19~~. This program ends on June 30, 2023. Proper affidavit and submission of receipts are required of the employee in order to receive payment.

4. Upon submission of a certification and receipts, employees may obtain reimbursement under the Eye Care Program for the period of July 1, 2017 through June 30, 2021and for the period of July 1, 2021 through June 30, 2023.

E. Intermittent Employee Health Benefits

1. An intermittent employee who worked 750 hours or more in FY '11 (July 1, 2010-June 30, 2011) and in subsequent fiscal years will be eligible for enrollment for the Program described in Paragraph A of this Article for the calendar year effective January 1, 2012. To qualify for continued coverage in calendar year 2013 and subsequent calendar years, an employee must reach at least 750 hours in FY '12 and each subsequent fiscal year.

2. An employee who fails to work at least 750 hours in a fiscal year shall be ineligible for continued coverage on January 1 of the next calendar year.

3. An employee who fails to qualify for continued coverage will "requalify" for coverage once the employee works 750 hours in a fiscal year effective January 1 of the next calendar year.

4. If an employee works at least 725 hours in a fiscal year, he or she will be eligible for health benefits effective January 1 of the next calendar year by working 375 hours in the period of July 1 to December 31 prior to that calendar year.

5. An intermittent, who qualifies for health benefits based on the above criteria, shall contribute toward the cost of health care benefits based upon the employee's base salary which will be calculated for these purposes as the total compensation received from the State by the intermittent employment during the preceding calendar year. The level of contribution shall be consistent in the provisions of Paragraph B of this Article. An intermittent employee who qualifies for health care benefits and who is furloughed may continue such benefits for six pay periods provided such employee pays his or her regular contributions as billed for such benefits. An intermittent employee on furlough may elect to continue such coverage beyond those six pay periods for up to an additional twenty (20) pay periods provided such employee pays the full cost of such benefits in accordance with the practices of the Division of Pensions and Benefits. While furloughed an intermittent employee may receive up to a total of 26 pay periods of health care benefits prior to qualifying for COBRA benefits.

The provisions of Sections (A) through (C) of this Article are not subject to the grievance/arbitration provisions of this Article.

ARTICLE 21 – HEALTH INSURANCE IN RETIREMENT[1]

[Note: There is a disagreement between CWA and the State as to whether the language in paragraphs B and C of this Article conflict with P.L 2011, Chapter 78 and require a change in the law. CWA and the State are continuing to discuss the necessity of amending the current statute.]

A. Employees who are early retirees (i.e. not Medicare eligible) and who retire on or after July 1, 2019 and who accrue 25 years of pensionable service on or after July 1, 2019 shall have the same health plan options in retirement as active employees and shall contribute to the cost of health benefits based on the contribution rates of active employees as established by this Agreement.

B. Active employees who have accrued 25 years of pensionable service prior to July 1, 2019 shall be offered the same plans in retirement as available at the time s/he acquired 25 years of pensionable service, as required by law and shall also be offered the option to enroll in the CWA Unity PPO plan at the time of retirement.

C. Negotiations unit employees who retired prior to July 1, 2019 and who accrued 25 years of pension credit service, as provided under the State plan, shall have the option, effective July 1,

[1] If any provisions of Article 21 require legislative action or the adoption or modification of rules or regulations to become effective, pursuant to Article 41 of this Agreement, the parties shall jointly seek the enactment of such legislation or rule adoption or modification. Specifically, CWA and the State shall jointly seek legislation providing that employees, who are not Medicare eligible and who acquired 25 years of pensionable service prior to July 1, 2019, and who are retired or who retire, and who enroll in the CWA Unity PPO or the tiered plan, shall contribute to the cost of health benefits in retirement based on the contribution rates of active employees as established by this Agreement.

2019, of enrolling in the CWA PPO as a plan option.

D. Those employees who have 20 or more years of creditable service on June 28, 2011 and who accrue 25 years of pension credit 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. These employees shall have the option, effective July 1, 2019, of enrolling in the CWA PPO as a plan option. If the employee enrolls in the CWA PPO plan in retirement, s/he shall contribute 1.5% of the monthly retirement allowance toward the cost of post-retirement medical benefits. In accordance with P.L. 2011, c. 78, the Retiree Wellness Program will not apply to employees who accrue 25 years of pension credit or retire on a disability retirement on or after July 1, 2011.

E. The State agrees to assume, upon retirement, the full cost of the Health Benefits coverage for State employees and their dependents including the cost of charges under 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 for disability on the basis of fewer years of pension credit in the State plan by July 1, 1997.

F. Those employees who accrue 25 years of pension credit service or retire on a disability retirement during the period from July 1, 1997 through June 30, 2000 are eligible to receive the following when they retire:

1. Employees in this group who elect to enroll in the Managed Care/Point of Service (NJ Plus) which shall be succeeded by the PPO described in Article 20 (of the parties' July 1, 2007 to June 30, 2011 collective negotiations agreement or any approved HMO Plan shall not have to contribute to the cost of any premium for health insurance coverage.

2. Employees in this group who elect to enroll in the Traditional Plan or after that plan is no longer available on or about April 1, 2008 in the successor plan and earn $40,000 or more in base salary in the year they retire shall pay the difference between the cost of the Traditional Plan (or after that plan is no longer available on or about April 1, 2008 in the successor plan) and the average of the cost to the State of the Managed Care/Point of Service (NJ Plus) which shall be succeeded by the PPO described in Article 20 (of the parties' July 1, 2007 to June 30, 2011 collective negotiations agreement) and the approved HMO Plans for health insurance coverage.

3. Employees in this group who elect to enroll in the Traditional Plan (or after that plan is no longer available on or after April 1, 2008 in the successor plan) and earn less than $40,000 in base salary in the year they retire shall pay 1% of their annual base pay at retirement but not less than $20.00 a month for health insurance coverage.

4. Employees in this group 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.

G. Those employees who accrue 25 years of pension service credit or retire on a disability retirement during the period from July 1, 2000 through June 30, 2007 are eligible to receive the following when they retire:

1. Employees in this group who elect to enroll in the Managed Care/Point of Service (NJ Plus), which shall be succeeded by the PPO described in Article 20 (of the parties' July 1, 2007 to June 30, 2011 collective negotiations agreement) or any approved HMO plan in retirement shall not have to contribute to the cost of health benefits coverage.

2. Employees in this group who elect to enroll in the Traditional Plan, or after that plan is no longer available on or after April 1, 2008 in the successor plan shall pay 25% of the premium

cost of such insurance coverage.

Employees in this group shall receive Medicare Part B reimbursement after retirement up to a cap of $46.10 per eligible employee and the employee's spouse.

H. Employees who accrue 25 years of pension credit service after June 30, 2007 and before June 30, 2011 or who retire on a disability pension after June 30, 2007 and before June 30, 2011, will be eligible to receive post-retirement medical benefits ("PRM") in accordance with the terms set forth in the parties' 2007-2011 collective negotiations agreement. 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 that the retiree is participating as required.

I. All retirees who elect approved HMOs may choose only one family policy, regardless of retirement date.

J. Employees hired on or after July 1, 1995, will not receive any reimbursement for Medicare Part B after retirement.

K. Employees who elect deferred retirement are not entitled to health benefits under this provision.

L. Violations of this Article are not subject to the grievance/arbitration procedure of Article 4 of this Agreement. The Union and employees do not waive any other legal rights they have to enforce the provisions of this Article.

ARTICLE 22 – LEAVES OF ABSENCE

A. Administrative Leave-Career Service Program

l. Employees covered by this Agreement shall be entitled to three (3) days of administrative leave of absence with pay in each calendar year.

2. Administrative leave may be used for (a) emergencies, (b) observation of religious or other days of celebration but not holidays as defined herein, (c) personal business or (d) other personal affairs.

3. Newly hired employees shall be granted one-half (1/2) day of administrative leave after each full calendar month of employment to a maximum of three (3) days during the remainder of the calendar year in which he is employed.

4. a. Administrative leave shall be granted by the appointing authority upon request of the employee and, except in emergencies, leave shall be scheduled in advance provided the request may be granted without interference with the proper conduct of the government function involved.

b. Priority in granting such requests shall be (a) emergencies (b) observation of religious or other days of celebration but not holidays, (c) personal business, (d) other personal affairs. Where, within a work unit, there are more requests than can be granted for use of this leave for one of the purposes above, the conflict will then be resolved on the basis of State seniority and the maximum number of such requests shall be granted in accordance with the first paragraph of 4. Administrative leave may be scheduled in units of one-half (1/2) day, or multiples thereof and

may be taken in conjunction with other types of paid leave.

5. Such leave credit shall not accumulate. Unused balances in any year shall be cancelled.

6. This Paragraph does not apply to employees in the unclassified service.

B. Jury Duty and Witness Leave

l. An employee shall be granted necessary time off without loss of pay when he is summoned and performs jury duty as prescribed by applicable law; or when required to perform emergency civilian duty in relation to national defense or other emergency when so ordered by the Governor or the President of the United States. When his appearance is required during a shift period, which is immediately contiguous to his scheduled shift and wholly within the day of such duty, he shall be excused from such shift without loss of pay. If his shift hours extend from one day to the next, and the required appearance is during a shift period not immediately contiguous to the scheduled shift, the employee shall have the option of choosing to be excused from the scheduled shift prior to or after the required appearance provided the shift from which he is excused is partly within the day of such duty. In no event is an employee to be excused from his work schedule for more days than the number of days of such duty performed.

2. When an employee is summoned to appear as a witness before a court, legislative committee or judicial or quasi-judicial body, unless the appearance is as a party to the litigation in a matter unrelated to his capacity as an employee or officer of his agency, he shall be granted necessary time off without loss of pay if such appearance is during his scheduled work shift. Where his appearance is during a shift period immediately contiguous to his scheduled shift, he shall be granted compensatory time equal to the hours required for such duty.

3. In no case will this special leave be granted or credited for more than eight (8) hours in any day or forty (40) hours in any week.

4. The employee shall notify management immediately of his requirement for this leave, and subsequently furnish evidence that he performed the duty for which the leave was requested.

C. Pregnancy-Disability Leave

1. Permanent employees covered by this Agreement, upon the submission of acceptable medical evidence, shall be entitled to pregnancy-disability leave as hereinafter set forth. Request for such leave will be made in writing to the Personnel Department. Notification of the pregnancy shall be given to the Personnel Department not later than the end of the fourth month of the pregnancy. Except for reasons of health and safety or inability to perform her job, the pregnant employee shall be permitted to work provided the attending physician approves and so advises in writing. The utilization of earned and accrued sick leave shall be limited only by the length of the employee's approved disability due to pregnancy.

2. During maternity leave, permanent employees may utilize earned leave time (sick, vacation, administrative or compensatory) but shall not be required to exhaust accrued leave before taking a leave without pay for pregnancy-disability. The employee must exhaust all accrued sick leave prior to being eligible for New Jersey Temporary Disability Insurance.

3. Subject to approval by the appointing authority, employees covered by this Agreement who are entitled to pregnancy-disability leave who are without or have exhausted accrued sick leave, vacation or compensatory time will be granted a leave of absence without pay to the end of the period of pregnancy-disability prescribed above. Leaves of absence may be granted by the appointing authority with the approval of the Civil Service Commission for a period or periods not to exceed a total of one (1) year from the initial date of pregnancy-disability leave, upon

written request when accompanied by a doctor's certificate setting forth the need therefore.

4. Child care leave may be granted by the appointing authority for a maximum of one (1) year under the same terms and conditions applicable to all other personal leaves without pay.

D. Military Leave

l. A permanent employee who enters upon active duty with the military or naval service in time of war or emergency shall be granted a leave of absence for the period of such service and three (3) months thereafter.

a. In case of service-connected illness or wound, which prevents him from returning to his employment, such leave shall be extended until three (3) months after recovery, but not beyond the expiration of two (2) years after the date of discharge.

b. An employee who voluntarily continues in the military service beyond the time when he may be released or who voluntarily re-enters the Armed Forces or who accepts a regular commission shall be considered as having abandoned his employment and resigned.

2. A permanent employee who enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training pursuant to the Reserve Forces Act of 1955 (Reserve Enlistment Program) shall be granted leave of absence for such period of training. Such leave is not considered military leave.

3. An employee with provisional or temporary status who enters upon active duty with the Armed Forces or who, pursuant to the Reserve Forces Act of l955 (Reserve Enlistment Program) either enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training, shall be recorded as having resigned.

4. A permanent employee who is a member of the National Guard or naval militia or of a reserve component of any of the Armed Forces of the United States who is required to undergo annual field training or annual active duty for training shall be granted a leave of absence with pay for such period as provided by regulation. Such leave shall be in addition to regular vacation leave.

5. A full-time provisional employee who is a member of the National Guard or naval militia or of a reserve component of the Armed Forces of the United States who is required to undergo annual field training or annual active duty for training shall be granted a leave of absence with pay or without pay as provided by regulation.

6. a. Employees who are members of the National Guard must be given time off with full pay to attend required drills. Such time off shall be in addition to vacation, sick and administrative leave.

b. An appointing authority may, however, reschedule an employee's hours and days of work in order to enable an employee to attend drills and still fulfill all employment responsibilities without the need for additional time off.

E. Sick Leave

l. All employees covered by this Agreement and eligible for sick leave with pay shall be entitled to the use of sick leave as provided herein.

2. The State will comply with all requirements of the Federal Family Medical Leave Act (FMLA) in administering this Article and will notify all employees covered by this Agreement of their rights under FMLA.

3. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be

used for short periods because of death in the employee's immediate family. Sick leave may also be used for the attendance of the employee upon a member of the immediate family who is seriously ill in accordance with the New Jersey Family Leave Act and the FMLA.

4. a. During the remainder of the calendar year in which an employee is first appointed, he will accumulate sick leave privileges as earned on the basis of one (l) day per month of service or major fraction thereof.

b. In each full calendar year thereafter, he shall be entitled to fifteen (l5) days sick leave. The leave is credited in advance at the beginning of the year in anticipation of continued employment for the full year and may be used on the basis and in accordance with established State policy. Such leave not utilized shall be accumulated.

5. a. In all cases of illness, whether of short or long term, the employee is required to notify his superior of the reason for absence at the earliest possible time but in no event less than his usual reporting time, or other time as required each working day as necessitated by the circumstances. If the duration of the absence exceeds two (2) days it will be necessary to report on every third day. Failure to report absences or abuse of sick leave privileges on the part of any employee may be cause for disciplinary action.

b. When it is known that sick leave will be required for more than ten (10) days, such leave must be requested by the employee in writing to his immediate supervisor. This request must be accompanied by a written and signed statement by a physician prescribing the sick leave and giving the reasons for the sick leave and the anticipated duration of the incapacity.

6. a. The appointing authority may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable. Such requirement shall be consistent with the Civil Service Rules and Regulations.

b. An employee who has been absent on sick leave for periods totaling fifteen (l5) days in one (1) calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence, for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absences of one (1) day or less in which case only one certificate shall be necessary for a period of six (6) months. At management's discretion an affidavit or certification from an employee verifying the reason for the use of sick leave shall be acceptable evidence of proof of illness.

7. When an employee is on vacation and requires sick leave for any portion of that vacation leave, he must immediately request the use of accumulated sick leave, in accordance with State regulations, through the designated authority. Such requests may be made by telephone, telegram or letter but, if by phone, should be confirmed by telegram or letter to clearly establish time of request. No sick leave will be credited unless supporting medical evidence verifying the illness or injury, which would have precluded working, is presented.

8. Death in Family

If there is a death in the family as defined in the State Sick Leave Program and an employee has exhausted his sick leave balance, he shall be granted leave without pay or may charge leave against vacation or administrative leave or compensatory time balances for up to three (3) days upon his request to the appointing authority. In exceptional situations, the time limit may be extended at the discretion of the appointing authority.

9. Employees shall not be charged for sick leave on a non-working day.

10. An employee may apply for use of sick leave for periods of less than his full work day for any appropriate and approved reason such as becoming ill while working during the assigned

shift or in order to keep a medical appointment which could not be arranged during non-work time. The employee must charge such sick leave against his accumulated sick leave balance, or, if such employee has no sick leave balance, he may charge such time against other accrued paid leave time if available, or, alternatively, leave without pay. Utilization of any sick leave for less than a full workday shall be on an hourly basis; one hour of sick leave charged for each hour, or portion thereof, excused from the work shift. For purposes of this clause, only, seven (7) hours is equal to one (l) day of sick leave for employees serving in a No Limit (NL) category and eight (8) hours is equal to one (l) day of sick leave for those employees serving in an NL4 category. Where an NL or NL4 employee utilizes sick leave for a period of less than his established work schedule for the day, such employee shall be charged sick leave on a pro-rata basis in accordance with the work schedule established on the day of utilization.

11. Unused Sick Leave - Retirement

a. A permanent employee who enters retirement pursuant to the provisions of a State administered or approved retirement system and has to his credit any earned and unused accumulated sick leave shall be entitled to receive supplemental compensation for such earned and unused accumulated sick leave.

b. The supplemental compensation to be paid shall be computed at the rate of one-half (1/2) of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of his employment prior to the effective date of his retirement, provided, however, that no such supplemental compensation payment shall exceed $15,000.00. This supplemental compensation shall be paid in a lump sum after the effective date of retirement or as may be elected by the employee deferred for one (1) year.

c. In the event Legislation is enacted amending the entitlement to such supplemental compensation, employees shall become subject to that Legislation effective in accordance with said Legislation.

F. Vacation Leave - Career Service Program

1. All career service employees covered by this Agreement and eligible for vacation leaves with pay shall be entitled to the use of vacation leave as provided herein:

a. One (1) working day of vacation for each month of employment during the first calendar year of employment.

b. Twelve (12) working days of vacation from one (1) to five (5) years of service.

c. Fifteen (15) working days of vacation from six (6) to twelve (12) years of service.

d. Twenty (20) working days of vacation from thirteen (13) to twenty (20) years of service.

e. Twenty-five (25) working days of vacation after the twentieth (20) year of service.

It is understood that the current program to schedule vacation time in effect at each institution or agency will be continued. Conflicts concerning the choice of dates when scheduling vacations will be resolved within the work unit on the basis of State seniority. Specific requests for vacation utilization, which do not conflict with operational considerations, shall not be unreasonably denied.

2. a. Vacation leave is credited in advance at the beginning of the calendar year in anticipation of continued employment for the full year and may be used on that basis and in accordance with established State policy. Vacation allowance must be taken during the current calendar year at such time as permitted or directed by the Department Head unless the

Department Head determines it cannot be taken because of pressure of work; except that an employee may request a maximum of one (1) year of earned vacation allowance be carried forward into the next succeeding year. The request shall be made in writing to the appropriate appointing authority and may be approved for good reason and providing the employee and his supervisor have scheduled the use of such vacation allowance. Such approval and scheduling shall not be unreasonably withheld.

b. Where an employee has earned vacation in excess of a one (l) year allowance as of October l, the employee will meet with his supervisor to schedule such vacation time as may not be carried into the succeeding calendar year so that no accrued vacation time will be lost.

3. Upon separation from the State or upon retirement, an employee shall be entitled to vacation allowance for the current year prorated upon the number of months worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

4. If a permanent employee dies having vacation credits, a sum of money equal to the compensation figured on his salary rate at the time of death shall be calculated and paid to his estate.

5. In the event the State of New Jersey enacts legislation granting additional vacation benefits to employees of the State, such additional vacation benefit will be made available to members of the Administrative and Clerical Services Unit covered by this Agreement.

6. When the vacation allowance for an employee changes based on his years of service during any calendar year, the additional annual allowance will be given for the entire year.

G. Continued Benefits

During any leave of absence with pay employee fringe benefits shall be continued and leave allowances shall continue to accrue for any employee affected.

ARTICLE 23 – VACATION LEAVE AND ADMINISTRATIVE LEAVE FOR UNCLASSIFIED EMPLOYEES

In accordance with applicable rules, regulations, and policies, employees serving in the unclassified service shall have an option of selecting a policy of vacation leave and administrative leave as prescribed by the State for employees in the career service or the policy of vacation leave and administrative leave for unclassified employees as determined to be appropriate by the Department Head. This option may be exercised not more than once on forms furnished by the respective employee's Personnel Officer. The department policy in effect on the date of the signing of the Agreement shall not be changed without prior notice to and negotiations with the Union.

The provisions of this paragraph shall not apply to employees whose work schedules are governed by the academic calendar.

Teachers serving in the unclassified service of 12-month assignments shall be entitled to vacation days equivalent to those employees in the career service and shall also be entitled to holidays and personal leave days as set forth in this Agreement for the career service.

The schedule as to utilization of this vacation and holiday leave shall be consistent with the academic calendar. However, requests for use of the balance of leave days, not determined by the academic calendar, shall be honored where practicable and operationally non-disruptive, and special attention shall be given to requests for such time off in the summer months.

Such 12-month teachers shall be granted not less than three (3) days of professional development time for workshops and other similar non-student contact activities, in addition to time provided by statute for the professional convention.

A program to schedule vacation time at each institution or agency will be established by the appropriate management official. Conflicts concerning the choice of dates when scheduling vacation will be resolved within the work unit on the basis of State seniority. For purposes of this Article, an unclassified employee shall begin to accumulate State seniority from the date of initial hire with the State of New Jersey until there is a break in service.

The provisions of this Article regarding vacation leave do not apply to ten (l0) month employees whose work schedules are governed by an academic calendar. Unclassified ten (10) and twelve (12) month employees will receive the same amount of administrative leave days as granted to full time, career service employees.

ARTICLE 24 – LEAVES OF ABSENCE WITHOUT PAY

A. All employees covered by this Agreement, upon written application setting forth the reason, may be granted a leave of absence without pay for a maximum period of one (l) year by the appointing authority with the approval of the Civil Service Commission. Further leave in exceptional situations may be granted by the appointing authority with the approval of the Civil Service Commission where it is in the public interest. The granting of a request for leave of absence without pay will not be unreasonably withheld.

B. Leaves of Absence Without Pay for Employees in Full-Time Union Positions

1. Leaves for Six (6) Months or More

Upon request of the Union, OER will approve an unpaid leave of absence for an employee elected or appointed to a full-time position with the Union. The leave of absence will continue for the duration of the employee's term in office or appointment or until the Union requests to terminate the leave.

2. Leaves for Less than Six (6) Months

The Union may request a leave of absence for an employee appointed or elected to a full time position with the Union for less than six (6) months. Such requests will be made directly to the Office of Employee Relations which will investigate in an attempt to accommodate the requested leave with the understanding that the requested period of leave shall be definite and requests by the Union for leave extensions shall be made in only exceptional circumstances. Such requests will not be unreasonably denied. Requests to extend leaves of less than six (6) months will not be unreasonably denied.

C. Pension Contributions

While on leave pursuant to Section B. of this Article, an employee may make contributions to the appropriate State pension system and will receive service credit for the time the employee is on unpaid leave.

D. Right to Return to Previously Held Title

An employee on leave pursuant to section B of this Article, will have the right to return to his or her previously held title in the department in which the employee was employed immediately prior to the leave. The State will be notified of such return, ten (10) days in advance.

ARTICLE 25 – UNION RIGHTS AND REPRESENTATIVES

A. Access to Premises

1. Union officials and duly authorized Union representatives, whose names and identification have been previously submitted to and acknowledged by the State, shall be admitted to the premises of the State on Union business. Requests for such visits shall be directed with reasonable advance notice to State officials who shall be designated by the State and shall include the purpose of the visit, proposed time and date and specific work areas involved. Permission for such visits shall not be unreasonably withheld. Provided that requests have been made pursuant to this paragraph, such Union Officials shall have the opportunity to consult with employees in the unit before the start of the work shift, during lunch or breaks, or after completion of the work shift. The State will designate appropriate places for such meetings at its facilities. Access to the premises as set forth in this paragraph shall not be given by the State to any employee organization other than to the Union set forth herein or to any officer or representative of such other employee organization for the purpose of communicating with employees in this unit.

2. The Union shall be allowed to conduct normal business meetings on State properties, provided that space is available during hours when the facilities are open; requests are made and approved at least one (1) week in advance of the proposed date of use and that liability for the damages, care and maintenance, and any costs which are attendant thereto are borne by the Union. Employees may attend such meetings only during off duty hours. Less notice may be acceptable to the State.

3. The above is not intended to restrict Union Officials and Representatives from exercising their ordinary right as citizens as regards access to the public premises of the State.

B. Leave of Absence for Union Activity

1. The State agrees to provide leaves of absence with pay for designees of the Union to attend Union activities. The Professional, Administrative and Clerical Services and Primary Level Supervisors and Higher Level Supervisors may use an aggregate of 2,500 days of such leave of absence during each year of the Agreement. After the contract is ratified, all stewards receive two paid days to attend training sessions on new contract language without the need to use the allotted paid leave days provided above.

2. a. This leave is to be used for participation in regularly scheduled meetings or conventions of labor organizations with which the Union is affiliated and for training programs or other Union activity for which appropriate approval by the State is required and which approval shall not be unreasonably withheld.

b. Applications for the use of such leave on behalf of designees of the Union shall be made in writing to the appropriate department labor relations coordinator ten (10) days in advance by the Local President or other duly authorized local union representative.

3. Leaves will be granted individuals authorized by the Local President, subject to the limitations set forth above. Authorized leaves granted to an individual shall not exceed a maximum of thirty (30) days in a year and ten (10) days of paid leave for any single activity except where special approval of an exception may be granted by the State. Approval for such leave shall not be unreasonably withheld.

4. Upon prior approval of the State, any leave not utilized in a yearly period may be accumulated and may be carried forward for use in the following calendar year. Written requests

for approval shall be submitted no later than thirty (30) days prior to the end of the year period. This request shall not be unreasonably denied.

5. In addition, the State agrees to provide additional leave of absence without pay for designees of the Union to attend Union activities. The Professional, Administrative and Clerical Services and Primary Level Supervisors, and Higher Level Supervisors Units may use an aggregate of 2,500 days of such leave of absence during each year of the Agreement.

6. This additional leave of absence without pay is to be used under the same conditions and restrictions expressed in connection with leaves of absence with pay.

7. The time provided herein is in addition to time provided elsewhere in this Agreement for negotiations meetings and contract administration meetings.

8. Union Leave shall be tracked by way of a voucher system administered as follows:

a. The State will print the required number of vouchers for all four bargaining units in the aggregate. The vouchers will be divided into two parts with each part equal to ½ day of union leave. The vouchers will be individually numbered in sequence and contain a means of authenticating the voucher to prevent counterfeiting of the vouchers.

b. In June of each year, the State will provide to the CWA Area Office in Trenton, the complete supply of vouchers for the Administrative/Clerical, Professional, Primary Level Supervisor and Higher Level Supervisor units. The Area Office will distribute the vouchers to the State Worker Locals.

c. The Local Union President, or designee, shall give the vouchers, in half day increments, to the appropriate department labor relations coordinator at least 10 days in advance. Said voucher will contain relevant information as to name, job title, Department, Division, work location, date(s) for release from work, purpose of the release from work and signature of the Local Union President or his or her designee.

d. The Department Labor Relations Coordinator shall immediately notify the Supervisor of the bargaining unit member of the receipt of the voucher. The Supervisor shall notify the bargaining unit member that he or she has been released from work for Union activity on the requested date.

e. In the event the employee cannot be released from work by the department due to an operational reason or if the employee is unable to attend due to sickness or other good cause the Department Labor Relations Coordinator shall issue a credit voucher to the requesting CWA Local Union President. The credit shall be in the amount of the original request. Credit vouchers shall be utilized in the same manner as original vouchers. The Union will be responsible for notifying the Department of any employee who is released from work on union leave and is unable to attend due to sickness or other good cause.

f. In the event a Department Labor Relations Coordinator denies a request for release from work for Union activity, the CWA Local Union may appeal the denial to the Office of Employee Relations.

g. All other provisions relating to release from work for Union activity in Article 25 shall apply to the operation of the union leave voucher system.

C. Bulletin Boards

l. In central locations and in work areas where there are large numbers of employees covered by this Agreement, the State will make space available on existing bulletin boards which space will be for the exclusive use of the Union. The space provided on each bulletin board will minimally approximate 30" by 30" or an equivalent. If the Union desires bulletin boards at other

locations, then it may request permission to provide its own bulletin boards. Approval of such requests shall conform to State standards and will not be unreasonably withheld by the State.

2. Appropriate material on such bulletin boards shall be posted and removed by representatives of the Union. The material shall not contain anything profane, obscene or defamatory, of the State or its representatives and employees, nor anything constituting election campaign material. Materials, which violate provisions of this Article, shall not be posted. Material to be posted will consist of the following:

a. Union elections and results thereof;
b. Union appointments;
c. Union meetings;
d. Social and recreational events of the Union;
e. Reports of official Union business and achievements.

3. The Union will be permitted to post notices on designated bulletin boards where available in field locations not within institutions or offices of the State provided such postings are consistent with the conditions agreed to above.

4. The State may, upon request of the Union undertake to make specific postings of authorized materials on behalf of the Union.

5. The State will provide space in central locations and areas frequented by employees in the unit where Union newspapers, circulars and literature may be placed so that employees may pick up copies during non-work time provided that such material for distribution is consistent with Item 2 of this provision. It is further agreed that the Union will assure that all undistributed literature is removed from the distribution points after a reasonable time.

D. Representation Lists

l. The Union agrees to furnish the State with complete written lists of Union representatives including Shop Stewards or alternates and their appropriate and mutually agreed upon grievance districts. The Union further agrees to inform the State through the Office of Employee Relations of any changes and to keep such lists current and correct at all times.

2. The State will appoint appropriate representatives of management at each location who will respond to the Union in Grievance Procedure or other designated functions. The State will provide a list of such management representatives to the Union.

E. Union Stewards and Representatives

The Union has the sole right and discretion to designate employees of the State who are authorized to serve as the Union's representatives, including, stewards or alternates, and local executive board members. The Union will specify the responsibilities and authority of its representatives to act on behalf of the Union. The parties agree that the privileges afforded to Stewards, elsewhere provided, are applicable to a reasonable number of Stewards. Should conflict arise in the administration of this clause, the parties agree to resolve the conflict(s) through further discussions.

F. Union Privileges

l. Where the State has a newsletter or house organ, which is published periodically for the information of employees, announcements of Union meetings of unit representatives or affairs may be included if requested by the unit representative.

2. Where the Union has mail to be delivered to its officers or other representatives, the inter-office mail system will be made available to deliver such mail within any institution or building provided that priority is retained for the business of the State.

3. Where there are public address systems in the work areas, the unit representative may submit notices of meetings or other unit matters which will be announced except where the broadcast system is open to the public or to persons in the care and custody of the State, where such announcements may be inappropriate.

4. When telephone messages for unit representatives are received by the employer, the message will be delivered to the representative at the earliest possible time.

5. The President of a local may request use of available space for storage of papers and files of the local council or chapter pertaining to State employees. Provisions of such space shall not be unreasonably withheld, when available; however, the provision of space shall not take priority over essential operational uses and the State shall incur no responsibility for the security or safety of any Union materials nor any liability for loss or damages which may occur. Further, the Union may be permitted to furnish file cabinets or other equipment related to the commitment above under the same conditions. The permission to utilize the facilities of the State may be withdrawn at any time, but will not be unreasonably withdrawn.

6. When a managerial or consultant investigating or implementing committee seeks views of employees affected, the Union shall be notified and one of the employees who will be allowed to speak shall be a person selected by the Union. Where such an investigation procedure is undertaken without the solicitation of views of employees, the Union may present a written statement of its views to the investigating agent.

7. Regulations or documents specified in this Agreement shall be available for reference at the Personnel Office of the employee seeking the information.

G. Informational Postcards

The Union will make available to the Departments self-addressed stamped postcards. The postcard will contain space for the following information: Employee name, employee address, home phone number, job title, hiring date, department which hired employee, employee's work location, and the payroll number where the employee works.

Upon receipt of such cards from the Union, the department's personnel office(s) will distribute the card to new hires when the new hire comes in to fill out the necessary paperwork needed to initiate the payroll processes. The card can be filled out by the new hires. Cards filled out by the new hire will be forwarded to the Union via the mail.

H. Membership Packets

The Union representative may supply membership packets which contain information for distribution to employees in the unit, including the role of the Union representative, the membership application and a copy of this Agreement as well as other material mutually agreed to by the State and the Union representative. The State agrees to distribute such membership packets to all employees in the unit at the time such employees receive the copies of this Agreement and to new employees during the initial phases of employment which shall not ordinarily exceed twenty (20) days from the date of employment.

I. Orientation Sessions

1. During the term of this Agreement, upon commencement of employment to a CWA represented position, new employees shall be scheduled to attend a Statewide Contract Benefit Orientation (CBO) session that will be conducted jointly at least monthly by CWA and the Division of Pensions and Benefits. CWA shall provide staff to conduct these orientations. In the event of low expected attendance, the parties may agree to reschedule or consolidate the

orientation session to a different date.

2. At the CBO, new employees shall receive an introduction to the health, pension, and other benefits provided pursuant to the parties' Agreement, the State Health Benefits Program, and the Public Employment Retirement System. Employees attending the CBO shall have an opportunity to enroll in and obtain information regarding the various health plans, the deferred compensation plan, and other benefits.

3. Health and other benefit enrollment forms provided to CWA unit employees shall include a heading stating that the benefits are provided under the Collective Negotiations Agreements between the CWA and the State and pursuant to law.

4. In addition to the orientation period during which the Union and the Division of Pensions and Benefits shall present information on healthcare and other benefit programs and assist employees in enrolling in the benefit programs, there shall be an additional 30 minute period during the Orientation session when new employees will have the opportunity to meet with Union Representatives privately.

5. Where departments, agencies, and other appointing authorities hold their own Orientation Sessions to review departmental policies and practices for new employees, CWA will be notified of these sessions and will have the right to have local representatives attend such sessions to speak privately with new employees for not less than thirty (30) minutes to discuss the rights and benefits of membership in CWA.

6. All orientation sessions and employee meetings under this section of Article 25 shall be scheduled with the Union, as far in advance as practicable to accommodate the schedules of Union representatives attending such sessions and meetings.

J. CWA Use of Email

1. The Union shall have the right to use the State's email system to communicate with negotiations unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union.

2. E-mail communications from CWA Locals and/or National Union to negotiations unit members, including Union stewards, may be individual or group communications, but group communications shall be limited to negotiations unit members in a single department or appointing authority.

3. CWA stewards may utilize the State's email system to transmit information to bargaining unit employees within their department or appointing authority.

4. CWA shall cooperate with the State in ensuring that the Union's use of the State email system shall not impair operation of the system. Attachments to email communications are limited to clip art, text documents, PDF files and HTML links to the National Union's and local union's web sites. The total size of all attachments to any single email may not exceed one megabyte. All emails shall be from an email address that identifies the responsible sender and not a common or shared address. The Union recognizes that such emails are not confidential and the State does not waive its rights to review them.

5. No email permitted by this Agreement shall contain material or content constituting campaign material or political solicitation. (See N.J.A.C. 4A:10-1.2). Nothing in this email policy shall be construed to permit the use of the State's email system for purposes inconsistent with paragraph 1 above.

6. The content of emails permitted by this Agreement shall conform to the terms of this

Article, and with all applicable laws and regulations, and with existing work rules and policies, including as contained in this Agreement, such as anti-harassment and anti-discrimination policies presently maintained by the State.

7. The Union agrees that the State shall not be responsible for the Union's use of the State's email system.

ARTICLE 26 – ACCESS TO PERSONNEL FILE

A. Upon request and with reasonable notice, an employee shall have the opportunity to review and examine pertinent documents including those related to performance evaluation and conduct in his or her personnel history file or in any permanent supplementary personnel file. The State shall honor the request of such employee for copies of documents in the file. The State shall have the right to have such review and examination take place in the presence of an appropriate official of the agency or department in question. The employee may file a written response of reasonable length to any memoranda or documents, which are derogatory or adverse to him or her. Such response will be included in the relevant permanent personnel history file or permanent supplementary personnel file and will be attached to and retained with the document in question. If any material, derogatory or adverse to the employee is placed in the file in question, a copy of such material shall be sent to the employee.

B. No document of anonymous origin shall be used against any employee.

C. Copies of any written documents specifically related to discipline or the work performance of an employee which are relied upon by the State during any disciplinary proceedings, grievance hearing, or in any final evaluation report rendered under the PAR will be given to the employee upon his request.

D. A copy of specific written material which is derogatory or adverse to an employee and is in the possession of the State or its representatives, and which has not been previously transmitted to the employee, shall be provided to the employee when such written material is to be relied upon in any adverse personnel action resulting in disciplinary proceedings, or in any evaluation report rendered under the PAR, and a reasonable time provided for response.

ARTICLE 27 – SENIORITY

1. Definition

A. State seniority is the accumulated period of service of a permanent employee of the State.

B. Job classification seniority is the accumulated period of service of a permanent employee of the State in a particular job classification.

2. Permanent Employee

A. Employees shall be considered to have State seniority upon successful completion of the probationary period (working test period) for any permanent position, effective on the first day worked following such successful completion but computed from the date of initial hire. Such State seniority is accumulable unless there is or has been a break in service as set forth below.

B. Employees shall be considered to have job classification seniority upon successful completion of the probationary period (working test period), for the job classification effective on the first day worked following such successful completion but computed from the date of initial hire or promotion to the particular job classification. Such job classification seniority in the job classification to which the employee is assigned is accumulable unless there is or has been a break as set forth below or where the employee is appointed to another job classification or during such time an employee serves a disciplinary suspension.

C. A break in continuous service occurs when an employee resigns, is discharged for cause, retires or is laid off; however, employee State and job classification seniority accrued prior to layoff shall be continued upon recall and reemployment and the provision of Article 28 shall apply.

D. In the case where an employee is promoted but does not successfully complete the probationary period (working test period), he may be returned to his previous job classification in his most recent location or his then current location if practicable, without loss of job classification seniority and such job classification seniority shall be construed to have continued accumulation in the permanent position provided the positions are in the same or appropriately related job class series as determined by the Civil Service Commission.

E. The State agrees to supply current seniority lists to the Union on a semi-annual basis.

F. This Article shall not apply to the computation or application of seniority in determination of individual rights administered by the Civil Service Commission such as layoff and promotional rights. In such circumstances, seniority determinations and applications shall be determined by the Civil Service Commission. The terms and conditions of seniority pertaining to layoff and promotions are fully set forth in statutes and in the Civil Service Regulations and are intended to be observed in the administration of this Agreement. The provisions above are not intended to vary the application of the seniority provisions under rule or law as they pertain to layoff and promotional matters.

3. Provisional and Probationary Employees

A. Provisional and probationary employees (serving working test period), who have accrued State and job classification seniority under Section I above in another permanent position shall be considered to have the State and job classification seniority previously accumulated and shall continue to accumulate such State and job classification seniority as long as such previous permanent status is maintained, subject to any break in service and provided that with reference to job classification seniority the continuation of accumulation is predicated on the determination of the Civil Service Commission that the positions are in the same or appropriately related job class series.

B. Except as provided in paragraph A. above, provisional and probationary employees (serving working test period) shall be considered to be without seniority in their provisional or probationary job classification. The absence of seniority shall not be construed to diminish the assign ability of any employees to overtime or emergency work.

C. Provisional appointments will not be made except in the case of an emergency as provided in N.J.S.A. 11A: 4-13b. Where an examination is required, such will be scheduled at the earliest possible time.

4. This Article does not apply to employees in the unclassified service.

ARTICLE 28 – LAYOFF AND RECALL - CAREER SERVICE

A. When it is necessary to lay off employees, the Union shall be notified at once and as far in advance as possible of the notice referred to in D. below and be supplied with relevant data concerning the layoff and procedures discussed and the conditions outlined below and the established projections administered by the Civil Service Commission shall be observed. The State shall provide the Union with seniority lists and grids for directly affected employees in advance of the final option selection interviews at the time these materials are received by the affected department.

B. In the event of a layoff, the Union shall be allowed to have one (l) representative not in the active employ of the State attend the preliminary layoff conference for all affected unit employees when conducted by the department and one (l) representative not in the active employ of the State attend the individual employee's final options selection interview. It is understood that the purpose of the Union representative's attendance at the meetings is to observe and advise employees with respect to questions arising out of the process; however, the representative shall not disrupt or delay the proceeding in any way. A shop steward may attend such meeting without pay in order to act as representative in lieu of the non-employee Union representative if acceptable to the State.

C. Permanent employees within a department will not be laid off before any emergency appointments, temporary appointments to temporary extra positions, provisional appointments to permanent positions or employees serving in working test period within the classification affected.

D. The State will provide a minimum of forty-five (45) calendar days' notice of layoff to any permanent employee to be affected.

E. Job classification seniority shall be a determining factor to be considered when identifying, which permanent employees are to be laid off.

F. Whenever possible, the State will try to identify all employment opportunities and to avoid layoff by transferring, reassigning or offering to demote employees to available vacancies within the authority of the appointing authorities concerned.

G. Permanent employees affected by layoff requirements may exercise bumping rights within their job classification or to equate or lower rated job classifications as provided.

H. Employees finally determined to be laid off and who leave the payroll shall be given ten (l0) working days' notice. This provision is subject to the Civil Service Commission adjusting its rules and regulations as are required to accommodate this program.

I. The name of the permanent employee who is laid off shall be placed on a special reemployment list. Persons on such a list will be given preferential consideration over any other type of applicant for appointment to the job classification or equated job classification and no new employee shall be hired until all employees on layoff status desiring to return to work shall have been recalled, provided such employees on layoff status are capable of returning to work. The employee must provide the employer with any address change while waiting for recall.

J. Permanent employees will be recalled to work in the reverse order in which they were laid off by the appointing authority, subject to the limitation that those permanent employees who were laid off first for reason of an unsatisfactory performance rating shall be placed on a special reemployment list in accordance with their seniority credits. Notice of recall will be made in writing by mail to the employee's home address of record.

K. 1. An employee who is recalled must respond within five (5) calendar days of the date of

receipt of the notice of certification for recall or within ten (10) days of the date of mailing or be considered to have abandoned his recall rights.

2. An employee recalled to his former or equated job classification must report for reinstatement or be considered to have abandoned his recall rights.

3. An employee recalled to a job classification with a lower salary rate than his previous job classification may refuse such position and remain eligible for recall.

4. An employee who is demoted in accordance with the regulations of the Civil Service Commission during a layoff shall be continued on a previously established promotional list during its existence.

L. An employee on layoff accrues no additional sick leave or vacation credits. When an employee is recalled from layoff and reinstated, he is considered to have continuous service credit for computation of future earned vacations.

M. Except for the commitments concerning "notice", "layoff and procedures discussed" and the supply of "relevant data" set forth in paragraph A. and except for paragraph F., it is recognized that the provisions of paragraph A. through L. above are illustrative portions of the layoff and recall rights established under Civil Service Commission Statutes and Regulations and that the overall system is administered by the Civil Service Commission. The Union reserves the right under applicable law to challenge changes to any of the foregoing.

N. 1. The State will discuss with the Union any decision to subcontract work based on solely fiscal reasons when it is apparent that employees will be laid off as a direct result of the subcontracting.

2. If, during the term of this Contract, the State contracts out or subcontracts work normally performed by employees covered by this Contract and such action results in layoff or demotion, employees affected will be given every priority available to continue their employment within their classification or any other position available for which they are qualified, prior to layoff or demotion. Any employee thus affected will be protected by the layoff and recall provisions of the Contract and by any relevant laws, rules and regulations.

3. Where employees in titles covered under this contract are to be either transferred or reassigned due to work being phased out, the State will meet and discuss with the Union any contracting out of that specific work, if such contracting out is to occur within ninety (90) days.

O. 1. A reorganization is the abolition or consolidation of a State office.

2. When a determination is made to reorganize an entire local State office or a larger Departmental entity, the Union shall be notified of such reorganization prior to its implementation. Upon request, the Union and the Department shall meet to discuss matters relating to the reorganization. The scheduling of such meeting shall not serve to delay the reorganization process.

P. This Article does not apply to employees in the unclassified service.

ARTICLE 29 – LAYOFF AND RECALL FOR UNCLASSIFIED AND PROVISIONAL EMPLOYEES

A. In the event management determines that a department-wide layoff due to financial exigencies or programmatic changes must take place which will affect unclassified or provisional employees the following procedure shall be observed:

1. The Union shall be notified of the layoff as far in advance as possible.

2. Affected employees shall be given a generalized notice of layoff at least forty-five (45) calendar days, prior to the reduction in force.

3. The State will supply the Union with relevant data concerning the layoff.

4. Employees serving in the same job classifications within the work unit affected who, in the judgment of management, have performed unsatisfactorily; or are lacking with respect to having achieved or maintained necessary and/or expected certifications, degrees, or like qualifications; or are lacking the abilities and/or skills necessary to perform current or future work assignments shall at the option of management be laid off first. Due consideration shall be given to the concepts of affirmative action.

5. Where, in the judgment of management, the elements set forth in paragraph 4. above, do not distinguish employees affected by the reduction in force such employees serving in the same job classification within the work unit shall be laid off in inverse order of job classification seniority. For purposes of this article, an employee shall begin to accrue job classification seniority as of six (6) months subsequent to the effective date of the employee's initial appointment to the particular job classification to which he is assigned. Employees who are appointed to a new job title (due to promotion, for example) subsequent to having served the initial six (6) month period shall begin to accrue job classification seniority three (3) months subsequent to the effective date of the employee's appointment to such new job title, provided that there has been no break in service. An employee's job classification seniority accrued prior to a layoff shall be continued and again begin to accrue immediately upon the employee's return to full employment status in the same job title in which he had been serving prior to the layoff. Job classification seniority shall continue to accumulate until there is a break in service. Employees on unpaid leaves of absence or layoff shall not accrue job classification seniority during the leave or during the period of layoff. Employees who are reinstated due to improper application of this Article shall not suffer any loss of seniority accrual.

6. Nothing herein shall convey any bumping rights to employees covered by this article. Failure to comply with any element of this article shall not result in delaying the effectuation of the layoff, and any errors identified with respect to the application of this procedure shall be corrected on a prospective basis only. Back pay shall not be awarded.

7. The various appointing authorities shall create and maintain a recall list by title composed of those employees who were laid off. The list shall continue in existence for nine (9) months following the date of layoff except for teaching personnel covered by this article in which case the list shall continue until the beginning of the next full academic year immediately following the expiration date of the recall list. Employees who are fully qualified, possessing credentials deemed necessary, whose performance has been satisfactory and who are capable of performing the work to be assigned shall be recalled in inverse order of layoff. The appointing authority shall not be required to recall employees who were laid off pursuant to paragraph 4. of this Article, however, such employees may be recalled at the option of the appointing authority when the list of eligible employees is exhausted.

8. The term job classifications as used in this article shall encompass all titles within a title series. Hence, layoff will be based upon total seniority within a title series when applicable.

B. Procedure

The appointing authority shall simultaneously notify by regular mail or phone at least three (3) eligible employees of a vacancy in their particular title and a copy of such notice shall be

forwarded to the Union. The most senior employee affirmatively and timely responding to the notice shall fill the position. The employee must respond within five (5) working days of the receipt of the notice or within ten (10) working days after the mailing. The letter of recall shall specify the latest date by which the employee may timely contact the appointing authority. Employees who do not respond in a timely manner may be permanently removed from the list. Each employee shall be responsible for keeping the appointing authority advised of their current address and phone number. The employee must report to work within a reasonably prompt period of time which in no case shall exceed twenty (20) calendar days. Failure to report within the time frame set forth above may result in forfeiture of the position to which the employee had been recalled and elimination from the recall list.

ARTICLE 30 – LIABILITY CLAIMS INDEMNIFICATION

A. Employees covered by this Agreement shall be entitled to defense and indemnification as provided in N.J.S.A. 59:10-1 et seq. and N.J.S.A. 59:10A-1 et seq.

B. For informational purposes only, the following paragraphs generally describe the provisions presently contained in the aforesaid statutes.

1. Defense of Employees

a. Except as provided in paragraph 2. below, the Attorney General shall, upon a request of an employee provide for the defense of any action brought against the employee on account of an act or omission in the scope of his employment. The Attorney General's duty to defend shall extend to a cross-action, counterclaim or cross-complaint against an employee.

b. The Attorney General must provide for the defense of an action unless it is more probable than not that one of the following three exceptions applies:

1. the act or omission was not within the scope of employment; or

2. the act or failure to act was because of actual fraud, willful misconduct or actual malice; or

3. the defense of the action or proceeding by the Attorney General would create a conflict of interest between the State and the employee.

c. In the event the Attorney General determines that the defense of an action would create a conflict of interest, but that the act or omission was within the scope of employment and did not involve actual fraud, willful misconduct or actual malice, the Attorney General may in his/her discretion retain outside counsel to represent the employee. If the State provides a defense, the cost of counsel shall be borne by the State.

d. In any other action or proceeding, including criminal proceedings, the Attorney General may provide for the defense of an employee if he concludes that such representation is in the best interest of the State.

e. Whenever the Attorney General provides for the defense of an employee, the Attorney General may assume exclusive control over the representation of such employee and such employee shall cooperate fully with the Attorney General's defense.

f. The Attorney General may provide for a defense by an attorney from his own staff or by employing other counsel for this purpose or by asserting the State's right under any appropriate insurance policy, which requires the insurer to provide the defense.

2. Indemnification

a. If the Attorney General provides for the defense of an employee, the State shall provide

indemnification for the employee. Nothing in this section authorizes the State to pay for punitive or exemplary damages or damages resulting from the commission of a crime.

b. If the Attorney General refuses to provide for the defense of a State employee, the employee shall be entitled to indemnification if he establishes that the act or omission upon which the claim or judgment was based occurred within the scope of his employment as an employee of the State and the State fails to establish that he acted or failed to act because of actual fraud, actual malice or willful misconduct. If the employee establishes that he was entitled to a defense, the State shall pay or reimburse him for any bona fide settlement agreements entered into by the employee, and shall pay or reimburse him for any judgments entered against the employee, and shall pay or reimburse him for all costs of defending the action, including reasonable counsel fees and expenses, together with costs of appeal, if any.

Nothing in this section authorizes the State to pay for punitive or exemplary damages or damages resulting from the commission of a crime.

3. Procedure for Requesting Legal Representation and Indemnification

a. An employee requesting legal representation from the Attorney General and indemnification shall first make such request to their appointing authority within ten (10) calendar days of the time he/she is served with any summons, complaint, process, notice, demand or pleading. Within a reasonable time from receipt of the summons, complaint, process, notice, demand or pleading from the employee, the appointing authority shall deliver to the Attorney General their recommendation and a copy of the summons and complaint, process, notice, demand or pleading. Upon such delivery the Attorney General may assume exclusive control of the employee's representation and such employee shall cooperate fully with the Attorney General's defense.

b. After receiving the agency's recommendation, the Attorney General will review said recommendation and in a timely manner will inform the employee in writing whether the Attorney General will provide representation, or if there is a conflict whether the Attorney General will retain outside counsel to represent the employee. In the event that the Attorney General determines that it will not provide for legal representation and/or will not indemnify the employee, the Attorney General shall provide the employee with a written statement of reasons justifying the denial.

4. Dispute Resolution Process

The denial of a request for representation and/or indemnification under this article is a final administrative action which may be appealed directly to the Superior Court, Appellate Division. If the employee appeals the denial of a request for representation and/or indemnification and requests that the Appellate Division accelerate the appeal, the Attorney General will not oppose such a request.

C. The provisions of this Article shall not be subject to the Grievance Procedure as set forth in Article 4.

ARTICLE 31 – TRAVEL REGULATIONS

A. Transportation Allowance

1. Whenever an individual employee is authorized and required to use his privately owned vehicle or as a condition of his employment uses such vehicle, the State will be responsible for indemnification pursuant to appropriate legislation for such sanctioned use and shall reimburse the employees at the applicable rate provided by law for each mile of such use. Effective July 1,

2020, this applicable rate shall be 35 cents per mile for employees who use their privately owned vehicle to travel on State business. Authorization for such use is predicated on the individual maintaining basic automobile insurance as specified in the New Jersey Travel Regulations and current registration and licensure.

2. During such authorized use of his privately owned vehicle, the State requires each individual accepting such authorization to maintain insurance for personal liability in the minimum amounts of $25,000 for each person and $50,000 for each accident and $10,000 property damage for each accident. The State will provide insurance coverage where such privately owned vehicles are used in the authorized business of the State covering the excess over the valid and collectible private insurance in the amount of $150,000 for each person and $500,000 for each accident for personal liability and $50,000 property damage for each accident unless and until legislation is passed which requires the State to indemnify and hold harmless their employees for personal injuries and property damage caused by the negligence of said employees while operating their privately owned vehicles on the authorized business of the State.

3. The requirement to utilize a privately owned vehicle shall not be imposed where it causes undue hardship on the employee.

B. Reimbursement

1. Employees shall be reimbursed for travel expenses while on the authorized business of the State in keeping with the conditions set forth in the Travel Regulations of the State.

2. a. Expenses incurred for necessary parking and tolls directly related to the authorized use of a vehicle on official State business are allowed and reimbursable by the State. All such expenses require documentation and may require advanced authorization. An exception to the requirement of documentation of an expense may be authorized for such circumstances where receipts for payments are not available; for example, the payment of parking meter expenses.

b. Vouchers, inclusive of required supplemental documentation, shall be submitted on a monthly basis when travel expenses are incurred. Such vouchers presented for reimbursement on or prior to the last day of the month shall be processed promptly through local authorization procedures and, if approved, submitted to the Division of Budget and Accounting to assure receipt prior to the tenth (10) day of the following month.

3. Payment where warranted under the Travel Regulations shall be made promptly providing the voucher is complete and accurate and received within the time schedule outlined herein.

4. In exception to these conditions, whenever an employee accumulates authorized expenses of one hundred dollars ($100.00) or more, that employee may exercise an option to submit an appropriate voucher with documentation for payment without regard to the ordinary monthly schedule. Further, where authorized monthly expenses are less than ten dollars ($10.00), the State may exercise an option to accumulate such expenses to include other monthly periods until there is an amount in excess of ten dollars ($10.00) but such accumulation shall not be continued beyond three (3) successive months.

C. An employee who is authorized to use a privately owned vehicle for State business may elect not to transport other employees of the State except that this election must be communicated in advance of any travel assignment thus providing sufficient time notice for planning purposes.

D. When the State requires an employee to be medically examined by a State designated doctor or medical facility, travel expenses, not inconsistent with the Travel Regulations of the State, shall be paid in the same manner and under the same conditions as other travel expenses. An

employee attending such examination shall do so without loss of pay for necessary time of such attendance and necessary travel time appropriate thereto if during normal working time.

E. 1. In order to provide continuity of scheduled work by an employee who is regularly authorized to use a privately owned vehicle for State business and in the event such vehicle is damaged or otherwise inoperable and undergoing major repairs such employee may request temporary use of a State owned vehicle from those vehicles in the motor pool servicing the particular function. The request if endorsed by the appropriate supervisor shall be presented to the State official in charge of those vehicles for approval and authorization. Such vehicles may be assigned for up to three (3) days and such period may be extended if required.

2. All such use of State vehicles must conform to the regulations pertaining thereto.

3. Employees authorized to utilize State owned vehicles shall obtain gasoline and related services and products at State facilities.

4. Employees may request the issuance of State credit cards when circumstances seem to warrant. Such requests if endorsed by appropriate management and approved by the State official at the local motor pool will be forwarded to the Central Motor Pool for authorization. The issuance of credit cards shall be within conditions and criteria established by the supervisor of the Central Motor Pool.

F. Grievances concerning these matters shall be considered non-contractual.

G. The provisions of this Article shall not apply to employees at the State Colleges/Universities.

ARTICLE 32 – HEALTH AND SAFETY

A. The State shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. The State will discharge its responsibility for the development and enforcement of occupational safety and health standards to provide a safe and healthful environment in accordance with PEOSHA and any other applicable statutes, regulations or guidelines published in the New Jersey Register which pertains to health and safety matters. The State will set up necessary job safety and health programs for all employees covered by this Agreement and shall provide a reasonably safe and healthful place of employment for all employees.

B. The parties agree to cooperate in maintaining and improving safe working conditions and health protection for the employees consistent with established safety standards and in the promotion of safety, safe working habits and good housekeeping throughout the work environment. Where reasonably possible each employee will comply with all safety rules and regulations.

C. Employee complaints of unsafe or unhealthful conditions shall be reported to the immediate supervisor and shall be promptly investigated. Corrective action shall be initiated as soon as practicable to remedy the condition within safety guidelines.

D. Employees shall not be required to work under conditions of work, which are unsafe or unhealthful. An employee, whose work is temporarily eliminated as a result of the foregoing, may be promptly assigned on an interim basis to other comparable work for which the employee is qualified to perform. Each department and agency of the State will appoint a health and safety coordinator who will have the power to investigate employee health and safety complaints, and who shall have the authority to recommend to the Commissioner or his/her designee the issuance of stop work orders when there is an imminent threat to employee safety or health. The

Commissioner or his/her designee shall act on the recommendation within a reasonable period of time. Health and safety coordinators will report directly to department or agency heads or their designees. The Union will be provided with the names of all health and safety coordinators.

E. If an employee incurs an on-the-job injury during regular hours of employment requiring professional medical attention, the State will expedite such medical treatment by calling for an ambulance, if required, or providing transportation to a recognized medical facility when the injured employee can be moved.

F. l. The State and the Union shall establish Departmental Health and Safety Committees. These committees shall consist of representatives from the Department and representatives from the Union Local whom are not in the active employment of the State. The Union may also have one (1) unit employee representative attend such meetings. Such employee representative shall be released only for the purpose of attending his/her department's scheduled meeting. The purpose of the Joint Committee meetings is to provide the parties the opportunity to raise and discuss important Departmental health and safety matters, and to make recommendations concerning improvements or modifications of conditions regarding health and safety. Department committee meetings may be scheduled at the request of either party. The party requesting the meeting shall submit a written agenda of the meeting not less than fourteen (14) working days prior to the meeting along with any documents or reports that are relevant to the topic(s) listed on the agenda. Complaints of unsafe or unhealthy conditions shall be accompanied by written documentation when available.

2. Where reasonably possible, all committee meetings shall take place during working hours and employees shall suffer no loss of pay as a result of attendance at such meetings.

3. This provision shall not be construed as conveying any additional liabilities upon either party with respect to health or safety.

G. 1. References to safety are intended to include a concept of reasonable personal security and projections, which shall be maintained to assure employees against physical harm.

2. It is understood that references to safety and health hazards and conditions of work referred to in this Article are not intended to include those hazards and risks which are an ordinary characteristic of the work or are reasonably associated with the performance of an employee's responsibilities and duties. However, this is not intended to eliminate the State's general obligations for the safety and health of such employees as set forth in other provisions of this Article.

3. The State agrees to set up meetings with the Union to discuss security concerns of field workers and to recommend safeguards as to field workers. Additionally, meetings will also be held to discuss workplace security issues.

H. The State agrees to meet with the Union concerning the impact of worksite relocations and major renovations upon health and safety conditions. Notice of worksite relocations or major renovations shall be provided to the Union as far in advance as possible.

ARTICLE 33 – CLAIMS ADJUSTMENT

Where a loss or damage to personal property is sustained as a result of an action taken in the performance of the assigned duty of an employee, such loss will be adjusted. A claim for such loss must be filed within thirty (30) days of the time when the loss occurred. The claim must be filled out on the forms provided, including the requested adjustment, and submitted to the State for this action. The State shall provide the forms and any instructions, which may be

necessary for the completion or processing of the forms.

ARTICLE 34 – TUITION AID AND EMPLOYEE TRAINING

A. Tuition Aid Program

1. Where a department or appointing authority of the State has established a tuition aid program, the Union shall be provided with a published description of the program, if available. Applications for tuition aid and determinations concerning the approval and conditions for payment shall be in accordance with the Merit System Rules.

2. Employees of a State College who take approved courses at the College where they are employed under the program outlined in Appendix 1 shall have tuition waived upon enrollment.

Waiver of tuition is predicated on satisfactory completion of such courses and other conditions set forth in the program description.

3. In all departments where tuition aid programs are in effect, those programs will be made available to employees in this unit.

B. Employee Training

1. The State shall continue to offer training programs of proven worth, which are aimed at skills development and improvement in order to afford employees greater opportunity for performance improvement and promotional growth. Such offering may be regulated or limited by availability of funds or other factors.

2. When in-service or out-service training programs are available to a group of employees, the selection of the employee(s) to be trained shall be predicated on the needs of the State, the potential of an employee to benefit by the training and to contribute to the operational program in which he or she is employed, and with due regard to a principle of fair opportunity for all eligible employees within the group.

ARTICLE 35 – EMERGENCY WORK

A. Unit employees shall be eligible for the special emergency rates or the employee's regular overtime rate, when entitled to overtime under the Fair Labor Standards Act, whichever is greater, if called in to work under the following specific circumstances:

1. Employees in the unit must be called in outside of scheduled work shifts; and

2. The work involved must be for emergency maintenance, replacement or repair of equipment or mechanical devices which are vital to the operation of an institution, agency or other function of the State; and

3. Such work must be necessitated by damage or failure resulting from storm, flood, explosion, sudden unexpected catastrophe or like causes; and

4. Such conditions must constitute unreasonable safety hazard to the public employees, other persons or property of the State.

5. In winter weather conditions, codes C, D and E are to be used exclusively for emergency work performed in excess of normal work hours related to winter weather conditions such as snow removal and ice control.

B. It is clearly understood that all of the foregoing elements or criteria must be met for an employee to be entitled to payment at the emergency rate. The following special project pay rates shall apply:

1. Supervisors exclusively in the Department of Transportation's Trenton Emergency Control Center during all emergency situations, including winter weather conditions, shall have an hourly rate authorized and known as Emergency Rate Code 7.

2. Employees who are engaged in manual or unskilled work as by use of shovels, picks, axes, choppers, etc., shall have an hourly rate authorized and known as Emergency Rate Code 6.

3. Employees who perform semi-skilled work including the operation of mechanized equipment such as trucks, plows, light-graders, backhoes, etc.; shall have an hourly rate authorized and known as Emergency Rate Code 5.

4. Employees who perform skilled work including the operation of heavy equipment or those employees who are assigned to be in charge of or supervise either semi-skilled or unskilled workers or both, shall have an hourly rate authorized and known as Emergency Rate Code 4.

5. Employees who supervise skilled workers or mixed teams of skilled, semi-skilled and/or unskilled employees, shall have an hourly rate authorized and known as Emergency Rate Code 3.

6. Supervisors who are in charge of a local area or district emergency operations, shall have an hourly rate authorized and known as Emergency Rate Code 2.

7. Supervisors who are in charge of emergency operations on a Statewide or regional level within a department with operations going on in several areas throughout the State, shall have an hourly rate authorized and known as Emergency Rate Code 1.

8. Employees who supervise and/or assist in the supervision of sectional or area crews will have an hourly rate authorized and known as Code Rate C.

9. Employees who operate heavy duty equipment, such as truck/front end loader mounted snow blowers; perform mechanical repair work; supervise the distribution of inventory parts for emergency operations; perform skilled labor involved in the repair of equipment; or act as Department representative assigned to snow removal activities shall have an hourly rate authorized and known as Code Rate D.

10. Employees who operate "walk behind" snow blowers, graders, front end loaders, trucks, snow plows, material spreaders, compressors, and other mechanized equipment; make or assist in making occasional mechanical or electrical repairs; distribute or assist in the distribution of inventory parts for emergency operations; handle radio communications consoles at base radio stations or assist in State or district control center operations shall have an hourly rate authorized and known as Code Rate E.

C. The requirement of each employee to respond, if called when such emergency conditions are present, constitutes a condition of State employment. An employee who refuses an assignment because of a reasonable excuse will not be subjected to disciplinary action. However, any absence or repeated absence or refusal to respond without good and sufficient reason, may be cause for such action.

D. When an employee is called in and reports for an emergency work assignment, he shall be paid for all hours actually worked outside his normally scheduled work shift and shall be entitled to a minimum of two (2) hours pay at the appropriate special project rate whether or not such two (2) hours are actually worked, providing the employee remains available for any work assigned.

E. Lists showing the rotational order of each employee and the total hours worked and refused by each employee shall be maintained in the work unit. Such lists shall be made available for inspection on request to Union Officers.

F. An emergency overtime assignment is subject to all appropriate rules and regulations of the State and the Department.

G. In exception to the requirement that employees be called in outside of regular work shifts, employees assigned to Snow and Ice Control Emergency Overtime will receive the appropriate special project rate after the end of the employee's regular work shift during the time prior to the next regular work shift.

H. Emergency code rates and code rates, in effect as of June 30, 2019shall be increased by all across-the-board raises on the effective dates of those raises as set forth in Article 6 of this Agreement.

ARTICLE 36 – UNEMPLOYMENT COMPENSATION AND DISABILITY

A. All eligible employees in this unit are covered under the State Unemployment Compensation Plan under the current Laws of the State of New Jersey.

B. The State agrees to include eligible employees in this unit in the State of New Jersey Temporary Disability Plan. That is a shared cost plan, which provides payments to employees who are unable to work as the result of non-work connected illness or injury and who have exhausted their accumulated sick leave.

ARTICLE 37 – TRANSFER AND REASSIGNMENT

The following provision(s) are set forth herein for informational purposes only. These matters as they apply to individual employees affected shall be grievable within the provisions of the Grievance Procedure in the Agreement as defined in Article 4, Section **B.1.b**. except for the provisions below that are underlined which are grievable under Article 4, Section **B.1.a**.

A. Transfer

1. Transfer is the movement of an employee from one job assignment to another within his job classification in another organizational unit or department.

2. An employee shall not be transferred without the approval and consent of the appointing authority from and to whose unit the transfer is sought, nor without the consent of the employee, or the approval of the Civil Service Commission, except that:

a. The consent of the employees shall not be required when the employee movement is the result of a transfer or combining of functions of one unit to or with another;

b. When a temporary transfer is made, the consent of the employee shall not be required; but if the employee objects, he shall have the right to have the transfer reviewed by the Civil Service Commission.

c. Any special hardship that may result will be given due consideration.

d. <u>The rights of an employee who has voluntarily transferred shall not be adversely affected except that he shall not retain any rights in the unit from which he has transferred.</u>

e. <u>The rights of an employee who has involuntarily transferred shall not be adversely affected but he shall retain no rights in the unit from which he has been transferred except that if he is on a promotional list, his name shall be retained on the promotional eligible list for the unit from which he has been transferred until he has had an opportunity to take a promotional examination in his new unit and the resultant list has been promulgated. Nothing herein is intended to diminish the rights of employees resulting from a layoff.</u>

f. <u>Transfer shall not affect the accumulation of an employee's State or job classification seniority.</u>

3. Upon any transfer of a permanent employee, all sick leave and vacation balances shall be transferred with the employee, except that:

a. Upon voluntary transfer, all accrued compensatory time will, at the discretion of the State, be transferred with the employee, taken as time off prior to transfer or paid in cash at the employee's current rate of pay.

b. Upon involuntary transfer of a permanent employee, all accrued compensatory time balances shall be transferred with the employee.

c. When accepted for transfer by an organizational unit or department the request for transfer shall not be unreasonably withheld by the organizational unit or department where the individual is employed.

4. An employee may request a transfer through his personnel officer.

B. Reassignment

1. Reassignment is the movement of an employee from one job assignment to another within his job classification and within the work unit, organizational unit or department.

2. Reassignments of employees may be made in accordance with the fiscal responsibilities of the appointing authority; to improve or maintain operational effectiveness, or to provide employee development and job training or a balance of employee experience in any work area. Where such reassignments are not mutually agreed to, the appointing authority will make reassignments in the inverse order of the job classification seniority of the employees affected, given the above conditions, providing the employees are capable of doing the work and it is agreed that special qualifications of a personal nature or special hardships which may result will be given due consideration.

3. When temporary reassignments (ordinarily of less than six (6) months' duration) are made to achieve any of the objectives in B. 2. above, employees to be affected will be given maximum possible notice. Absent mutual agreement, a new involuntary reassignment cannot be stacked to create another separate reassignment. The consideration of seniority otherwise applicable in reassignments will not apply. The utilization of the concept of temporary reassignments will not be used unreasonably.

4. When personnel changes in a work unit provide opportunities for shift or schedule changes, interested employees may apply for desired assignment to the work unit supervisor. Such changes in assignment will be made on the basis of the job classification seniority of employees requesting the change, except that priority is given to the assignment of individual employees as provided in B.2. above.

5. When a vacancy is filled by an employee from outside a work unit, the employee joining that work unit shall be assigned the open position on the shift and work schedule, which were appropriate to the opening.

6. a. Where the principles in B. 2. above are observed, requests for voluntary reassignment within the organizational unit or department shall be given consideration.

b. An employee desiring reassignment to any job in his organizational unit or department may submit an application through his supervisor in writing to his Personnel Officer stating the reasons for the request. Employees who are capable of performing the work and who apply for such reassignments will be considered and reassignments will be made on the basis of these requests. Where more than one request for reassignment from qualified employees deemed capable of performing the work in such a job is on record, any assignment(s) will be made on the basis of the job classification seniority of employees having recorded such a request.

7. An employee may have on record no more than two (2) requests for reassignment in 6.b. above.

8. When an employee is granted a voluntary reassignment under provisions of 4, 5 or 6 above, he shall then be eligible for only one (1) additional voluntary reassignment in the succeeding twelve (12)-month period. Consideration will be given to a request for additional reassignment where special circumstances exist.

9. Salary steps, seniority or like substantive rights shall not be adversely affected by reassignment unless specifically set forth herein.

l0. Permanent employees shall be given preference for consideration for voluntary reassignment as contrasted to provisional or probationary employees.

C. Special Requests

Requests for transfer or reassignment predicated on extreme personal hardship will be given priority consideration where positions are available which the employee is capable of performing.

D. Reassignment for Union Officers and Stewards

l. The State and the Union recognize that Union Officers and Shop Stewards have in their relationship to their jobs a need for continuity in the assigned shift and jurisdiction, which exceeds that of other fellow employees. It is agreed, therefore, that these Union Officers and Stewards will not be routinely reassigned outside of their established jurisdiction.

2. The State and the Union recognize the need to utilize all personnel to meet operational requirements effectively and notwithstanding the commitment in Paragraph l., above, movement of such Union Officers and Shop Stewards outside of their established jurisdiction may be necessary and appropriate (generally on a temporary basis) in exception to the guidelines agreed to in Paragraph l.

3. The exception used in Paragraph 2. will not be used unreasonably.

ARTICLE 38 – PRESENTATION OF AGREEMENT TO EMPLOYEES

Printing of Agreement

After the signing of this Agreement, the State, at its expense will reproduce this Agreement in sufficient quantities so that each employee in the unit may receive a copy, and so that there are sufficient additional copies for distribution to employees hired during the term of this Agreement and for additional copies to the Union. The expense of printing the Agreement shall be borne equally between the Union and the State. The State shall distribute such copies of the Agreement to the Union within a reasonable period of time after the agreement has been executed and the Union shall be responsible for distribution of the contracts to employees in the unit. The cover of the Agreement shall include the seal of the State of New Jersey and the insignia or other appropriate designation of the unit representative.

ARTICLE 39 – MAINTENANCE OF BENEFITS, EFFECT OF AGREEMENT AND COMPLETE AGREEMENT

A. Maintenance of Benefits

The fringe benefits, which are substantially uniform in their application to employees in the unit, and which are currently provided to those employees, such as the Health Benefits Program,

the Life Insurance Program and their like, shall remain in effect without diminution during the term of this Agreement unless modified herein or by subsequent agreement of the parties.

B. Effect of Agreement

Regulatory policies initiated by the various institutions and agencies where these employees are working which have the effect of work rules governing the conditions of employment within the institution or agency and which conflict with any provision of this Agreement shall be considered to be modified consistent with the terms of this Agreement, provided that if the State changes or intends to make changes which have the effect of elimination in part or in whole such terms and conditions of employment, the State will notify the Union and, if requested by the Union within ten (10) days of such notice or of such change or of the date on which the change would reasonably have become known to the employees affected, the State shall within twenty (20) days of such request enter negotiations with the Union on the matter involved, providing the matter is within the scope of issues which are mandatorily negotiable under the Employer-Employee Relations Act as amended and further, if a dispute arises as to the negotiability of such matters, that the procedures of the Public Employment Relations Commission shall be utilized to resolve such dispute.

C. Complete Agreement

The State and the Union acknowledge this and any Memoranda of Understanding attached hereto to be their complete Agreement inclusive of all negotiable issues whether or not discussed and hereby waive any right to further negotiations except as may otherwise be provided herein or specifically reserved for continued negotiation by particular reference in memorandum of understanding pre-dating the date of signing of the Agreement and except that proposed new rules or modifications of existing rules governing working conditions shall be presented to the Union and negotiated upon the request of the Union as may be required pursuant to Chapter 303 of the Laws of New Jersey, as amended.

ARTICLE 40 – PRESERVATION OF RIGHTS

Notwithstanding any other provision of this Agreement, the parties hereto recognize and agree that they separately maintain and reserve all rights to utilize the process of the Public Employment Relations Commission and to seek judicial review of/or interpose any and all claims or defenses in legal actions surrounding such proceedings as unfair practices, scope of negotiations, enforcement or modification of arbitration awards, issues of arbitrability, and specific performance of the Agreement.

ARTICLE 41 – EFFECT OF LAW

A. Legislative Action

1. If any provisions of this Agreement require legislative action, or require adoption or modification of the rules and regulations of the Civil Service Commission to become effective, or require the appropriation of funds for their implementation, it is hereby understood and agreed that such provisions shall become effective only after the necessary legislative action or rule modification is enacted, and that the parties shall jointly seek the enactment of such legislative action or rule modification.

2. In the event that legislation becomes effective during the term of this Agreement, which

has the effect of improving the wages and fringe benefits otherwise available to eligible employees in this unit, this Agreement shall not be construed as a limitation on their eligibility for such improvements.

B. Savings Clause

1. If any provision of this Agreement shall conflict with any Federal or State law or have the effect of eliminating or making the State ineligible for Federal funding, that specific provision of this Agreement shall be deemed amended or nullified to conform to such law. The other provisions of the Agreement shall not be affected thereby and shall continue in full force and effect.

2. Upon request of either party the State and the Union agree to meet and renegotiate any provision so affected.

ARTICLE 42 – NOTICES

For the purpose of giving notice as provided herein, the State may be notified through the Director, Office of Employee Relations, Governor's Office, State House, 4th floor, PO Box 228, Trenton, New Jersey, 08625; and the Union through the Communications Workers of America, 102 South Warren Street, Trenton, New Jersey 08608.

ARTICLE 43 – TERM OF AGREEMENT AND NEGOTIATIONS PROCEDURE

A. Term of Agreement

l. This Agreement shall become effective on the date when the Union presents written certification of proper ratification to the State and shall remain in full force and effect until June 30, 2023. The certification shall be effective if delivered to the State within thirty (30) days of the signing of the Agreement.

2. The Agreement shall be renewed from year to year thereafter unless either party shall give written notice of its desire to terminate, modify or amend the Agreement. Such notice shall be by certified mail prior to February 1, 2023 or February l of any succeeding year for which the Agreement has been renewed.

B. Negotiations Procedure

l. The parties agree to enter into collective negotiations concerning a successor Agreement to become effective on or after July l, 2023, subject to the provisions above.

2. The parties also agree to negotiate in good faith on all matters presented for negotiations. Should an impasse develop, the procedures available under law shall be utilized in an effort to resolve such impasse.

IN WITNESS WHEREOF, the State and the Union have caused this Agreement to be signed by their duly authorized representatives as of this __ day of _____ 2019.

FOR THE STATE OF NEW JERSEY:

_____	_____
_____	_____
_____	_____
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_____	_____
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_____	_____
_____	_____

FOR THE COMMUNICATIONS WORKERS OF AMERICA:

_____	_____
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_____	_____

MEMORANDUM OF UNDERSTANDING 1

A. The inclusion of certain part-time employees within the negotiating unit shall not be construed to expand the coverage of any State program relating to terms and conditions of employment for which such part-time employees were not previously deemed to be eligible, or to include such part-time employees under the coverage of any provision of this Agreement unless the substance of the provision describes a type of program for which such part-time employees were generally eligible prior to inclusion under the Agreement. Where such part-time employees are eligible for State programs or coverage under provisions of this Agreement, appropriate pro-rations will be made in accord with their part-time status.

B. Disputes concerning whether part-time employees are eligible for coverage under any provision of the Agreement between the parties, or the terms and conditions of the coverage, shall be deemed to be a B.1.b. (non-contractual) grievance and shall not be eligible for Step Three arbitration.

APPENDIX 1 – STATE COLLEGES TUITION WAIVER PROGRAM

The terms of any Tuition Waiver Program will be determined by local negotiations whenever such an obligation arises. The Tuition Waiver Program currently in place at the State Colleges and Universities will remain in place unless changes are negotiated on the local level.

APPENDIX 2 – UNIT ELIGIBILITY FOR INTERMITTENT EMPLOYEES PERFORMING ADMINISTRATIVE AND CLERICAL WORK, PROFESSIONAL WORK, OR PRIMARY LEVEL SUPERVISORY WORK

A. Employees Voting in the Election

Intermittent employees shall be in the unit if the employee works at least the stipulated number of hours during each payroll quarter within the calendar year. An employee must work 208 hours during the payroll quarters beginning nearest January 1 and July 1 and 242 hours during the payroll quarters beginning nearest April 1 and October 1.

l. If an employee fails to work the required hours within a calendar year quarter, that employee shall be removed from the unit at the beginning the next quarter, unless the provisions of C are applicable.

2. An employee removed from the unit due to not meeting the quarterly hours requirement, shall be reinstated to the unit by working 69 hours during a period consisting of two consecutive biweekly pay periods and continuing to work 69 hours in each subsequent two biweekly payroll periods until the next quarter begins. The employee would be readmitted into the unit the first biweekly pay period subsequent to qualifying as above. When the employee reenters the quarterly rotation, the employee shall be expected to continue to work the required hours to remain in the unit.

B. New Employees

1. New employees shall enter the unit after having worked 208 hours during six consecutive pay periods and must continue to work at least 69 hours for each subsequent two biweekly payroll periods preceding the start of a calendar year quarter.

2. After entering the quarterly calendar cycle, employees must work the required hours a quarter.

3. Failure to work the required hours a quarter would trigger the provision outlined in A.l. and 2., unless the provisions of C are applicable.

C. Furloughed Employees

1. Employees who were in the unit but were furloughed due to operational requirements shall automatically be placed back in the unit upon their return from furlough.

2. Such employees would be expected to work 69 hours for each two consecutive biweekly pay periods during the time an employee works prior to the start of a quarterly cycle.

3. The employee must continue to work the required hours a calendar year quarter to continue in the unit.

4. Employees who work less than the required hours a calendar year quarter would trigger the provision outlined in A.1. and 2.

5. The period of furlough shall be removed from the computation of hours worked in any period and the requirement prorated. As an example -- if an employee is furloughed during a calendar quarter the required hours for the quarter would be reduced by 35 hours for each biweekly pay period the employee is furloughed.

APPENDIX 3 – SIDE LETTERS OF AGREEMENT #1 THROUGH #22

SIDE LETTER OF AGREEMENT #1
Access to Premises

During the time prior to the ratification of this Agreement the Union may request access to premises in accordance with the Access to Premises provision of the applicable Agreement in order to explain the negotiated Agreement. As a one-time per location per unit exception to the normal circumstance regarding Union meetings, the meetings may be conducted for up to 30 minutes. Employees may attend such meetings by combining their fore and afternoon breaks. Recognizing its responsibility to maintain necessary coverage, management shall attempt to accommodate employees who wish to attend such meetings. Employees who are unable to attend such meetings due to the need to maintain coverage shall allowed to combine their breaks should subsequent pre-ratification meetings be conducted by the Union. No employee may attend a 30-minute meeting more than once.

SIDE LETTER OF AGREEMENT #2 – Alternate Workweek

When an Alternate Workweek Program is proposed for establishment or modification by the Union or by an Agency, Appointing Authority, or a Department, the State (through the Governor's Office of Employee Relations) and the Union shall meet to discuss the parameters of such a program. The State recognizes its obligation under the New Jersey Employer-Employee Relations Act to negotiate on negotiable terms and conditions of employment. The parties equally recognize that certain subjects within an alternate workweek program are preempted by Statute and/or regulations from negotiations. Any agreement the parties may reach as to an alternate workweek program must be approved by the Civil Service Commission as per their jurisdiction under N.J.S.A. 11A, et seq.

AWPs may include compressed work schedules such as a 4-day workweek or a 9-day work schedule in a pay period with extended work hours per day. Upon written request, employees will be provided a description of the AWP. Employee requests to participate in the AWP made available within their unit shall not be unreasonably denied with consideration for operational need.

The State shall notify the Union forty-five (45) days in advance of its intention to modify or terminate an AWP. Upon receipt of such notice, the State shall meet with the Union and discuss proposed actions in accordance with the requirements of the Civil Service Commission regulations.

SIDE LETTER OF AGREEMENT #3 – Department of Human Services

1. The Union may request use of available space at an institution in the Department of Human Services for use as an office or for the storage of papers and files. Provisions of such space shall not be unreasonably withheld when available; however, the provision of space shall not take priority over essential uses and may be on a shared basis. The State shall incur no responsibility for security or safety of any Union materials nor any liability for loss or damages which occur. Further, the Union may be permitted to furnish file cabinets or other equipment to the commitment above and under the same conditions. The permission to utilize facilities of the State may be withdrawn by the State at any time.

2. At State institutions of the Department of Human Services, the State will provide a thirty (30) minute period during the new employee's orientation period to allow a non-State employee representative of the Union to meet and explain the Union's responsibilities. If the non-State employee representative of the Union cannot be present during such orientation period, one (1) unit employee of the institution designated by the Union may be allowed to make such presentation to a maximum of twelve (12) times per year. Any employee released pursuant to this paragraph for the purpose of addressing employees during orientation shall only address employees whose titles are contained in the same negotiating unit as the employee making the presentation.

3. Upon the request of the Union at an institution in the Department of Human Services, a Labor/Management meeting shall be scheduled by management sometime during the second week of March, June, September and December. The quarterly meetings are to discuss local contract administration problems and improve communications. The Union shall designate one (1) employee from the Administrative and Clerical Services, Professional, Primary Level

Supervisors and Higher Level Supervisors Units in order to attend such meetings. Meetings shall be up to one-half (1/2) day in duration. Either party may request a meeting and shall submit a written agenda of the topics to be discussed at least seven (7) days prior to such meeting. Employee representatives who attend such meetings during their scheduled work shift shall be granted time off to attend without loss of pay. If any employee representative who attends the meeting is scheduled to work on another shift on the date of said meeting or attends the meeting on his/her normal day off, he/she shall be granted hour-for-hour compensatory time for the time spent at the meeting.

This letter shall expire on June 30, 2015 unless the parties mutually agree to an extension.

SIDE LETTER OF AGREEMENT #4 – Special Response Unit (SPRU)

1. The State and the Union agree that when CWA represented employees perform SPRU work that they continue to be represented by the Union.

2. The policies and procedures concerning SPRU operations will be determined by the department.

3. SPRU Rates

a. SPRU workers who are on-call will receive $15 a shift. Effective July 1, 2020, the on-call rate will increase to $20.00.

b. Field workers who have an overtime rate and who are called in during a SPRU shift will be paid at a rate of time and a half their hourly rate of pay. Employees with no overtime rate, such as NL employees, will receive $42 per hour for such work beginning July 1, 2007. Effective July 1, 2020, employees with no overtime rate such as NL employees, will receive $50.00 per hour for such work.

c. Field time includes all the time worked.

d. Effective July 1, 2019, supervisors who are on call to supervise SPRU field workers will receive $40. Effective July 1, 2019, supervisors who are on-call to supervise SPRU field workers and who are activated will receive an additional $40.00 per shift regardless of the number of times activated on the shift.

4. Eligibility for SPRU Positions

a. All vacancies for SPRU will be posted.

b. Qualified employees who meet the selection criteria for SPRU positions as set forth in the SPRU policies and procedures will be offered SPRU vacancies in order of seniority if they are equally qualified.

c. SPRU employees may be removed from SPRU positions pursuant to SPRU policies and procedures.

d. Prior to a suspension or removal of employee from SPRU, the Department's Office of Labor Relations shall notify the employee and Union in writing of the reason for the removal or suspension. The employee or the Union may appeal such actions by filing an B.1.b. grievance which shall be heard no later than ten (10) calendar days from the appeal.

5. SPRU Safety

a. Employees may request a buddy when circumstances warrant a buddy. The request for a buddy shall be reviewed pursuant to SPRU policy with a goal of ensuring that employees are safe and shall not be unreasonably denied.

b. SPRU employees shall be eligible for workers compensation benefits.

c. SPRU employees shall receive all necessary resources, including but not limited to working cell phones.

6. Suspensions or removals from SPRU shall be administered fairly and equitably and not in bad faith.

SIDE LETTER OF AGREEMENT #5[2] – Department of Military and Veterans Affairs Alternate Workweek for Employees Performing Fire-fighting Duties

The Alternate Workweek Program currently in place at the Department of Military and Veterans Affairs, which affect employees in the titles Staff Officer 3, Staff Assistant 1, and Staff Assistant 2, that perform fire-fighting services at the Atlantic City Air Base shall, for the duration of this contract, remain in place as is, as per the November 10, 1993 agreement between the State of New Jersey, Office of Employee Relations, and the Communications Workers of America. The July 19, 1994 letter from the Department of Military and Veterans Affairs to the Communications Workers of America shall also continue for the duration of this contract as is.

This side letter of agreement expires on June 30, 2023.

SIDE LETTER OF AGREEMENT #6 – Dignity

In order to resolve an outstanding dispute concerning Article 2, section C-6, commonly referred to as the dignity clause, it is agreed that where an issue or issues in a dignity grievance may be covered by another article in the contract, or by direct appeal to the Civil Service Commission, those issues shall be severed from the dignity grievance and appealed under the appropriate contract provision, or by appeal to the Civil Service Commission as a means of resolving those aspects of the grievance.

The dignity grievance, if still viable, shall then proceed under Article 2, section C-6 of the contract.

SIDE LETTER OF AGREEMENT #7 - Job Security

A. This Side Letter confirms the understanding between the parties regarding some of the efforts the State of New Jersey (State) will undertake to lessen the impact of future privatization initiatives or the closing of State facilities that occur during the period from ratification of this contract through June 30, 2023 and which impact on employees in CWA negotiation units. This letter refers to negotiation unit employees who are ultimately laid off at the conclusion of the State's layoff procedures, but the layoff would have to be the result of the State's decision to privatize a function or to close a facility.

B. In the event the State seriously considers privatization or closure of a facility or function that could result in the layoff or displacement of negotiation unit employees, the State agrees to give the Union reasonable advance notice, but no less than 90 days prior to awarding a privatization contract to perform the work or closure of a facility. Accompanying the notice will be **an** accounting of all costs under the privatization and a comprehensive cost analysis.

C. The Union shall be given the opportunity to demonstrate that unit employees will do the same work more efficiently than a private contractor. The State agrees to provide the Union, upon request, with relevant cost information necessary to enable the Union to develop its economic position, including public documents involving the RFP, once issued, unless such

[2] The parties agreed to include the 1993 Side Letter for clarity.

information is barred from disclosure by law. Proprietary and other confidential information that is not legally barred from disclosure shall be provided pursuant to a confidentiality agreement. The State shall meet with the Union within thirty (30) days of the issuance of the RFP. It is understood that in any event, the decision to privatize is a managerial prerogative that may not be subject to the negotiation process.

D. The parties shall utilize the State Auditor to determine whether substantial cost savings will occur if the privatization occurs. Where the State auditor determines there is no substantial cost savings, the State will undertake best efforts to ensure there shall be no layoff or adverse economic impact on State employees.

E. If there is a pending or proposed general layoff, the State shall review existing private contracts for work similar to that of the employees considered for layoff or dislocation. Unless a cost analysis shows substantial cost savings for those existing private contracts, the State will use its best efforts to bring the work performed under private contract(s) back in house.

F. Effective July 1, 2019, when privatization is undertaken as a cost savings, the State Auditor will conduct periodic post audit cost analysis to determine whether or not there continues to be cost savings. Where there is not cost savings, the State shall make its best efforts to bring the work back in house.

G. The State agrees to make good faith efforts that shall include compliance with all Civil Service regulations to lessen the possibility of the layoff or demotion-in-lieu-of layoff of employees in the negotiation unit.

Consistent with Civil Service regulations, The State will consider the following pre-layoff actions prior to any permanent employees being laid off or demoted:

1. Hiring and promotion freezes;
2. Separation of non-permanent employees;
3. Returning provisional employees to their permanent titles;
4. Securing of transfers and reassignment to other employment;
5. Filling of existing vacancies; and
6. Voluntary reduced work time and voluntary layoff or demotion.

H. The efforts the State will undertake to alleviate the impact on employees laid off as a result of such actions shall include one or more of the following as appropriate under the existing circumstances and shall be subject to discussions between the State and the Union:

1. Recommending preferential hiring lists with the private employer;

2. Establishing hiring freezes for positions determined by the Civil Service Commission to have the same or similar duties and responsibilities at other State locations within the department affected to create openings which will be filled by qualified laid off employees and, if practicable, by employees targeted for layoff, all in accordance with Civil Service ~~and SAC~~ rules and regulations;

3. Providing training for qualified employees to the extent there are openings and laid off employees require training to fill them; and

4. Good faith attempts will be made to fill positions determined by the Civil Service Commission to have substantially the same or similar duties and responsibilities at other State locations by qualified laid off or demoted employees and, if practicable, by employees targeted for layoff. As practicable, the State shall train "at risk" employees to allow movement from the "at risk" location to work locations within or outside the appointing authority where positions are available. It is understood that all such actions must be consistent with operative law and Civil Service regulations.

SIDE LETTER OF AGREEMENT #8 – Promotion - Unclassified Employees

Where a title series exists in the unclassified service, employees within the title series shall be considered for promotion prior to the filling of a vacancy.

SIDE LETTER OF AGREEMENT #9 – Special Services Employees

The State and the Union agree that administrative and clerical special service employees, who meet the eligibility requirements as set forth in Attachment A, shall be eligible to be in the Administrative and Clerical negotiations unit. Such employees shall continue to be in the aforementioned negotiations unit until the time when their employment status is adjusted whereby the Rules and Regulations of the Civil Service Commission and/or the provisions of the Contract will prevail. Such adjustment should take place on or about November 1, 1986. Prior to the time of adjustment, Attachment B shall cover which articles of the Contract apply to this group of employees. In addition, Attachment C shall cover vacation, sick leave, administrative leave and holiday pay for these employees.

SIDE LETTER OF AGREEMENT #10 –Unit Eligibility for Special Services Employees Performing Administrative and Clerical Work

ATTACHMENT A

A. Employees Voting in the Election

Employees who were eligible to vote in the election were in positions performing work within the definition of the Administrative and Clerical Services Unit.

Employees who were eligible to vote in the election are automatically in the Administrative and Clerical Unit. Such employees shall continue to be in the unit if the employee works at least the stipulated number of hours during each payroll quarter within the calendar year. An employee must work 208 hours during the payroll quarters beginning nearest January 1 and July 1 and 242 hours during the payroll quarters beginning nearest April 1 and October 1.

1. If an employee fails to work the required hours within a calendar year quarter, that employee shall be removed from the unit at the beginning of the next quarter, unless the provisions of C are applicable.

2. An employee removed from the unit due to not meeting the quarterly hours requirement, shall be reinstated to the unit by working 69 hours during a period consisting of two consecutive biweekly pay periods and continuing to work 69 hours in each subsequent two bi-weekly payroll periods until the next quarter begins. The employee would be readmitted into the unit the first bi-weekly pay period subsequent to qualifying as above. When the employee reenters the quarterly rotation, the employee shall be expected to work the required hours to remain in the unit.

B. New Employees

1. New employees shall enter the unit after having worked 208 hours during six consecutive pay periods and must continue to work at least 69 hours for each subsequent two biweekly payroll periods preceding the start of a calendar year quarter.

2. After entering the quarterly calendar cycle, employees must work the required hours a quarter.

3. Failure to work the required hours a quarter would trigger the provision outlined in A.l. and 2. unless the provisions of C are applicable.

C. Furloughed Employees

1. Employees who were in the unit but were furloughed due to operational requirements shall automatically be placed back in the unit upon their return from furlough.

2. Such employees would be expected to work 69 hours for each two consecutive biweekly pay periods during the time an employee works prior to the start of a quarterly cycle.

3. The employee must continue to work the required hours a calendar year quarter to continue in the unit.

4. Employees who work less than the required hours a calendar year quarter would trigger the provision outlined in A.l. and 2.

5. The period of furlough shall be removed from the computation of hours worked in any period and the requirement prorated. As an example - if an employee is furloughed during a calendar quarter the required hours for the quarter would be reduced by 35 hours for each biweekly pay period the employee is furloughed.

SIDE LETTER OF AGREEMENT #11 – ATTACHMENT B

The following contractual provisions shall apply to special services administrative and clerical hourly employees:

Preamble
Recognition of Rights and Definitions
Policy Agreements
Grievance Procedure (as modified by Memo of Understanding 2)
Union Rights and Representatives
Access to Personnel Files
Liability Claims Indemnification
Travel Regulations
Claims Adjustments
Unemployment Compensation and Disability
Presentation of Agreement to Employees
Effect of Law
Notices
Terms of Agreement and Negotiations Procedures

SIDE LETTER OF AGREEMENT #12 – ATTACHMENT C

Administrative and clerical special services employees who meet the eligibility requirement to be in the Administrative and Clerical Unit shall be covered under the following leave policy when in the unit:

1. Vacation - 1 day (7 hours) of vacation leave credit for each 154 hours of work.

2. Sick Leave - 1 day (7 hours) of sick leave credit for each 154 hours of work.

3. Administrative Leave - One-half (1/2) day (30 hours) of administrative leave for each 154 hours of work to a maximum of 3 days (21 hours) in any calendar year.

4. Holiday Pay - Employees who are in pay status the day before and the next work day after a holiday shall receive pro rata holiday pay based upon the average number of hours worked in a day as calculated in a calendar year quarter as defined in Attachment A.

SIDE LETTER OF AGREEMENT #13 – Status of Part-Time, Intermittent, Temporary and Special Services Employees

Within sixty (60) days of the execution of the collective negotiations agreements the State and the Union will constitute a labor-management committee for the purpose of reviewing the status of non-negotiations unit employees performing the same or similar duties as employees represented by the CWA. A representative from the Civil Service Commission may participate on the committee. The committee shall be comprised of equal numbers of Union and management representatives and will develop standards to determine which part-time, intermittent, temporary and special services employees, not presently included in CWA's units, should be included.

SIDE LETTER OF AGREEMENT #14 – Tool Allowance

The State will maintain a list of tools required for the performance of work assignments by each of the employees listed in the titles below.

Each of those employees who provides and is required to use his personally owned tools as a condition of employment shall, on or about December 15 of each year of this contract, be granted a tool allowance, if the employee completes a calendar year of employment in his current capacity and is on the payroll as of the date of payment.

Subject to any conditions set forth in the applicable contract the tool allowance shall be $210.00 for the fiscal years beginning July 200**7**.

Eligible employees include only those employees working for the Department of Treasury, Central Motor Pool, in the following titles:

1) Assistant Crew Supervisor, Mechanic
2) Crew Supervisor, Garage Operations
3) Crew Supervisor, Mechanic
4) Crew Supervisor, Mechanics (body and fender shop)

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SIDE LETTER OF AGREEMENT #15 – Union Access in the Department of Treasury

1. Distribution of Literature

a. Taxation Building, 50 Barrack Street, Trenton:

The Union may distribute literature in the public lobby area of the building with reasonable advance notice to the State.

b. Pension Building, 50 West State Street, Trenton, and other leased buildings:

The Union may distribute literature in the lobby areas in front of the elevators, with the exception of the first floor of the Pension building with reasonable advance notice to the State.

2. Union Meetings

a. Taxation Buildings

The conference rooms on the floors of the Taxation Building, with the exception of the 10th floor conference room, will be available for union meetings in accordance with the provisions of the parties' Agreements.

Employees on the 10th floor of the Taxation Building will be given extended break time to travel to another floor of the building for union meetings.

The Union will request access to such conference rooms in accordance with the provisions

of the parties' Agreements and in accordance with the parties' Agreements, access to such conference rooms will not be unreasonably denied.

If problems arise with respect to the use of the Taxation Building conference rooms, the Department will bring such problems to the Union's attention. The Union will make a good faith effort to resolve such problems.

b. Pensions

The conference rooms on the floors of the Pension Building will be available for union meetings in accordance with the provisions of the parties' Agreements.

The first and third floor conference rooms in the Pension Building may be used for larger meetings attended by employees who work on different floors.

The Union will request access to such conference rooms in accordance with the provisions of the parties' Agreements and in accordance with the parties' Agreements, access to such conference rooms will not be unreasonably denied.

If problems arise with respect to the use of the Pension Building conference rooms, the Department will bring such problems to the Union's attention. The Union will make a good faith effort to resolve such problems.

c. Division of Public Finance

The sixth floor conference room in the building located at 50 West State Street, Trenton, will be available for union meetings in accordance with the provisions of the parties' Agreements.

If the sixth floor conference is not available, employees on the 6th floor will be given extended break time to travel to another floor of the building for union meetings.

The Union will request access to the 6th floor conference rooms in accordance with the provisions of the parties' Agreements and in accordance with the parties' Agreements, access to the conference room will not be unreasonably denied.

d. Office of Treasury Technology

The fourth floor conference room in the building located at 50 West State Street, Trenton, will be available for union meetings in accordance with the provisions of the parties' Agreements.

The Union will request access to the 4th floor conference room in accordance with the provisions of the parties' Agreements and in accordance with the parties' Agreements, access to the conference room will not be unreasonably denied.

3. In consideration for the above understandings, the Union will withdraw pending unfair practices and grievances relating to the issue of access.

SIDE LETTER OF AGREEMENT #16 – Representation of Treasury Intermittents

The parties agree that effective July 1, 2007 the Department of the Treasury will hire all new intermittent employees directly into intermittent titles, affording them a working test period that shall begin on day one of employment. The parties further agree that the CWA will represent such new intermittent employees from the start of their employment.

The parties further agree that any persons working for the Department of Treasury on an intermittent basis in hourly positions on July 1, 2007 will be placed directly into intermittent titles, regardless of the number of hours worked in hourly positions, and will begin a working test period on that date. CWA will represent such intermittent employees effective the first full pay period after July 1, 2007.

The parties further agree that the Union shall not appeal the termination of an intermittent employee with less than 375 hours worked as an intermittent, through the contractual discipline

procedure under the following circumstances:

a. An intermittent employee who resigned not in good standing as a result of his/her failure to report to work without authorization ("no call/no show"). If an employee demonstrates that his/her failure to report to work without authorization was due to circumstances beyond the employee's control, the Union may appeal the resignation not in good standing through a departmental appeal meeting in accordance with Article 5 of the parties' Agreement.

b. An intermittent employee who fails a background investigation or an intermittent employee who is excessively absent and/or late. The Union may appeal such terminations through a departmental appeal meeting in accordance with Article 5 of the parties' Agreement.

c. In the Division of Taxation, an intermittent employee who is unable to demonstrate the necessary proficiency to independently, accurately and reliably perform assigned job duties, after having received appropriate training. The Union may appeal such terminations through a departmental appeal meeting in accordance with Article 5 of the parties' Agreement.

SIDE LETTER OF AGREEMENT #17 – State College/University Side Letter

The State recognizes that CWA and the State Colleges and Universities have a common interest in ongoing dialogue and discussions to attempt to resolve certain issues that are of common concern and importance at the various institutions, which comprise the nine (9) State Colleges/Universities. They recognize the advantage of joint meetings between CWA and the Colleges/Universities. Therefore, the parties agree to establish a Committee of State and CWA representatives. The State will designate representatives from the various Colleges/Universities which it deems necessary to accomplish the goals of the committee, and one representative from the Governor's Office of Employee Relations. CWA will designate one representative from each of the nine (9) State College/University Chapters, and one representative from the local union. They will meet twice per year to discuss these issues of common concern. The goal of the Committee will be to ensure that there is an ongoing and continuing dialogue among and between CWA and the Colleges/Universities as to these issues of common concern. The parties recognize the importance of discussion and dialogue, and that the purpose of these committee meetings is not to resolve grievances or to negotiate, but to discuss issues of concern relating to the work force.

CWA Local 1031 will submit an agenda to the Governor's Office of Employee Relations at least two weeks prior to the meeting consistent with the purposes of the Committee as set forth above.

SIDE LETTER OF AGREEMENT #18 – Committee on Workers Compensation Leave

1. On or before October 1, 2019, a Workers Compensation Leave Committee (WCLC) shall be constituted, comprised of up to three members appointed by CWA and up to three members appointed by the State, which may include representatives from the Civil Service Commission.

2. The WCLC shall examine departmental practices and policies regarding the treatment of negotiations unit employees who are on leaves of absence due to job related injuries with respect to the following issues: (1) the continuation of health benefits at the contribution rates employees were paying prior to going out on leave; (2) the continued accrual of paid leave and seniority while the employee is on a workers compensation leave; (3) the right of an employee injured on the job to remain on leave for more than one year; (4) the right of an employee injured on the job to return to his/her position after the exhaustion of workers compensation leave; and (5)

enhanced compensation and benefits for employees injured in the course of their employment due to an assault or other physical or violent altercation by a client, patient, customer, inmate or member of the public.

3. The WCLC shall meet as necessary to develop recommendations with respect to the issues identified in paragraph 2 above.

SIDE LETTER OF AGREEMENT #19 – Essential Employee Designations at 24/7 Facilities

The parties agree that this side letter of agreement covers only inclement weather' situations lasting two days or less in the developmental centers and state hospitals operated by the Department of Human Services and at other facilities operated on a 24/7 basis ("24/7 facilities").

A. The parties agree that the designation of essential requires employees at these 24/7 facilities to be present due to inclement weather situations. It is understood that all direct care employees shall be required to be present during such conditions to sustain such operations.

B. The parties agree that the need to designate non-direct care employees as essential during inclement weather situations may vary according to the operational needs of the 24/7 facilities.

C. At the request of CWA, the Union and management representatives at 24/7 facilities shall meet and discuss the designation of non-direct care employees as essential. OER shall participate in such discussion(s).

D. Non-direct care employees designated as essential will not be unreasonably assigned patient care duties that are outside the scope of their skills and training.

E. When essential employees are required to work four or more hours beyond their regularly scheduled shifts or schedules, the State will make best efforts to provide them with meals, suitable accommodations for hygiene, rest periods and means to communicate with their families.

SIDE LETTER OF AGREEMENT #20 – On-Call Employees

1. Within ninety (90) days from the effective date of this Agreement the Union will submit to OER a list of issues to be discussed regarding on-call employees, including but not limited to:

   a. Procedures for the assignment of on-call duty;

   b. Guidelines for conduct of employees while on-call;

   c. Compensation for employees assigned on-call duty;

   d. Guidelines for the imposition of discipline of employees for conduct while on-call; and

2. Within ninety (90) days from the date the Union submits a list of issues, OER will convene a meeting of affected locals and departments to discuss issues related to on-call employees.

3. OER will make a good faith effort to resolve issues relating to on-call employees.

4. The parties will negotiate over the above issues to the extent such issues are mandatory subjects of negotiations and are not preempted by statute or regulation.

SIDE LETTER OF AGREEMENT #21 – Treasury Intermittent Employee Furlough Recall and Permanent Employment Rights

When there is a vacancy in a permanent entry-level non-competitive position, before offering such position to a non-employee, intermittent employees who have satisfactorily completed their working test period, meet the qualifications for the title and have a satisfactory PAR rating on their most recent PAR and no discipline in the last twenty-four (24) months immediately preceding their last furlough date will be offered the non-competitive appointment in order of job title seniority if they express written interest in the position.

Before hiring new intermittent employees for a designated work unit, the State will recall

furloughed intermittent employees serving in that intermittent title in order of job title seniority provided the intermittent employee possesses the necessary skills and training to perform the duties of the vacant intermittent position.

A furloughed intermittent employee, who is offered a position in a work location different than the one from which he/she was furloughed, may decline such offer and remain on the recall list.

SIDE LETTER OF AGREEMENT #22 – Pension Reporting Side Letter

The parties acknowledge that the following reports and information are available on the website of the Division of Pensions and Benefits:

a. Investment Report for all of the pension funds;
b. Comprehensive Annual Financial Report for All Pension Funds, including actuarial reports, statistical reports, and financial statements.

SIDE LETTER OF AGREEMENT #23 – Membership Information

Within 90 days of ratification, of the 2019-2023 MOA, OER will facilitate a meeting of representatives of the Department of Treasury, OER and the third party administrator to meet with CWA to discuss a procedure wherein CWA receives a monthly payment for all PAF contributions by CWA unit members.

APPENDIX 4 – Work Week Designations

Listed below are all titles included in the contract. Also listed is the title code number, pay range, and workweek designation.

The pay range can be used to help determine an individual's proper pay.

The explanation of the **symbols used for workweek designation is:**

35- 35 hour fixed workweek worker. Overtime compensation is regulated by the Overtime Article of this contract and Department of Personnel Overtime rules. Additionally, the FLSA (Fair Labor Standards Act) mandates overtime compensation for these workers for hours over 40 worked in a workweek.

40- 40 hour fixed workweek worker. Overtime compensation is regulated by the Overtime Article of this contract, Department of Personnel Overtime rules, and the Federal FLSA.

NE- Non-exempt, non-limited. These workers work at least a 35 hour workweek with intermittent requirements for a longer workweek as warranted to complete projects or assignments. These workers are covered by the Provisions of Federal FLSA mandated time and one-half (pay or compensatory time) for hours in a week worked over 40 hours. Hour-for-hour hourly compensation (if any) for hours worked in a week between 35 hours and 40 hours is determined by Department of Personnel Overtime rules and Department policy.

NL- Non-limited workers. These workers shall work at least a 35 hour workweek with

intermittent requirements for a longer workweek as warranted to complete projects or assignments.
The State of New Jersey believes that these titles are **exempt** from coverage by the overtime compensation provisions of the federal FLSA. (Workers in these titles who believe they should be covered by the FLSA may appeal to the U.S. Department of Labor.)

Hour-for-hour compensation (if any) for NL workers for hours over 35 worked in a week is determined by the Department of Personnel Overtime Rules and Departmental policy.

N4- Non-limited title which involve direct and continuous supervision of workers in 40 hour workweek titles. The State of New Jersey believes these workers are exempt from coverage by the federal FLSA.
Any compensation for hours beyond the normal workweek is regulated by the Department of Personnel Overtime rules and Departmental policy.

3E- (exempt 35 hour) 35 hour fixed workweek worker. Overtime compensation is regulated by the Overtime Article of this contract and Department of Personnel Overtime rules. The State of New Jersey believes these workers are exempt from coverage by the FLSA.

4E- (exempt 40 hour) 40 hour fixed workweek worker. Overtime compensation is regulated by the Overtime Article of this contract and Department of Personnel Overtime rules. The State of New Jersey believes these workers are exempt from coverage by the FLSA.

This Appendix, including the titles listed below, is for information purposes only and is not subject to the grievance and arbitration procedure set forth in Article 4.

APPENDIX 5 – Health Benefits Plan Design and Employee Contributions

A. **Plan Offerings/Plan Design**

1. Active employees shall have the option to enroll in the new CWA PPO, or one of the currently offered HMO plans, Tiered Network plans, and High Deductible Health plans. Plan designs are enclosed below.

2. Effective July 1, 2019, new provisions will be added to the Tiered Network plans (currently Horizon OMNIA and Aetna Liberty):

(a) During open enrollment periods, the Division of Pensions and Benefits shall provide notice to all employees about the then-current web address for eligible service provider list. Notice will be sent to employees through their State provided email address.

(b) Employees will be notified, subject to the rules outlined in the plan administrator contracts, when a facility is reclassified from Tier 1 during a plan year. Employees notified of changed providers may, subject to rules outlined in the plan administrator contracts, be provided with an in-network extension.

(c) Employees diagnosed with a catastrophic illness during a plan year, for which less than two Tier 1 facilities are available in a 50-mile radius of the employee's home, may, subject to rules outlined in the plan administrator contracts, apply to change plans mid-year. The Division of Pensions and Benefits will assess the employee's circumstances on a case-by-case basis and maintains the sole authority to grant or deny applications for mid-year plan changes.

3. Effective pay period 15, July 16, 2019, a new plan, "CWA PPO" shall be the only PPO plan offered to active members of CWA units as described below.

(a) Open enrollment for CWA PPO shall begin in April 2019.
(b) Lab work will be added to the out-of-network routine care exclusion list, with the following exceptions:
    i. Genetics lab testing
    ii. First out of network lab expense will be forgiven.
    iii. All enrollees will receive advance notification of the change to lab services at least 60 days prior to July 1, 2019. Notice will also be sent to all physicians at least 60 days prior to July 1, 2019. Any enrollee who utilized out of network lab services in 2018 or 2019 will receive direct communication advising them this service will be out of network.
    iv. Direct Primary Care Medical Home lab services shall be covered in-network.
(c) Employees hired after July 1, 2019 who enroll in the CWA PPO plan will be subject to a $100 in-network deductible for non-preventative care. Newly hired employees will have the same plan options as current employees. The in-network deductible shall have the following exclusions:
    i. Second wellness visit (follow-up visit is required under wellness program)
    ii. Preventative care
    iii. Obstetrics
    iv. Pediatrics
    v. Employees will pay the Emergency Room co-payment of $150 which will count towards the in-network deductible.
    vi. Participation in a Direct Primary Care Medical Home as your primary care physician.
(d) The Out of Network reimbursement rate will be 175% of CMS with the following exclusions:
    i. Obstetrical Care – For employees receiving obstetrical care as of 7/1/2019, the reimbursement rate will be 195% of CMS for the duration of their care which they were receiving as of July 1, 2019.
    ii. Mental Health – For employees receiving mental health services, the reimbursement rate will be 175% of CMS up to the employee reaching the out of pocket maximum of $2,000/$5,000, and then reimbursement shall be at 195% of CMS for the remainder of that plan year. This exclusion will remain in effect through 6/30/2021.

4. Employee Contributions for Health Insurance Effective July 1, 2019: CWA unit members participating in the CWA PPO plan shall contribute a percentage of salary to the cost of benefits at rates set forth in Schedule 2A. Members participating in an HMO plan or a HDHP will contribute a percentage of premium at rates set forth in Schedule 2B. Members participating in a Tiered Network plan shall be 75% of the CWA PPO contribution rates, as set forth in Schedule 2C.

5. Early Retirees:

(a) Early retirees who retire on or after July 1, 2019 shall have the same plan options as active CWA-represented employees. Retirees shall contribute towards the cost of health insurance based on the applicable contribution rates for the selected plan.

(b) Early retirees who retired prior to July 1, 2019 shall be given the option effective July 1, 2019 of enrolling in the CWA PPO plan as a plan option.

6. The State and CWA will meet to discuss access to state facilities for orientation, education, and enrollment for the Direct Primary Care Medical Home (DCPMH).

7. **Continued Plan Design Negotiations**: The parties agree to negotiate plan design and coordinate outreach/education to active members and retirees enrolled in the SHBP including but not limited to the following:

(a) Conversion to CWA PPO of early retirees retired prior to 7/1/2019
(b) Improved utilization of in network providers and services
(c) Brand name prescription utilization
(d) Direct Primary Care Medical Home expansion and access

8. Employees completing the NJ Well Program will receive $350 incentive for each eligible participant. Members and spouses are both eligible for participation in the wellness program.

B. Healthcare Reopener for CWA PPO Plan

During negotiations for a successor collective negotiations agreement, CWA and the State of New Jersey have undertaken a joint effort to provide employees with affordable, quality healthcare.

The Chapter 78 model of dividing costs, while providing some financial relief to the State of NJ, does not incentivize the selection of lower cost plans and does not encourage innovative plan design or other non-cost shifting approaches.

The plan design and cost structure of the CWA PPO is an *initial* effort to (1) provide more affordable healthcare, with shared savings to the State and to CWA-represented State employees, (2) establish ongoing review and innovation protocols that may be applied to other plans, (3) encourage employees to select rightsized coverage, and (4) directly assist plan participants in making healthcare choices that provide the greatest value and outcomes.

The CWA PPO accomplishes these objectives by:

a. Encouraging the use of in-network healthcare providers through deductibles and a reduction in out-of-network reimbursement rates.
b. Eliminating higher cost PPOs so that employees desiring the advantage of a PPO can only select the CWA PPO with its lower costs, providing a rational, consistent and advantageous cost split by which savings are allocated between the employee and the State.
c. Utilizing the close relationships, knowledge and on-going capacity of CWA staff and shop stewards connecting to and directly assisting plan participants in selecting non-emergency in-network healthcare options that are data driven and that provide the best outcomes and greatest value.
d. Linking employee contributions to base salaries, resulting in increased contributions as salaries increase.
e. Providing for a "re-opener," under specific circumstances so that cost sharing between the State and the workforce remains fair, consistent and reflective of overall healthcare costs.

1. Re-opener:

a. The actual premium cost for the CWA PPO, inclusive of medical and prescription costs, will be tracked each plan year following the plan's initial offering in plan year 2019.
b. In addition, the CWA PPO premium cost increases will be monitored and compared to the national, regional and state trending of healthcare costs.
c. To ensure that CWA and the State continue to jointly endeavor to maintain affordable, high quality healthcare options for CWA-represented State employees, the CWA will also be provided an opportunity, in or around June of each year, to meet with representatives of the State's SHBP consultants and the Division of Pensions and Benefits to discuss the proposed rate recommendations and assumptions made in reaching the premium cost determinations. The CWA may submit questions about the proposed rate actions or assumptions in advance of the meeting. The Division of Pensions and Benefits will provide answers to such questions.
d. **Calculations**:

i. If the projected blended premium for the CWA PPO in a plan year exceeds the "Baseline Premium", CWA and the State shall enter into negotiations to lower the premium and/or reduce the rate of premium increases. Such negotiations will commence upon receipt of the SHBP actuary's rate renewal recommendation premium for the upcoming plan year, in or about the preceding July.

ii. CWA and the State shall also calculate the "Adjusted Premium Increase" ("API"). The API shall be calculated by (a) subtracting the aggregate percent of across-the-board salary increases received by CWA-represented State employees, not compounded, from (b) the percent by which the CWA PPO premium exceeds the Preliminary Baseline Premium.

iii. Commencing in Plan Year 2019, the preliminary baseline premium rates shall be the following blended premiums – Single coverage - $9570; Parent/Child coverage - $19,140; Employee/Spouse - $17,800; and Family $27,370 – plus 3% ("Preliminary Baseline Premium").

e. **Plan Year 2021**:

i. If the projected blended premium for the CWA PPO in plan year **2021** exceeds the Preliminary Baseline Premium from plan year 2019, CWA and the State shall enter into negotiations to address such premium increases.

ii. The API for Plan Year 2021 shall be calculated by (a) subtracting the aggregate percent of across-the-board salary increases received by CWA-represented State employees, between July 1, 2019 and December 31, **2020**, not compounded, from (b) the percent by which the CWA PPO premium exceeds the Preliminary Baseline Premium. For example, if the **2021** CWA PPO premium is 8% more than the Preliminary Baseline Premium and if employees have received an aggregate of 6%, non-compounded, across-the-board salary increases since July 1, 2019, the API is 2%.

iii. If CWA and the State cannot agree upon plan design changes or other cost-saving measures that would reduce the API to at least a 0% increase over the Preliminary Baseline Premium by the September 1 preceding the start of the **2021** plan year, then an Escalator shall be applied to employee contribution rates. The Escalator to be applied to employee contribution rates shall be the percentage by which the API exceeds the Preliminary Baseline Premium. For example, if the API is 2%, then the Escalator is also 2%, which is applied to the employee's contribution rate. If an employee's contribution rate is 5% of base salary, then by applying the Escalator, the contribution rate will increase to 5.1% of base salary. Any increase in employee contributions will be effective the first pay period of the **2021** plan year.

iv. If the 2021 premium is below the Preliminary Baseline Premium by 6% or more, CWA and the State shall discuss options to share the savings in reduced costs or to improve the quality of the CWA PPO through design changes or other measures. If CWA and the State do not agree to either reduce costs or improve the quality of the CWA PPO or agree upon a reduction in the employee contribution rates by September 1 preceding the start of the plan year then contribution rates shall be reduced by the application of a De-escalator. The De-escalator shall be the amount of the decrease in CWA PPO 2020 premium below 6% of the Preliminary Baseline Premium. For example, if the 2021 premium is 6.5% below the Preliminary Baseline Premium, employee contribution rates shall be reduced by 0.5%. If an employee's contribution rate is 5% of base salary, then by applying the De-escalator the employee's new contribution rate shall be 4.975%. Any decrease in employee contributions will be effective the first pay period of the 2021 plan year.

f. **Plan Year 2022**:

i. The Baseline Premium for 2022 plan year shall be the baseline premium is the CWA PPO Plan's premium cost in plan year 2021 plus 1%.

ii. If the projected blended premium for the CWA PPO in plan year 2022 exceeds the new Baseline Premium, CWA and the State shall enter into negotiations to address such premium increases.

iii. The API shall be calculated by (a) subtracting the aggregate percent of across-the-board salary increases received by CWA-represented State employees, between July 1, 2021 and December 31, 2021, not compounded, from (b) the percent by which the CWA PPO premium exceeds the 2022 Baseline Premium.

iv. If CWA and the State cannot agree upon plan design changes or other cost-saving measures that would reduce the API to at least a 0% increase over the Preliminary Baseline Premium by the September 1 preceding the start of the 2022 plan year, then an Escalator shall be applied to employee contribution rates. The Escalator to be applied to employee contribution rates shall be the percentage by which the API exceeds the Preliminary Baseline Premium. Any increase in employee contributions will be effective the first pay period of the 2022 plan year.

v. Each subsequent plan year's CWA PPO Plan's premium cost will be compared with previous year's CWA PPO Plan's premium cost which will become the new Baseline Premium. The same process and methodology shall be used to review, and if necessary adjust, employee contributions rates, every year thereafter.

	CWA Unity Freedom/ Freedom 2019***	Aetna HMO	Aetna Liberty		Aetna Value HD4000*	Aetna Value HD1500*
	CWA Unity DIRECT/ DIRECT 2019***	Horizon HMO[1]	Horizon OMNIA		NJ DIRECT HD4000*	NJ DIRECT HD1500*
Medical Cost Sharing			TIER 1	TIER 2		
Primary Care Copayment	$15	$15	$5	$20		
Specialist Care Copayment	$15	$15	$15	$30		
Emergency Room Copayment	$150[9]	$100	$100	$100		
In-Network Deductible	$100[8] (if hired after 7/1/19)	$100[2]	None	$1,500[7]	$4,000[7]	$1,500[7]

In-Network Coinsurance	10%[2]		None	20%	20% after deductible	20% after deductible
In-Network Coinsurance Maximum (Individual/Family)	$800/$2,000		None	None	$1,000/$2,000	$1,000/$2,000
In-Network Out-of-Pocket Maximum (Individual/Family)	$6,320/$12,640	$6,320/ $12,640	$2,500[7]	$4,500[7]	$5,000/ $10,000	$2,500/ $5,000
Out-of-Network Deductible (Individual/Family)	$400/$1,000				See In-Network Deductible[3]	See In-Network Deductible[3]
Out-of-Network Coinsurance[4]	30%				40%	40%
Out-of-Network Out-of-Pocket Maximum (Individual/Family)	$2,000/$5,000				$6,000/ $12,000	$3,500/ $7,000
Out-of-Network Inpatient Hospital Deductible	$500					
Employer Health Savings Account Funding[5]						$300
Out of Network Reimbursement Rate	175% CMS Exceptions: Mental Health after OOP Max get 195% CMS (good through 7/1/2021) and Obstetrics at 195% CMS until treatment completed					

*** HD = High Deductible Health Plan**
**** Age 26 and under**
***** Members hired before July 1, 2019, will be enrolled in CWA Unity DIRECT or Freedom. Members hired after July 1, 2019, will be enrolled in CWA Unity DIRECT 2019 or Freedom 2019.**

1 Service areas for Horizon HMO plans are limited to New Jersey, New Castle County in Delaware, and bordering counties of Pennsylvania and New York.
2 On select services.
3 Out-of-Network Deductible is combined with In-Network Deductible.
4 After Deductible.
5 Health Savings Accounts can be used for qualified medical expenses without federal tax liability.
6 Applies to services that do not require a copayment.
7 Family amounts are 2 x per member amounts listed in table.
8 $100 in network deductible has exclusions: 2nd wellness visit, preventive, obstetrics, pediatrics, and any deductible applied to other services.
9 $50 for adults referred to the emergency room by their primary care physician and for pediatric (through age 19).
CWA Unity Freedom/DIRECT members and spouses who participate in NJWELL and complete the necessary health screenings and activities can earn a financial reward of $350 each.

	CWA Unity Freedom/ Freedom 2019**	Aetna HMO	Aetna Liberty	Aetna Value HD4000*	Aetna Value HD1500*
	CWA Unity DIRECT/ DIRECT 2019**	Horizon HMO[1]	Horizon OMNIA	NJ DIRECT HD4000*	NJ DIRECT HD1500*
Prescription Drug Copayments					
Retail: Generic Copayments	$7	$3	$7	Subject to deductible and coinsurance	Subject to deductible and coinsurance
Retail: Brand Copayments	$16	$10	$16		
Retail: Brand w/Generic available Copayments[2]	Member pays difference[2]	Member pays difference[2]	Member pays difference[2]		
Mail: Generic Copayments	$18	$5	$18		
Mail: Brand Copayments	$40	$15	$40		
Mail: Brand w/Generic available Copayments[2]	Member pays difference[2]	Member pays difference[2]	Member pays difference[2]		
Prescription Drug annual Out-of-Pocket Maximum (Individual/Family)	$1,580/$3,160	$1,580/$3,160			

**** Members hired before July 1, 2019, will be enrolled in CWA Unity DIRECT or Freedom.**
Members hired after July 1, 2019, will be enrolled in CWA Unity DIRECT 2019 or Freedom 2019.

[1] Service areas for Horizon HMO plans are limited to New Jersey, New Castle County in Delaware, and bordering counties of Pennsylvania and New York.

[2] You pay the applicable generic copayment as listed above, plus the cost difference between the brand drug and the generic drug.

This is a summary and not intended to provide all information. Although every attempt at accuracy is made, it cannot be guaranteed.

APPENDIX 5: SCHEDULE 2A– Unity DIRECT/Unity Freedom – Contribution Rates Effective 7/1/2019

	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
ANNUAL SALARY	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution
$20,000	2.00%	$400	2.00%	$400	2.00%	$400	2.00%	$400
$21,000	2.00%	$420	2.00%	$420	2.00%	$420	2.00%	$420
$22,000	2.00%	$440	2.00%	$440	2.00%	$440	2.00%	$440
$23,000	2.00%	$460	2.00%	$460	2.00%	$460	2.00%	$460
$24,000	2.00%	$480	2.00%	$480	2.00%	$480	2.00%	$480
$25,000	2.00%	$500	2.00%	$500	2.00%	$500	2.00%	$500

$26,000	2.00%	$520	2.00%	$520	2.25%	$585	2.00%	$520
$27,000	2.00%	$540	2.00%	$540	2.25%	$608	2.00%	$540
$28,000	2.00%	$560	2.00%	$560	2.25%	$630	2.00%	$560
$29,000	2.00%	$580	2.00%	$580	2.25%	$653	2.00%	$580
$30,000	2.25%	$675	2.75%	$825	2.50%	$750	2.75%	$825
$31,000	2.25%	$698	2.75%	$853	2.50%	$775	2.75%	$853
$32,000	2.25%	$720	2.75%	$880	2.50%	$800	2.75%	$880
$33,000	2.25%	$743	2.75%	$908	2.50%	$825	2.75%	$908
$34,000	2.25%	$765	2.75%	$935	2.50%	$850	2.75%	$935
$35,000	2.25%	$788	2.75%	$963	3.00%	$1,050	2.75%	$963
$36,000	2.25%	$810	3.00%	$1,080	3.00%	$1,080	3.00%	$1,080
$37,000	2.25%	$833	3.00%	$1,110	3.00%	$1,110	3.00%	$1,110
$38,000	2.25%	$855	3.00%	$1,140	3.00%	$1,140	3.00%	$1,140
$39,000	2.25%	$878	3.00%	$1,170	3.00%	$1,170	3.00%	$1,170
$40,000	2.25%	$900	3.00%	$1,200	3.00%	$1,200	3.00%	$1,200
$41,000	2.25%	$923	3.00%	$1,230	3.00%	$1,230	3.00%	$1,230
$42,000	2.25%	$945	3.00%	$1,260	3.00%	$1,260	3.00%	$1,260
$43,000	2.25%	$968	3.00%	$1,290	3.00%	$1,290	3.00%	$1,290
$44,000	2.25%	$990	3.00%	$1,320	3.00%	$1,320	3.00%	$1,320
$45,000	2.40%	$1,080	3.00%	$1,350	3.50%	$1,575	3.25%	$1,463
$46,000	2.40%	$1,104	3.00%	$1,380	3.50%	$1,610	3.25%	$1,495
$47,000	2.40%	$1,128	3.00%	$1,410	3.50%	$1,645	3.25%	$1,528
$48,000	2.40%	$1,152	3.00%	$1,440	3.50%	$1,680	3.25%	$1,560
$49,000	2.40%	$1,176	3.00%	$1,470	3.50%	$1,715	3.25%	$1,593
$50,000	3.00%	$1,500	4.25%	$2,125	4.50%	$2,250	4.50%	$2,250
$51,000	3.00%	$1,530	4.25%	$2,168	4.50%	$2,295	4.50%	$2,295
$52,000	3.00%	$1,560	4.25%	$2,210	4.50%	$2,340	4.50%	$2,340
$53,000	3.00%	$1,590	4.25%	$2,253	4.50%	$2,385	4.50%	$2,385
$54,000	3.00%	$1,620	4.25%	$2,295	4.50%	$2,430	4.50%	$2,430
$55,000	3.40%	$1,870	4.50%	$2,475	5.00%	$2,750	4.50%	$2,475
$56,000	3.40%	$1,904	4.50%	$2,520	5.00%	$2,800	4.50%	$2,520
$57,000	3.40%	$1,938	4.50%	$2,565	5.00%	$2,850	4.50%	$2,565
$58,000	3.40%	$1,972	4.50%	$2,610	5.00%	$2,900	4.50%	$2,610
$59,000	3.40%	$2,006	4.50%	$2,655	5.00%	$2,950	4.50%	$2,655
$60,000	3.75%	$2,250	5.50%	$3,300	6.00%	$3,600	5.00%	$3,000
$61,000	3.75%	$2,288	5.50%	$3,355	6.00%	$3,660	5.00%	$3,050

	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
ANNUAL SALARY	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution
$62,000	3.75%	$2,325	5.50%	$3,410	6.00%	$3,720	5.00%	$3,100
$63,000	3.75%	$2,363	5.50%	$3,465	6.00%	$3,780	5.00%	$3,150
$64,000	3.75%	$2,400	5.50%	$3,520	6.00%	$3,840	5.00%	$3,200
$65,000	3.75%	$2,438	5.75%	$3,738	6.50%	$4,225	5.25%	$3,413

$66,000	3.75%	$2,475	5.75%	$3,795	6.50%	$4,290	5.25%	$3,465
$67,000	3.75%	$2,513	5.75%	$3,853	6.50%	$4,355	5.25%	$3,518
$68,000	3.75%	$2,550	5.75%	$3,910	6.50%	$4,420	5.25%	$3,570
$69,000	3.75%	$2,588	5.75%	$3,968	6.50%	$4,485	5.25%	$3,623
$70,000	4.00%	$2,800	6.20%	$4,340	7.25%	$5,075	5.75%	$4,025
$71,000	4.00%	$2,840	6.20%	$4,402	7.25%	$5,148	5.75%	$4,083
$72,000	4.00%	$2,880	6.20%	$4,464	7.25%	$5,220	5.75%	$4,140
$73,000	4.00%	$2,920	6.20%	$4,526	7.25%	$5,293	5.75%	$4,198
$74,000	4.00%	$2,960	6.20%	$4,588	7.25%	$5,365	5.75%	$4,255
$75,000		$2,977		$4,678	7.25%	$5,438		$4,400
$76,000		$2,977		$4,678	7.25%	$5,510		$4,400
$77,000		$2,977		$4,678	7.25%	$5,583		$4,400
$78,000		$2,977		$4,678	7.25%	$5,655		$4,400
$79,000		$2,977		$4,678	7.25%	$5,728		$4,400
$80,000		$3,083		$4,890	7.25%	$5,800		$4,550
$81,000		$3,083		$4,890	7.25%	$5,873		$4,550
$82,000		$3,083		$4,890	7.25%	$5,945		$4,550
$83,000		$3,083		$4,890	7.25%	$6,018		$4,550
$84,000		$3,083		$4,890	7.25%	$6,090		$4,550
$85,000		$3,083		$5,316	7.50%	$6,375		$4,950
$86,000		$3,083		$5,316	7.50%	$6,450		$4,950
$87,000		$3,083		$5,316	7.50%	$6,525		$4,950
$88,000		$3,083		$5,316	7.50%	$6,600		$4,950
$89,000		$3,083		$5,316	7.50%	$6,675		$4,950
$90,000		$3,083		$5,316	7.50%	$6,750		$4,950
$91,000		$3,083		$5,316	7.50%	$6,825		$4,950
$92,000		$3,083		$5,316	7.50%	$6,900		$4,950
$93,000		$3,083		$5,316	7.50%	$6,975		$4,950
$94,000		$3,083		$5,316	7.50%	$7,050		$4,950
$95,000		$3,190		$5,316	7.50%	$7,125		$4,950
$96,000		$3,190		$5,316	7.50%	$7,200		$4,950
$97,000		$3,190		$5,316	7.50%	$7,275		$4,950
$98,000		$3,190		$5,316	7.50%	$7,350		$4,950
$99,000		$3,190		$5,316	7.50%	$7,425		$4,950
$100,000		$3,190		$6,390		$8,213		$5,950
$101,000		$3,190		$6,390		$8,213		$5,950
$102,000		$3,190		$6,390		$8,213		$5,950
$103,000		$3,190		$6,390		$8,213		$5,950
$104,000		$3,190		$6,390		$8,213		$5,950

	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
ANNUAL SALARY	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution
$105,000		$3,190		$6,390		$8,213		$5,950

$106,000		$3,190		$6,390		$8,213		$5,950
$107,000		$3,190		$6,390		$8,213		$5,950
$108,000		$3,190		$6,390		$8,213		$5,950
$109,000		$3,190		$6,390		$8,213		$5,950
$110,000		$3,190		$6,390		$9,122		$5,950
$111,000		$3,190		$6,390		$9,122		$5,950
$112,000		$3,190		$6,390		$9,122		$5,950
$113,000		$3,190		$6,390		$9,122		$5,950
$114,000		$3,190		$6,390		$9,122		$5,950
$115,000		$3,190		$6,390		$9,122		$5,950
$116,000		$3,190		$6,390		$9,122		$5,950
$117,000		$3,190		$6,390		$9,122		$5,950
$118,000		$3,190		$6,390		$9,122		$5,950
$119,000		$3,190		$6,390		$9,122		$5,950
$120,000		$3,190		$6,390		$9,122		$5,950
$121,000		$3,190		$6,390		$9,122		$5,950
$122,000		$3,190		$6,390		$9,122		$5,950
$123,000		$3,190		$6,390		$9,122		$5,950
$124,000		$3,190		$6,390		$9,122		$5,950
$125,000		$3,190		$6,390		$9,122		$5,950
$126,000		$3,190		$6,390		$9,122		$5,950
$127,000		$3,190		$6,390		$9,122		$5,950
$128,000		$3,190		$6,390		$9,122		$5,950
$129,000		$3,190		$6,390		$9,122		$5,950
$130,000		$3,190		$6,390		$9,122		$5,950
$131,000		$3,190		$6,390		$9,122		$5,950
$132,000		$3,190		$6,390		$9,122		$5,950
$133,000		$3,190		$6,390		$9,122		$5,950
$134,000		$3,190		$6,390		$9,122		$5,950
$135,000		$3,190		$6,390		$9,122		$5,950
$136,000		$3,190		$6,390		$9,122		$5,950
$137,000		$3,190		$6,390		$9,122		$5,950
$138,000		$3,190		$6,390		$9,122		$5,950
$139,000		$3,190		$6,390		$9,122		$5,950
$140,000		$3,190		$6,390		$9,122		$5,950
$141,000		$3,190		$6,390		$9,122		$5,950
$142,000		$3,190		$6,390		$9,122		$5,950
$143,000		$3,190		$6,390		$9,122		$5,950
$144,000		$3,190		$6,390		$9,122		$5,950
$145,000		$3,190		$6,390		$9,122		$5,950
$146,000		$3,190		$6,390		$9,122		$5,950
$147,000		$3,190		$6,390		$9,122		$5,950

	SINGLE	EMPLOYEE & SPOUSE/PARTNER	FAMILY	PARENT/CHILD

ANNUAL SALARY	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution
$148,000		$3,190		$6,390		$9,122		$5,950
$149,000		$3,190		$6,390		$9,122		$5,950
$150,000		$3,190		$6,390		$9,122		$5,950

APPENDIX 5: SCHEDULE 2B – HMO and High Deductible Plans – Contribution Rates
Effective 7/1/2019

SINGLE				MEMBER/PARTNER			
Annual Base Salary			% of Premium		Annual Base Salary		% of Premium
Under	-	$ 20,000	4.50%		Under	- $ 25,000	3.50%
$ 20,000	-	$ 24,999	5.50%		$ 25,000	- $ 29,999	4.50%
$ 25,000	-	$ 29,999	7.50%		$ 30,000	- $ 34,999	6.00%
$ 30,000	-	$ 34,999	10.00%		$ 35,000	- $ 39,999	7.00%
$ 35,000	-	$ 39,999	11.00%		$ 40,000	- $ 44,999	8.00%
$ 40,000	-	$ 44,999	12.00%		$ 45,000	- $ 49,999	10.00%
$ 45,000	-	$ 49,999	14.00%		$ 50,000	- $ 54,999	15.00%
$ 50,000	-	$ 54,999	20.00%		$ 55,000	- $ 59,999	17.00%
$ 55,000	-	$ 59,999	23.00%		$ 60,000	- $ 64,999	21.00%
$ 60,000	-	$ 64,999	27.00%		$ 65,000	- $ 69,999	23.00%
$ 65,000	-	$ 69,999	29.00%		$ 70,000	- $ 74,999	26.00%
$ 70,000	-	$ 74,999	32.00%		$ 75,000	- $ 79,999	27.00%
$ 75,000	-	$ 79,999	33.00%		$ 80,000	- $ 84,999	28.00%
$ 80,000	-	$ 84,999	34.00%		$ 85,000	- $ 89,999	30.00%
$ 85,000	-	$ 89,999	34.00%		$ 90,000	- $ 94,999	30.00%
$ 90,000	-	$ 94,999	34.00%		$ 95,000	- $ 99,999	30.00%
$ 95,000	-	Over	35.00%		$ 100,000	- Over	35.00%

PARENT/CHILD				FAMILY			
Annual Base Salary			% of Premium		Annual Base Salary		% of Premium
Under	-	$ 25,000	3.50%		Under	- $ 25,000	3.00%
$ 25,000	-	$ 29,999	4.50%		$ 25,000	- $ 29,999	4.00%
$ 30,000	-	$ 34,999	6.00%		$ 30,000	- $ 34,999	5.00%
$ 35,000	-	$ 39,999	7.00%		$ 35,000	- $ 39,999	6.00%
$ 40,000	-	$ 44,999	8.00%		$ 40,000	- $ 44,999	7.00%
$ 45,000	-	$ 49,999	10.00%		$ 45,000	- $ 49,999	9.00%
$ 50,000	-	$ 54,999	15.00%		$ 50,000	- $ 54,999	12.00%
$ 55,000	-	$ 59,999	17.00%		$ 55,000	- $ 59,999	14.00%
$ 60,000	-	$ 64,999	21.00%		$ 60,000	- $ 64,999	17.00%
$ 65,000	-	$ 69,999	23.00%		$ 65,000	- $ 69,999	19.00%
$ 70,000	-	$ 74,999	26.00%		$ 70,000	- $ 74,999	22.00%
$ 75,000	-	$ 79,999	27.00%		$ 75,000	- $ 79,999	23.00%
$ 80,000	-	$ 84,999	28.00%		$ 80,000	- $ 84,999	24.00%
$ 85,000	-	$ 89,999	30.00%		$ 85,000	- $ 89,999	26.00%
$ 90,000	-	$ 94,999	30.00%		$ 90,000	- $ 94,999	28.00%
$ 95,000	-	$ 99,999	30.00%		$ 95,000	- $ 99,999	29.00%
$ 100,000	-	Over	35.00%		$ 100,000	- $ 104,999	32.00%
					$ 105,000	- $ 109,999	32.00%
					$ 110,000	- Over	35.00%

Note: All percentages are percentage of premium, not salary.

APPENDIX 5: SCHEDULE 2C – Tiered Network Plans – Contribution Rates
Effective 7/1/2019

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution
$20,000	1.50%	$300	1.50%	$300	1.50%	$300	1.50%	$300
$21,000	1.50%	$315	1.50%	$315	1.50%	$315	1.50%	$315
$22,000	1.50%	$330	1.50%	$330	1.50%	$330	1.50%	$330
$23,000	1.50%	$345	1.50%	$345	1.50%	$345	1.50%	$345
$24,000	1.50%	$360	1.50%	$360	1.50%	$360	1.50%	$360
$25,000	1.50%	$375	1.50%	$375	1.50%	$375	1.50%	$375
$26,000	1.50%	$390	1.50%	$390	1.69%	$439	1.50%	$390
$27,000	1.50%	$405	1.50%	$405	1.69%	$456	1.50%	$405
$28,000	1.50%	$420	1.50%	$420	1.69%	$473	1.50%	$420
$29,000	1.50%	$435	1.50%	$435	1.69%	$489	1.50%	$435
$30,000	1.69%	$506	2.06%	$619	1.88%	$563	2.06%	$619
$31,000	1.69%	$523	2.06%	$639	1.88%	$581	2.06%	$639
$32,000	1.69%	$540	2.06%	$660	1.88%	$600	2.06%	$660
$33,000	1.69%	$557	2.06%	$681	1.88%	$619	2.06%	$681
$34,000	1.69%	$574	2.06%	$701	1.88%	$638	2.06%	$701
$35,000	1.69%	$591	2.06%	$722	2.25%	$788	2.06%	$722
$36,000	1.69%	$608	2.25%	$810	2.25%	$810	2.25%	$810
$37,000	1.69%	$624	2.25%	$833	2.25%	$833	2.25%	$833
$38,000	1.69%	$641	2.25%	$855	2.25%	$855	2.25%	$855
$39,000	1.69%	$658	2.25%	$878	2.25%	$878	2.25%	$878
$40,000	1.69%	$675	2.25%	$900	2.25%	$900	2.25%	$900
$41,000	1.69%	$692	2.25%	$923	2.25%	$923	2.25%	$923
$42,000	1.69%	$709	2.25%	$945	2.25%	$945	2.25%	$945
$43,000	1.69%	$726	2.25%	$968	2.25%	$968	2.25%	$968
$44,000	1.69%	$743	2.25%	$990	2.25%	$990	2.25%	$990
$45,000	1.80%	$810	2.25%	$1,013	2.63%	$1,181	2.44%	$1,097
$46,000	1.80%	$828	2.25%	$1,035	2.63%	$1,208	2.44%	$1,121
$47,000	1.80%	$846	2.25%	$1,058	2.63%	$1,234	2.44%	$1,146
$48,000	1.80%	$864	2.25%	$1,080	2.63%	$1,260	2.44%	$1,170
$49,000	1.80%	$882	2.25%	$1,103	2.63%	$1,286	2.44%	$1,194
$50,000	2.25%	$1,125	3.19%	$1,594	3.38%	$1,688	3.38%	$1,688
$51,000	2.25%	$1,148	3.19%	$1,626	3.38%	$1,721	3.38%	$1,721
$52,000	2.25%	$1,170	3.19%	$1,658	3.38%	$1,755	3.38%	$1,755
$53,000	2.25%	$1,193	3.19%	$1,689	3.38%	$1,789	3.38%	$1,789
$54,000	2.25%	$1,215	3.19%	$1,721	3.38%	$1,823	3.38%	$1,823

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution
$56,000	2.55%	$1,428	3.38%	$1,890	3.75%	$2,100	3.38%	$1,890
$57,000	2.55%	$1,454	3.38%	$1,924	3.75%	$2,138	3.38%	$1,924
$58,000	2.55%	$1,479	3.38%	$1,958	3.75%	$2,175	3.38%	$1,958
$59,000	2.55%	$1,505	3.38%	$1,991	3.75%	$2,213	3.38%	$1,991
$60,000	2.81%	$1,688	4.13%	$2,475	4.50%	$2,700	3.75%	$2,250
$61,000	2.81%	$1,716	4.13%	$2,516	4.50%	$2,745	3.75%	$2,288
$62,000	2.81%	$1,744	4.13%	$2,558	4.50%	$2,790	3.75%	$2,325
$63,000	2.81%	$1,772	4.13%	$2,599	4.50%	$2,835	3.75%	$2,363
$64,000	2.81%	$1,800	4.13%	$2,640	4.50%	$2,880	3.75%	$2,400
$65,000	2.81%	$1,828	4.31%	$2,803	4.88%	$3,169	3.94%	$2,559
$66,000	2.81%	$1,856	4.31%	$2,846	4.88%	$3,218	3.94%	$2,599
$67,000	2.81%	$1,884	4.31%	$2,889	4.88%	$3,266	3.94%	$2,638
$68,000	2.81%	$1,913	4.31%	$2,933	4.88%	$3,315	3.94%	$2,678
$69,000	2.81%	$1,941	4.31%	$2,976	4.88%	$3,364	3.94%	$2,717
$70,000	3.00%	$2,100	4.65%	$3,255	5.44%	$3,806	4.31%	$3,019
$71,000	3.00%	$2,130	4.65%	$3,302	5.44%	$3,861	4.31%	$3,062
$72,000	3.00%	$2,160	4.65%	$3,348	5.44%	$3,915	4.31%	$3,105
$73,000	3.00%	$2,190	4.65%	$3,395	5.44%	$3,969	4.31%	$3,148
$74,000	3.00%	$2,220	4.65%	$4,588	5.44%	$4,024	4.31%	$3,191
$75,000		$2,233		$3,509	5.44%	$4,078		$3,300
$76,000		$2,233		$3,509	5.44%	$4,133		$3,300
$77,000		$2,233		$3,509	5.44%	$4,187		$3,300
$78,000		$2,233		$3,509	5.44%	$4,241		$3,300
$79,000		$2,233		$3,509	5.44%	$4,296		$3,300
$80,000		$2,312		$3,668	5.44%	$4,350		$3,413
$81,000		$2,312		$3,668	5.44%	$4,404		$3,413
$82,000		$2,312		$3,668	5.44%	$4,459		$3,413
$83,000		$2,312		$3,668	5.44%	$4,513		$3,413
$84,000		$2,312		$3,668	5.44%	$4,568		$3,413
$85,000		$2,312		$3,987	5.63%	$4,781		$3,713
$86,000		$2,312		$3,987	5.63%	$4,838		$3,713
$87,000		$2,312		$3,987	5.63%	$4,894		$3,713
$88,000		$2,312		$3,987	5.63%	$4,950		$3,713
$89,000		$2,312		$3,987	5.63%	$5,006		$3,713
$90,000		$2,312		$3,987	5.63%	$5,063		$3,713
$91,000		$2,312		$3,987	5.63%	$5,119		$3,713
$92,000		$2,312		$3,987	5.63%	$5,175		$3,713

$93,000		$2,312		$3,987	5.63%	$5,231		$3,713
$94,000		$2,312		$3,987	5.63%	$5,288		$3,713

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution
$95,000		$2,393		$3,987	5.63%	$5,344		$3,713
$96,000		$2,393		$3,987	5.63%	$5,400		$3,713
$97,000		$2,393		$3,987	5.63%	$5,456		$3,713
$98,000		$2,393		$3,987	5.63%	$5,513		$3,713
$99,000		$2,393		$3,987	5.63%	$5,569		$3,713
$100,000		$2,393		$4,793		$6,160		$4,463
$101,000		$2,393		$4,793		$6,160		$4,463
$102,000		$2,393		$4,793		$6,160		$4,463
$103,000		$2,393		$4,793		$6,160		$4,463
$104,000		$2,393		$4,793		$6,160		$4,463
$105,000		$2,393		$4,793		$6,160		$4,463
$106,000		$2,393		$4,793		$6,160		$4,463
$107,000		$2,393		$4,793		$6,160		$4,463
$108,000		$2,393		$4,793		$6,160		$4,463
$109,000		$2,393		$4,793		$6,160		$4,463
$110,000		$2,393		$4,793		$6,842		$4,463
$111,000		$2,393		$4,793		$6,842		$4,463
$112,000		$2,393		$4,793		$6,842		$4,463
$113,000		$2,393		$4,793		$6,842		$4,463
$114,000		$2,393		$4,793		$6,842		$4,463
$115,000		$2,393		$4,793		$6,842		$4,463
$116,000		$2,393		$4,793		$6,842		$4,463
$117,000		$2,393		$4,793		$6,842		$4,463
$118,000		$2,393		$4,793		$6,842		$4,463
$119,000		$2,393		$4,793		$6,842		$4,463
$120,000		$2,393		$4,793		$6,842		$4,463
$121,000		$2,393		$4,793		$6,842		$4,463
$122,000		$2,393		$4,793		$6,842		$4,463
$123,000		$2,393		$4,793		$6,842		$4,463
$124,000		$2,393		$4,793		$6,842		$4,463
$125,000		$2,393		$4,793		$6,842		$4,463
$126,000		$2,393		$4,793		$6,842		$4,463
$127,000		$2,393		$4,793		$6,842		$4,463
$128,000		$2,393		$4,793		$6,842		$4,463
$129,000		$2,393		$4,793		$6,842		$4,463

$130,000		$2,393		$4,793		$6,842		$4,463
$131,000		$2,393		$4,793		$6,842		$4,463

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution	% pay contribution	$ of pay employee contribution
$132,000		$2,393		$4,793		$6,842		$4,463
$133,000		$2,393		$4,793		$6,842		$4,463
$134,000		$2,393		$4,793		$6,842		$4,463
$135,000		$2,393		$4,793		$6,842		$4,463
$136,000		$2,393		$4,793		$6,842		$4,463
$137,000		$2,393		$4,793		$6,842		$4,463
$138,000		$2,393		$4,793		$6,842		$4,463
$139,000		$2,393		$4,793		$6,842		$4,463
$140,000		$2,393		$4,793		$6,842		$4,463
$141,000		$2,393		$4,793		$6,842		$4,463
$142,000		$2,393		$4,793		$6,842		$4,463
$143,000		$2,393		$4,793		$6,842		$4,463
$144,000		$2,393		$4,793		$6,842		$4,463
$145,000		$2,393		$4,793		$6,842		$4,463
$146,000		$2,393		$4,793		$6,842		$4,463
$147,000		$2,393		$4,793		$6,842		$4,463
$148,000		$2,393		$4,793		$6,842		$4,463
$149,000		$2,393		$4,793		$6,842		$4,463
$150,000		$2,393		$4,793		$6,842		$4,463

BARGAINING UNIT TITLES

ADMINISTRATIVE – CLERICAL UNIT

RANGE	CODE	TITLE NAME	HOURS
08	21732	ACCIDENT RECORD REVIEWER	35
14	52341	ACCOUNT ADJUSTER STATE LOTTERY	NE
13	50451	ACCOUNTING ASSISTANT	35
88	98980	ADMINISTRATIVE AND CLERICAL SPECIAL SERVICES (ADMINISTRATIVE & CLERICAL NEGOTIATION ELIGIBLE)	**
04	20041	AGENCY AIDE	35
17	00893	ANIMAL HEALTH TECHNICIAN	NE
15	74242	ARCHIVES TECHNICIAN	35
14	55981	ASSISTANT FIELD REPRESENTATIVE WAGE AND HOUR COMPLIANCE	NE
14	55981D	ASSISTANT FIELD REPRESENTATIVE WAGE AND HOUR COMPLIANCE BILINGUAL IN SPANISH AND ENGLISH	NE
12	40142	ASSISTANT STOREKEEPER	40
08	74762	AUDIO VISUAL TECHNICIAN	35
06	21632	AUDIT ACCOUNT CLERK	35
06	21632C	AUDIT ACCOUNT CLERK TYPING	35
16	40206	BUILDING SERVICES COORDINATOR 3	40
14	40205	BUILDING SERVICES COORDINATOR 3	35
14	70323	CIRCULATION ASSISTANT 1	35
12	70321	CIRCULATION ASSISTANT 2	35
16	64945	CLAIMS ADJUDICATOR SUPPORT SPECIALIST 1	35
16	64945C	CLAIMS ADJUDICATOR SUPPORT SPECIALIST 1 BILINGUAL IN SPANISH AND ENGLISH	35
12	64942	CLAIMS ADJUDICATOR SUPPORT SPECIALIST 2	35
12	64942C	CLAIMS ADJUDICATOR SUPPORT SPECIALIST 2 BILINGUAL IN SPANISH AND ENGLISH	35
04	20042	CLERK	35
06	21532	CLERK BOOKKEEPER	35
07	20142	CLERK DRIVER	35
09	20140	CLERK DRIVER	40
07	23821	CLERK STENOGRAPHER A	35
04	23819	CLERK STENOGRAPHER-10 MONTHS	35
07	23332	CLERK TRANSCRIBER	35
07	23332C	CLERK TRANSCRIBER BILINGUAL IN SPANISH AND ENGLISH	35
04	23330	CLERK TRANSCRIBER-10 MONTHS	35

06	23232	CLERK TYPIST	35
06	23232C	CLERK TYPIST BILINGUAL IN SPANISH AND ENGLISH	35
09	23239	CLERK TYPIST 1 EVIDENCE HANDLING	35
13	23241	CLERK TYPIST 2 EVIDENCE HANDLING	35
03	23231	CLERK TYPIST-10 MONTHS	35
13	01773	CLINICAL LABORATORY TECHNICIAN	35
99	21801	COMMUNICATIONS OPERATOR TRAINEE	40
24	34805	COMMUNICATIONSOFFICER	40
19	53304	COMPUTER OPERATOR 1	35
16	53303	COMPUTER OPERATOR 2	35
13	53302	COMPUTER OPERATOR 3	35
11	53301	COMPUTER OPERATOR ASSISTANT	35
15	62139	CUSTOMER SERVICE INFORMATION SPECIALIST 1	35
15	62139C	CUSTOMER SERVICE INFORMATION SPECIALIST 1 BILINGUAL IN SPANISH & ENGLISH	35
13	08001	CUSTOMER SERVICE INFORMATION SPECIALIST 2	40
11	62137	CUSTOMER SERVICE INFORMATION SPECIALIST 2	35
11	62137C	CUSTOMER SERVICE INFORMATION SPECIALIST 2 BILINGUAL IN SPANISH & ENGLISH	35
08	62131	CUSTOMER SERVICE INFORMATION SPECIALIST 3	35
08	62131C	CUSTOMER SERVICE INFORMATION SPECIALIST 3 BILINGUAL IN SPANISH & ENGLISH	35
08	62131D	CUSTOMER SERVICE INFORMATION SPECIALIST 3 TOURISM WELCOME CENTER	35
20	56362	CUSTOMER SERVICE REPRESENTATIVE 1	40
18	56364	CUSTOMER SERVICE REPRESENTATIVE 1	35
18	56364C	CUSTOMER SERVICE REPRESENTATIVE 1 BILINGUAL IN SPANISH & ENGLISH	35
14	56360	CUSTOMER SERVICE REPRESENTATIVE 2	35
16	56358	CUSTOMER SERVICE REPRESENTATIVE 2	40
14	56360C	CUSTOMER SERVICE REPRESENTATIVE 2 BILINGUAL IN SPANISH & ENGLISH	35
13	56354	CUSTOMER SERVICE REPRESENTATIVE 3	40
11	56356	CUSTOMER SERVICE REPRESENTATIVE 3	35
11	56356C	CUSTOMER SERVICE REPRESENTATIVE 3 BILINGUAL IN SPANISH & ENGLISH	35
08	56352	CUSTOMER SERVICE REPRESENTATIVE 4	35
10	56350	CUSTOMER SERVICE REPRESENTATIVE 4	40
08	56352C	CUSTOMER SERVICE REPRESENTATIVE 4 BILINGUAL IN SPANISH & ENGLISH	35
99	56348	CUSTOMER SERVICE REPRESENTATIVE TRAINEE	35

07	53292	DATA ENTRY MACHINE OPERATOR	35
07	53292D	DATA ENTRY MACHINE OPERATOR SCANNING	35
07	53292C	DATA ENTRY MACHINE OPERATOR TERMINAL	35
99	53291	DATA ENTRY MACHINE OPERATOR TRAINEE	35
20	53373	DATA PROCESSING INPUT/OUTPUT CONTROL SPECIALIST 1	35
17	53372	DATA PROCESSING INPUT/OUTPUT CONTROL SPECIALIST 2	35
13	53371	DATA PROCESSING INPUT/OUTPUT CONTROL SPECIALIST 3	35
12	53362	DATA PROCESSING LIBRARIAN 2	35
13	53255	DATA PROCESSING PROGRAMMER TECHNICIAN	35
24	53384	DATA PROCESSING SCHEDULER 1	35
20	53383	DATA PROCESSING SCHEDULER 2	35
12	36202	DEPUTY COURT ADMINISTRATOR P I P	35
11	14026	DRAFTING TECHNICIAN	40
09	14032	DRAFTING TECHNICIAN	35
16	20063	EDUCATION PROGRAM ASSISTANT 1	35
16	20063C	EDUCATION PROGRAM ASSISTANT 1 BILINGUAL IN SPANISH AND ENGLISH	35
13	20062	EDUCATION PROGRAM ASSISTANT 2	35
13	18033	ELECTROENCEPHALOGRAPHER	35
18	93079	ELECTRONICS TECHNICAL LABORATORY COORDINATOR	NL
17	10118	ENGINEERING TECHNICIAN 3	40
15	59956	ENGINEERING TECHNICIAN 3	35
15	10117	ENGINEERING TECHNICIAN 4	40
09	59957	ENGINEERING TECHNICIAN 5	35
11	10116	ENGINEERING TECHNICIAN 5	40
13	80212	FINANCIAL AID ASSISTANT	NE
14	45013	FINGERPRINT PROCESSING TECHNICIAN 1	35
16	45011	FINGERPRINT PROCESSING TECHNICIAN 2	35
12	45009	FINGERPRINT PROCESSING TECHNICIAN APPRENTICE	35
18	02659	FOREST FIRE CONTROL TECHNICIAN	40
09	41352	FORMS DESIGN TECHNICIAN 1	35
12	41353	FORMS DESIGN TECHNICIAN 2	35
17	54603	GRAPHIC ARTIST1	40
15	54593	GRAPHIC ARTIST1	35
17	54604	GRAPHIC ARTIST2	35
21	54598	GRAPHIC ARTIST3	N4
20	54594	GRAPHIC ARTIST3	NE
09	54591	GRAPHIC ARTS TECHNICIAN	35
14	45032	IDENTIFICATION OFFICER	35

09	21813	INSTITUTIONAL TELEPHONE OPERATOR	40
09	21813C	INSTITUTIONAL TELEPHONE OPERATOR BILINGUAL IN SPANISH & ENGLISH	40
16	70325	INSTRUCTIONAL MATERIALS TECHNICIAN	35
15	32205	INSTRUCTIONAL TECHNICIAN SECURED FACILITIES	NE
13	50450A	INTERMITTENT ACCOUNTING ASSISTANT	35
06	21631A	INTERMITTENT AUDIT ACCOUNT CLERK	35
06	21631C	INTERMITTENT AUDIT ACCOUNT CLERK TREASURY	35
04	20046A	INTERMITTENT CLERK	35
04	20046C	INTERMITTENT CLERK TREASURY	35
07	53290A	INTERMITTENT DATA ENTRY MACHINE OPERATOR	35
07	53290C	INTERMITTENT DATA ENTRY MACHINE OPERATOR TREASURY	35
11	64791	INTERMITTENT LABOR CLERK	35
11	64791C	INTERMITTENT LABOR CLERK BILINGUAL IN SPANISH & ENGLISH	35
09	20421A	INTERMITTENT POSTAL CLERK	40
09	20421C	INTERMITTENT POSTAL CLERK TREASURY	40
08	20047A	INTERMITTENT SENIOR CLERK	35
08	20047C	INTERMITTENT SENIOR CLERK TREASURY	35
12	51328A	INTERMITTENT TAXPAYER SERVICE ASSISTANT	35
15	51631	INTERMITTENT TECHNICAL ASSISTANT 2 TREASURY	35
12	51328C	INTERMITTENT TECHNICAL ASSISTANT 3 TREASURY	35
13	54906	INTERMITTENT TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	35
18	55892	INTERPRETER FOR THE DEAF	NE
12	64749	INTERVIEWER AIDE	35
17	50492	INVENTORY CONTROL SPECIALIST 1	40
15	59969	INVENTORY CONTROL SPECIALIST 1	35
14	50491	INVENTORY CONTROL SPECIALIST 2	40
13	33451	INVESTIGATOR AIDE PUBLIC DEFENDER	35
13	33451C	INVESTIGATOR AIDE PUBLIC DEFENDER BILINGUAL SPANISH/ENGLISH	35
15	80213	INVESTIGATOR STUDENT LOANS	35
15	80213C	INVESTIGATOR STUDENT LOANS BILINGUAL IN SPANISH & ENGLISH	35
13	64756	JOB MATCH SPECIALIST 1	35
11	64757	JOB MATCH SPECIALIST 2	35
17	24838	JUDICIAL ASSISTANT 1 OAL	35
12	01922	LABORATORY TECHNICIAN	35
12	01922H	LABORATORY TECHNICIAN GEOSCIENCE	35
12	01922F	LABORATORY TECHNICIAN PLANT INDUSTRY	35
15	24832	LEGAL SECRETARY 1	35

13	24831	LEGAL SECRETARY 2	35
18	72743	LEGAL SERVICESASSISTANT 1	35
15	72741	LEGAL SERVICESASSISTANT 2	35
09	74132	LIBRARY ASSISTANT	35
04	74136	LIBRARY ASSISTANT - 10 MONTHS	35
07	02289	LIBRARY PAGE	35
11	52471	LICENSE PROCESSOR 2	35
04	20432	MAIL CLERK	35
14	81121	MAINTENANCE MATERIALS ASSISTANT	35
21	81544	MEDIA TECHNICIAN 1	40
18	81543	MEDIA TECHNICIAN 2	40
18	81543D	MEDIA TECHNICIAN 2 GRAPHICS-PHOTOGRAPHY	40
15	81542	MEDIA TECHNICIAN 3	40
09	21231	MEDICAL CLAIMS REVIEW CLERK	35
16	21054	MEDICAL RECORDS TECHNICIAN	35
15	21213	MEDICAL SERVICES ASSISTANT	35
05	22022	MICROFILM MACHINE OPERATOR	35
11	21033	MORTALITY CODING CLERK 2	35
08	21032	MORTALITY CODING CLERK 3	35
20	82423	MUSIC TECHNICIAN STATE COLLEGES	NE
10	03188	NATURAL RESOURCE INTERPRETATION TECHNICIAN	40
09	03843	NURSING SERVICES CLERK	40
17	30461	PARALEGAL TECHNICIAN 2	35
13	30459	PARALEGAL TECHNICIAN ASSISTANT	35
19	42443	PLANNER/SCHEDULER COMPUTERIZED MAINTENANCE MANAGEMENT PROGRAM	40
09	20422	POSTAL CLERK	40
08	02571	PRINTING MACHINE OPERATOR 1	35
10	22533	PRINTING MACHINE OPERATOR 2	35
99	22530	PRINTING MACHINE OPERATOR TRAINEE	35
15	41441	PRINTING OPERATIONS TECHNICIAN 1	35
18	41442	PRINTING OPERATIONS TECHNICIAN 2	35
15	52902	PROPERTY MANAGEMENT SERVICES TECHNICIAN	NE
16	52661	PURCHASING ASSISTANT	35
06	20132C	RECEPTIONIST BILINGUAL IN SPANISH AND ENGLISH	35
03	20131	RECEPTIONIST 10 MONTHS	35
20	56541	RECORDS TECHNICIAN 1 MOTOR VEHICLES	40
18	56540	RECORDS TECHNICIAN 1 MOTOR VEHICLES	35
17	56538	RECORDS TECHNICIAN 2 MOTOR VEHICLES	40

15	56537	RECORDS TECHNICIAN 2 MOTOR VEHICLES	35
13	56535	RECORDS TECHNICIAN 3 MOTOR VEHICLES	35
15	56536	RECORDS TECHNICIAN 3 MOTOR VEHICLES	40
16	10901	RESEARCH TECHNICIAN 1	35
13	10902	RESEARCH TECHNICIAN 2	35
09	10903	RESEARCH TECHNICIAN 3	35
16	52391	SALES REPRESENTATIVE 1 STATE LOTTERY	NE
15	40451	SALES REPRESENTATIVE 1 STATE LOTTERY	35
15	82281	SCHEDULER	NE
12	82280	SCHEDULER 10 MONTHS	NE
20	24533	SECRETARIAL ASSISTANT 1	NE
20	24533C	SECRETARIAL ASSISTANT 1 NON-STENOGRAPHIC	NE
20	24533D	SECRETARIAL ASSISTANT 1 NON STENOGRAPHIC DEAF LANGUAGE SPECIALST	NE
17	24532	SECRETARIAL ASSISTANT 2	35
17	24532D	SECRETARIAL ASSISTANT 2 NON-STENO/DEAF LANGUAGE SPECIALIST	35
17	24532C	SECRETARIAL ASSISTANT 2 NON-STENOGRAPHIC	35
15	24531	SECRETARIAL ASSISTANT 3	35
12	31000	SECRETARIAL ASSISTANT 3 10 MONTHS	35
17	12505C	SECRETARIAL ASSISTANT 3 NON STENOGRAPHIC	40
15	24531G	SECRETARIAL ASSISTANT 3 NON-STENO/BILINGUAL IN SPANISH & ENG	35
15	24531C	SECRETARIAL ASSISTANT 3 NON-STENOGRAPHIC	35
12	31000C	SECRETARIAL ASSISTANT 3 10 MONTHS NON STENOGRAPHIC	35
15	24531D	SECRETARIAL ASSISTANT 3 NON STENOGRAPHIC DEAF LANGUAGE SPECIALIST	35
98	24534	SECRETARIAL ASSISTANT OUT OF STATE	NL
98	59879	SECRETARY	NE
19	24521	SECRETARY DEPARTMENT OF TRANSPORTATION	NE
10	21731	SENIOR ACCIDENT RECORD REVIEWER	35
10	74763	SENIOR AUDIO VISUAL TECHNICIAN	35
08	21633	SENIOR AUDIT ACCOUNT CLERK	35
08	21633C	SENIOR AUDIT ACCOUNT CLERK TYPING	35
08	20043	SENIOR CLERK	35
08	20043C	SENIOR CLERK BILINGUAL IN SPANISH AND ENGLISH	35
08	21533	SENIOR CLERK BOOKKEEPER	35
09	23823	SENIOR CLERK STENOGRAPHER	35
06	23820	SENIOR CLERK STENOGRAPHER-10 MONTHS	35
09	23333	SENIOR CLERK TRANSCRIBER	35

09	23333F	SENIOR CLERK TRANSCRIBER BILINGUAL IN SPANISH & ENGLISH	35
06	23331	SENIOR CLERK TRANSCRIBER-10 MONTHS	35
08	23233	SENIOR CLERK TYPIST	35
08	23233C	SENIOR CLERK TYPIST BILINGUAL IN SPANISH & ENGLISH	35
05	23235	SENIOR CLERK TYPIST-10 MONTHS	35
16	01774	SENIOR CLINICAL LABORATORY TECHNICIAN	35
12	26113	SENIOR COURT ATTENDANT WORKERS COMPENSATION	35
10	53293	SENIOR DATA ENTRY MACHINE OPERATOR	35
10	53293D	SENIOR DATA ENTRY MACHINE OPERATOR SCANNING	35
10	53293C	SENIOR DATA ENTRY MACHINE OPERATOR TERMINAL	35
15	14027	SENIOR DRAFTING TECHNICIAN	40
13	14033	SENIOR DRAFTING TECHNICIAN	35
08	20723	SENIOR FILE CLERK	35
14	44923	SENIOR FORENSIC PHOTOGRAPHER	35
16	45033	SENIOR IDENTIFICATION OFFICER	35
15	01923	SENIOR LABORATORY TECHNICIAN	35
15	01923D	SENIOR LABORATORY TECHNICIAN CHEMISTRY	35
15	01923E	SENIOR LABORATORY TECHNICIAN MICROBIOLOGY	35
15	01923K	SENIOR LABORATORY TECHNICIAN PLANT INDUSTRY	35
10	74133	SENIOR LIBRARY ASSISTANT	35
05	74137	SENIOR LIBRARY ASSISTANT - 10 MONTHS	35
07	20433	SENIOR MAIL CLERK	35
12	21234	SENIOR MEDICAL CLAIMS REVIEW CLERK	35
08	22023	SENIOR MICROFILM MACHINE OPERATOR	35
08	22233	SENIOR OFFICE APPLIANCE OPERATOR	35
09	23214	SENIOR OPERATOR AUTOMATED TYPEWRITER	35
12	21841	SENIOR OPERATOR STATE OFFICE CENTREX SYSTEM	35
10	20423	SENIOR POSTAL CLERK	40
12	40036	SENIOR STOCK CLERK	40
10	40033	SENIOR STOCK CLERK	35
18	56558	SENIOR TECHNICIAN MVC	40
16	56561	SENIOR TECHNICIAN MVC	35
08	21824	SENIOR TELEPHONE OPERATOR	35
10	21834	SENIOR TELEPHONE OPERATOR	40
08	20623	SENIOR VAULT CLERK	35
17	53271	SOFTWARE DEVELOPMENT SPECIALIST ASSISTANT	35
06	40032	STOCK CLERK	35
16	40143	STOREKEEPER 2	40
15	40140	STOREKEEPER 2	NE

08	40021	STORES CLERK	40
14	56546	SUPPORT SERVICES REPRESENTATIVE 1	35
16	56547	SUPPORT SERVICES REPRESENTATIVE 1	40
11	56542	SUPPORT SERVICES REPRESENTATIVE 2	35
08	56532	SUPPORT SERVICES REPRESENTATIVE 3	35
99	56529	SUPPORT SERVICES REPRESENTATIVE TRAINEE	35
12	75273	TEACHING ASSISTANT 12 MONTHS	40
11	75272	TEACHING ASSISTANT 12 MONTHS	NE
08	75262	TEACHING ASSISTANT-10 MONTHS	NE
08	75262C	TEACHING ASSISTANT-10 MONTHS BILINGUAL IN SPANISH AND ENGLISH	NE
17	10135	TECHNICAL ASSISTANT 1 DEPARTMENT OF STATE	35
15	10134	TECHNICAL ASSISTANT 2 DEPARTMENT OF STATE	35
13	52351	TECHNICAL ASSISTANT 2 INSURANCE	35
11	65352	TECHNICAL ASSISTANT 2 LABOR	35
13	50042	TECHNICAL ASSISTANT 2 PURCHASING	35
15	51633	TECHNICAL ASSISTANT 2 TREASURY	35
12	51329	TECHNICAL ASSISTANT 3	35
14	64181	TECHNICAL ASSISTANT 3 COMMUNITY AFFAIRS	NE
15	28243	TECHNICAL ASSISTANT AFFIRMATIVE ACTION	35
15	23238	TECHNICAL ASSISTANT AGRICULTURE	35
15	51279	TECHNICAL ASSISTANT CASH MANAGEMENT	NE
16	62844	TECHNICAL ASSISTANT CONTRACT ADMINISTRATION	NE
17	60003	TECHNICAL ASSISTANT LEGAL ACTIVITIES	35
13	53096	TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	35
15	53097	TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	40
12	82441	TECHNICAL ASSISTANT PSYCHOLOGY LABORATORY	35
13	28237	TECHNICAL ASSISTANT URBAN ENTERPRISE ZONE	NE
18	26512	TECHNICIAN 1 COMMERCIAL RECORDING	35
15	26511	TECHNICIAN 2 COMMERCIAL RECORDING	35
17	53099	TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	40
16	62041	TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	NE
12	56560	TECHNICIAN MVC	35
14	56557	TECHNICIAN MVC	40
07	21823	TELEPHONE OPERATOR	35
08	21811	TELEPHONE OPERATOR TYPIST	35
10	21830	TELEPHONE OPERATOR TYPIST	40
98	10063	TENTATIVE TITLE COMMERCE	35
15	57162	TITLE SEARCHER	NE

98	40817	TRANSITIONAL WORKER SUPPORT	35
11	64792	UNEMPLOYMENT INSURANCE CLERK	35
11	64792D	UNEMPLOYMENT INSURANCE CLERK BILINGUAL IN PORTUGUESE & ENGLISH	35
11	64792C	UNEMPLOYMENT INSURANCE CLERK BILINGUAL IN SPANISH & ENGLISH	35
13	10219	UNEMPLOYMENT INSURANCE CLERK REEMPLOYMENT CALL CENTER	35
13	10219C	UNEMPLOYMENT INSURANCE CLERK REEMPLOYMENT CALL CENTER BILINGUAL IN SPANISH & ENGLISH	35
05	20642	VAULT CLERK	35
13	22645	WORD PROCESSING SPECIALIST 2	35
09	22644	WORD PROCESSING SPECIALIST 3	35
99	22643	WORD PROCESSING SPECIALIST TRAINEE	35

PROFESSIONAL UNIT TITLES

RANGE	CODE	TITLE NAME	HOURS
21	50453	ACCOUNTANT 2	35
18	50452	ACCOUNTANT 3	35
98	55221	ACTUARIAL ANALYST	NL
24	56534	ADJUSTER 2 UNSATISFIED CLAIMS AND JUDGMENT FUND	NL
27	50104	ADMINISTRATIVE ANALYST 2	4E
26	50075	ADMINISTRATIVE ANALYST 2	NL
26	50075C	ADMINISTRATIVE ANALYST 2 ACCOUNTING	NL
26	50075G	ADMINISTRATIVE ANALYST 2 DATA PROCESSING	NL
27	50104D	ADMINISTRATIVE ANALYST 2 DATA PROCESSING	4E
26	50075H	ADMINISTRATIVE ANALYST 2 FISCAL MANAGEMENT	NL
26	50075J	ADMINISTRATIVE ANALYST 2 MANAGEMENT AUDITOR	NL
26	50075D	ADMINISTRATIVE ANALYST 2 PROCUREMENT	NL
21	50073	ADMINISTRATIVE ANALYST 3	NE
22	50102	ADMINISTRATIVE ANALYST 3	40
21	50073F	ADMINISTRATIVE ANALYST 3 DATA PROCESSING	NE
22	50102D	ADMINISTRATIVE ANALYST 3 DATA PROCESSING	40
21	50073D	ADMINISTRATIVE ANALYST 3 FISCAL MANAGEMENT	NE
21	50073G	ADMINISTRATIVE ANALYST 3 MANAGEMENT AUDITOR	NE
21	50073C	ADMINISTRATIVE ANALYST 3 PROCUREMENT	NE
19	50072	ADMINISTRATIVE ANALYST 4	NE
20	50100	ADMINISTRATIVE ANALYST 4	40
19	50072D	ADMINISTRATIVE ANALYST 4 DATA PROCESSING	NE
20	50100D	ADMINISTRATIVE ANALYST 4 DATA PROCESSING	40

19	50072F	ADMINISTRATIVE ANALYST 4 FISCAL MANAGEMENT	NE
26	59900	ADMINISTRATIVE ASSISTANT 1	4E
24	59905	ADMINISTRATIVE ASSISTANT 1	3E
23	59901	ADMINISTRATIVE ASSISTANT 2	4E
21	59904	ADMINISTRATIVE ASSISTANT 2	3E
20	59902	ADMINISTRATIVE ASSISTANT 3	4E
18	59903	ADMINISTRATIVE ASSISTANT 3	3E
24	61744	ADMINISTRATIVE ASSISTANT STATE PAROLE BOARD	NL
19	10249	ADMITTING OFFICER	35
31	51200	ADVANCED PRACTICE NURSE	NL
28	51201	ADVANCED PRACTICE NURSE 10 MONTHS	NL
22	30693	ADVOCATE REPRESENTATIVE 2	NE
22	30693D	ADVOCATE REPRESENTATIVE 2 BILINGUAL IN SPANISH & ENGLISH	NE
19	30692	ADVOCATE REPRESENTATIVE 3	NE
19	30692F	ADVOCATE REPRESENTATIVE 3 BILINGUAL IN SPANISH & ENGLISH	NE
22	65512	AFFIRMATIVE ACTION ASSISTANT PUBLIC CONTRACTS	NE
18	65513	AFFIRMATIVE ACTION INVESTIGATOR PUBLIC CONTRACTS	NE
25	65964	AFFIRMATIVE ACTION SPECIALIST 1	NL
25	65964C	AFFIRMATIVE ACTION SPECIALIST 1 BILINGUAL IN SPANISH AND ENGLISH	NL
22	65963	AFFIRMATIVE ACTION SPECIALIST 2	NE
22	65963C	AFFIRMATIVE ACTION SPECIALIST 2 BILINGUAL IN SPANISH AND ENGLISH	NE
19	65962	AFFIRMATIVE ACTION SPECIALIST 3	NE
19	65962C	AFFIRMATIVE ACTION SPECIALIST 3 BILINGUAL IN SPANISH AND ENGLISH	NE
95	65960	AFFIRMATIVE ACTION SPECIALIST TRAINEE	NE
24	54725	AGRICULTURAL MARKETING SPECIALIST 2	NL
21	54724	AGRICULTURAL MARKETING SPECIALIST 3	NE
18	54723	AGRICULTURAL MARKETING SPECIALIST 4	NE
95	54722	AGRICULTURAL MARKETING SPECIALIST TRAINEE	NE
24	03067	AGRICULTURAL RESOURCE SPECIALIST 1	NL
21	03066	AGRICULTURAL RESOURCE SPECIALIST 2	NE
18	03065	AGRICULTURAL RESOURCE SPECIALIST 3	NE
21	07874	AIRPORT MANAGER	NL
26	00243	ANALYST 2 HEALTH CARE FACILITIES	NL
26	00243C	ANALYST 2 HEALTH CARE FACILITIES MENTAL HEALTH SERVICES	NL
25	00173	ANALYST 2 RESEARCH AND EVALUATION HEALTH & SENIOR SERVICES	NL
95	55300	ANALYST TRAINEE	35
25	64684	APPEALS EXAMINER 1	NL
25	64684C	APPEALS EXAMINER 1 BILINGUAL IN SPANISH AND ENGLISH	NL
21	64683	APPEALS EXAMINER 2	NE
29	31410	APPELLATE SPECIALIST LABOR	NL

22	03073	AQUACULTURAL DEVELOPMENT SPECIALIST	NL
20	17692	ARCHITECTURAL ASSISTANT	40
95	17690	ARCHITECTURAL TRAINEE	40
21	74223	ARCHIVIST 2	35
20	01742A	ASSISTANT BIOLOGIST	40
19	01752A	ASSISTANT BIOLOGIST	NE
19	01752N	ASSISTANT BIOLOGIST EDUCATION	NE
19	01752C	ASSISTANT BIOLOGIST FISHERIES	NE
19	01752L	ASSISTANT BIOLOGIST MOSQUITO CONTROL	NE
19	01752H	ASSISTANT BIOLOGIST WILDLIFE MANAGEMENT	NE
18	52662	ASSISTANT BUYER	35
25	74564A	ASSISTANT CURATOR	NE
25	74564M	ASSISTANT CURATOR ARCHAEOLOGY/ETHNOLOGY INTERPRETATION	NE
25	74564D	ASSISTANT CURATOR FINE ARTS COLLECTION AND EXHIBITS	NE
25	74564O	ASSISTANT CURATOR NATURAL HISTORY COLLECTIONS & EXHIBITS	NE
25	74564N	ASSISTANT CURATOR NATURAL HISTORY-INTERPRETATION	NE
25	74564L	ASSISTANT CURATOR PLANETARIUM SERVICES	NE
33	30726	ASSISTANT DEPUTY PUBLIC ADVOCATE 1	NL
30	30725	ASSISTANT DEPUTY PUBLIC ADVOCATE 2	NL
25	30723	ASSISTANT DEPUTY PUBLIC ADVOCATE 3	NL
33	30777	ASSISTANT DEPUTY PUBLIC DEFENDER 1	NL
30	30776	ASSISTANT DEPUTY PUBLIC DEFENDER 2	NL
25	30775	ASSISTANT DEPUTY PUBLIC DEFENDER 3	NL
24	02662	ASSISTANT DIVISION FOREST FIREWARDEN	N4
25	31624	ASSISTANT ELECTION FINANCE ANALYST	NL
20	14092	ASSISTANT ENGINEER CIVIL	40
18	59922	ASSISTANT ENGINEER CIVIL	35
20	16692	ASSISTANT ENGINEER ELECTRICAL	40
20	13092	ASSISTANT ENGINEER MATERIALS	40
20	13092C	ASSISTANT ENGINEER MATERIALS NON-DESTRUCTIVE TESTING	40
20	16892	ASSISTANT ENGINEER MECHANICAL	40
20	12692	ASSISTANT ENGINEER PLANNING	40
20	12692C	ASSISTANT ENGINEER PLANNING AERONAUTICS	40
20	11282	ASSISTANT ENGINEER TRAFFIC	40
20	10272	ASSISTANT ENGINEER TRANSPORTATION	40
21	62163A	ASSISTANT FIELD SERVICE SUPERVISOR	NE
21	62163F	ASSISTANT FIELD SERVICE SUPERVISOR FAMILY DEVELOPMENT	NE
20	03042	ASSISTANT GEOLOGIST	40
19	03052	ASSISTANT GEOLOGIST	NE
25	31615	ASSISTANT LEGAL COUNSEL NEW JERSEY ELECTION LAW ENFORCEMENT COMMISSION	NL

30	60294	ASSISTANT OMBUDSMAN SECURED FACILITIES	NL
19	16472	ASSISTANT PLANNER	NE
20	16489	ASSISTANT PLANNER	40
24	55623	ASSISTANT PROMOTIONAL MATERIAL SPECIALIST	NE
22	02653	ASSISTANT REGIONAL FORESTER	NE
24	56684	ASSISTANT SECRETARY 2 UTILITIES	NL
22	82655	ASSISTANT SUPERVISOR 3 ADMINISTRATIVE SERVICES	NE
22	82657	ASSISTANT SUPERVISOR 3 FACILITIES	NE
20	82652	ASSISTANT SUPERVISOR 4 ADMINISTRATIVE SERVICES	NE
20	82653	ASSISTANT SUPERVISOR 4 COMPUTER SERVICES	NE
20	82654	ASSISTANT SUPERVISOR 4 FACILITIES	NE
20	82404	ASSISTANT SUPERVISOR ACADEMIC LABORATORY SERVICES	NE
20	82404C	ASSISTANT SUPERVISOR ACADEMIC LABORATORY SERVICES COMPUTER OPERATIONS	NE
19	45617	ASSISTANT ZOOLOGIST NON-GAME	NE
18	61562	ASSOCIATE CHAPLAIN	NL
98	93150	ASSOCIATE DIRECTOR MOTION PICTURE AND TELEVISION DEVELOPMENT COMMISSION	NL
20	30360	ATTORNEY ASSISTANT	35
22	50963	AUDITOR 2	35
23	51073	AUDITOR 2	NE
24	51076	AUDITOR 2	40
24	50815	AUDITOR 2 TAXATION	35
25	50816	AUDITOR 2 TAXATION	NE
19	50962	AUDITOR 3	35
20	51072	AUDITOR 3	NE
20	51072C	AUDITOR 3 BILINGUAL IN SPANISH AND ENGLISH	NE
22	50814	AUDITOR 3 TAXATION	NE
21	50813	AUDITOR 3 TAXATION	35
95	10247	AUDITOR ACCOUNTANT TRAINEE	NE
95	50961	AUDITOR ACCOUNTANT TRAINEE	35
95	50969	AUDITOR TAXATION TRAINEE	NE
95	50959	AUDITOR TAXATION TRAINEE	35
22	54893	BEHAVIOR ANALYST 1	40
19	03646	BEHAVIOR SUPPORT TECHNICIAN	40
95	54892	BEHAVIOR SUPPORT TECHNICIAN TRAINEE	40
95	01750	BIOLOGIST TRAINEE	NE
22	64404	BOARDING HOME EVALUATOR SOCIAL	NL
22	50093	BUDGET ANALYST 2	NE
18	50092	BUDGET ANALYST 3	35
95	50090	BUDGET ANALYSTTRAINEE	35

21	52574	BUILDING MANAGEMENT SERVICES SPECIALIST 3	NE
18	52572	BUILDING MANAGEMENT SERVICES SPECIALIST 4	NE
23	40156	BUILDING MANAGEMENT TECHNICIAN LABOR	NE
27	55616	BUSINESS DEVELOPMENT REPRESENTATIVE 1	NL
24	55614	BUSINESS DEVELOPMENT REPRESENTATIVE 2	NE
25	55399	BUSINESS REPRESENTATIVE 1	NE
24	55400	BUSINESS REPRESENTATIVE 1	35
22	55397	BUSINESS REPRESENTATIVE 2	NE
21	55398	BUSINESS REPRESENTATIVE 2	35
19	55396	BUSINESS REPRESENTATIVE 3	NE
18	55395	BUSINESS REPRESENTATIVE 3	35
23	52667	BUYER	40
21	52663	BUYER	35
95	52660	BUYER TRAINEE	35
27	53804	CAREER INFORMATION DEVELOPMENT SPECIALIST STATE OCCUPATIONAL INFORMATION COORDINATING COMMITTEE	NL
98	80310	CERTIFIED FINANCIAL EXAMINER	NL
24	52320	CHAIN STORE RELATIONS SPECIALIST	NL
23	61563	CHAPLAIN	NL
95	16270	CHEMICAL ENGINEER TRAINEE	40
29	59939	CHEMICAL SAFETY ENGINEER	NL
19	01552	CHEMIST 1	35
21	01567	CHEMIST 1	40
22	01553	CHEMIST 2	35
95	01550	CHEMIST TRAINEE	35
25	62227	CHILD CARE QUALITY ASSURANCE INSPECTOR 2	NE
22	62226	CHILD CARE QUALITY ASSURANCE INSPECTOR I	NE
20	61971	CHILD SUPPORT AND PATERNITY SPECIALIST 3	NE
95	14090	CIVIL ENGINEER TRAINEE	40
95	15843	CIVIL ENGINEER TRAINEE	35
20	64952	CLAIMS ADJUDICATOR DISABILITY DETERMINATIONS	35
20	64952C	CLAIMS ADJUDICATOR DISABILITY DETERMINATIONS BILINGUAL IN SPANISH AND ENGLISH	35
95	64951	CLAIMS ADJUDICATOR TRAINEE DISABILITY DETERMINATIONS	35
95	64951C	CLAIMS ADJUDICATOR TRAINEE DISABILITY DETERMINATIONS BILINGUAL IN SPANISH AND ENGLISH	35
17	56092	CLAIMS EXAMINER UNEMPLOYMENT & DISABILITY INSURANCE	35
17	56092D	CLAIMS EXAMINER UNEMPLOYMENT & DISABILITY INSURANCE BILINGUAL IN PORTUGUESE & ENGLISH	35
17	56092C	CLAIMS EXAMINER UNEMPLOYMENT & DISABILITY INSURANCE BILINGUAL IN SPANISH AND ENGLISH	35
16	56372	CLAIMS INVESTIGATOR	NE

15	56122	CLAIMS REVIEWER	35
15	56122E	CLAIMS REVIEWER HEALTH SERVICES	35
20	61392	CLASSIFICATION OFFICER 1	NE
23	61393	CLASSIFICATION OFFICER 2	NL
26	61394	CLASSIFICATION OFFICER 3	NL
19	61395	CLASSIFICATION OFFICER APPRENTICE	NE
21	00632	CLIENT SERVICES REPRESENTATIVE	NE
19	07750	CLINIC NURSE	40
17	03952	CLINIC NURSE	3E
22	01783	CLINICAL LABORATORY EVALUATOR 1	NE
25	01784	CLINICAL LABORATORY EVALUATOR 2	NL
99	00468	CLINICAL PSYCHIATRIST BOARD ELIGIBLE	NL
99	10074	CLINICAL PSYCHIATRIST POST CERTIFIED	NL
99	10075	CLINICAL PSYCHIATRIST BOARD CERTIFIED	NL
27	60320	CLINICAL PSYCHOLOGIST 1	NL
27	60320C	CLINICAL PSYCHOLOGIST 1 DIVISION OF MENTAL HEALTH SERVICES	NL
26	00473	CLINICAL SPECIALIST IN PSYCHIATRIC NURSING	NL
27	17283	CODE WRITER 1 CODE SECTION	NL
24	17282	CODE WRITER 2 CODE SECTION	NL
19	60948	COMMUNITY PROGRAM SPECIALIST	NE
19	60948C	COMMUNITY PROGRAM SPECIALIST JUVENILE JUSTICE COMMISSION	NE
21	64173	COMMUNITY SERVICE OFFICER 2	NE
21	64173F	COMMUNITY SERVICE OFFICER 2 HOUSING	NE
18	64172	COMMUNITY SERVICE OFFICER 3	NE
18	63003	COMMUNITY SERVICE OFFICER 3 ADDICTIONS	NE
21	31618	COMPLIANCE AND SYSTEMS ADMINISTRATOR NEW JERSEY ELECTION LAW ENFORCEMENT COMMISSION	35
26	51318	CONFEREE 1 TAXATION	NL
25	30801	CONSTRUCTION MANAGEMENT SPECIALIST 3	40
22	30800	CONSTRUCTION MANAGEMENT SPECIALIST 4	40
26	70375	CONSULTANT CURRICULUM AND INSTRUCTION 2	NL
22	51254	CONTRACT ADMINISTRATOR 1	NE
23	51255	CONTRACT ADMINISTRATOR 1	40
27	51253	CONTRACT ADMINISTRATOR 2	4E
26	51252	CONTRACT ADMINISTRATOR 2	NL
22	51254D	CONTRACT ADMINISTRATOR 2 CORRECTIONS	NE
19	04883	CONTRACT COMPLIANCE REPRESENTATIVE	NE
30	52654	CONTRACT PROCUREMENT & CONTROL SPECIALIST HAZARDOUS WASTE	NL
29	62931	COORDINATOR CONSULTATION & DEVELOPMENT LOCAL HEALTH SERVICES	NL
28	07900	COORDINATOR EMERGENCY TELECOMMUNICATIONS SYSTEMS	NL

26	64855	COORDINATOR EMPLOYMENT AND TRAINING PROGRAMS	NL
22	60674	COUNSELOR 1 VOCATIONAL PROGRAM DEVELOPMENTAL DISABILITIES	NL
20	60673	COUNSELOR 2 VOCATIONAL PROGRAM DEVELOPMENTAL DISABILITIES	NL
29	60248	COUNTY REPRESENTATIVE HUMAN SERVICES	NL
21	56779	CUSTOMER REPRESENTATIVE 2 PUBLIC UTILITIES	35
21	56779C	CUSTOMER REPRESENTATIVE 2 PUBLIC UTILITIES BILINGUAL IN SPANISH AND ENGLISH	35
18	56777	CUSTOMER REPRESENTATIVE 3 PUBLIC UTILITIES	35
18	56777C	CUSTOMER REPRESENTATIVE 3 PUBLIC UTILITIES BILINGUAL IN SPANISH AND ENGLISH	35
95	56781	CUSTOMER REPRESENTATIVE TRAINEE PUBLIC UTILITIES	35
95	56781C	CUSTOMER REPRESENTATIVE TRAINEE PUBLIC UTILITIES BILINGUAL IN SPANISH AND ENGLISH	35
29	53005	DATA BASE ANALYST 1	NL
29	53005C	DATA BASE ANALYST 1 OIT	NL
27	53003	DATA BASE ANALYST 2	NL
27	53003C	DATA BASE ANALYST 2 OIT	NL
26	53244	DATA PROCESSING ANALYST 2	NL
26	53244I	DATA PROCESSING ANALYST 2 HIGHER EDUCATION	NL
27	53257	DATA PROCESSING PROGRAMMER 2	40
25	53263	DATA PROCESSING PROGRAMMER 2	35
25	53263I	DATA PROCESSING PROGRAMMER 2 HIGHER EDUCATION	35
29	53275	DATA PROCESSING SYSTEMS PROGRAMMER 1	NL
29	53275C	DATA PROCESSING SYSTEMS PROGRAMMER 1 OIT	NL
26	53274	DATA PROCESSING SYSTEMS PROGRAMMER 2	NL
22	64890	DEAF AND HARD OF HEARING SPECIALIST	NE
27	21816	DISPUTE RESOLUTION SPECIALIST 1	NL
29	21815	DISPUTE RESOLUTION SPECIALIST 2	NL
31	21814	DISPUTE RESOLUTION SPECIALIST 3	NL
21	31972	DRIVER IMPROVEMENT ANALYST 2	35
23	56479	DRIVER IMPROVEMENT ANALYST 2	40
18	31971	DRIVER IMPROVEMENT ANALYST 3	35
20	56478	DRIVER IMPROVEMENT ANALYST 3	40
95	31970	DRIVER IMPROVEMENT ANALYST TRAINEE	35
27	55503	ECONOMIC DEVELOPMENT REPRESENTATIVE 2	NL
27	55503D	ECONOMIC DEVELOPMENT REPRESENTATIVE 2 TOURISM MARKETING	NL
24	55502	ECONOMIC DEVELOPMENT REPRESENTATIVE 3	NL
24	55502F	ECONOMIC DEVELOPMENT REPRESENTATIVE 3 TOURISM MARKETING	NL
20	55513	ECONOMIC DEVELOPMENT REPRESENTATIVE 4	NE
20	55513D	ECONOMIC DEVELOPMENT REPRESENTATIVE 4 TOURISM MARKETING	NE
22	72622	EDUCATION PLANNER	NL

26	70339	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 1	NL
26	70339C	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 1 AGRICULTURE	NL
26	70339O	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 1 NUTRITION	NL
26	70339S	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 1 SCHOOL FACILITIES DESIGN&CONSTRUCTION	NL
26	70339V	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 1 SPECIAL EDUCATION	NL
28	70341	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 2	NL
28	70341C	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 2 AGRICULTURE	NL
28	70341O	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 2 NUTRITION	NL
28	70341S	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 2 SCHOOL FACILITIES DESIGN & CONSTRUCTION	NL
28	70341V	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 2 SPECIAL EDUCATION	NL
25	10223	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 2 10 MONTHS	NL
25	10223C	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 2 10 MONTHS DEAF LANGUAGE SPECIALIST	NL
30	70333	EDUCATION PROGRAM SPECIALIST 1	NL
30	70333D	EDUCATION PROGRAM SPECIALIST 1 COUNCIL ON THE ARTS	NL
28	70331	EDUCATION PROGRAM SPECIALIST 2	NL
28	70331D	EDUCATION PROGRAM SPECIALIST 2 COUNCIL ON THE ARTS	NL
26	70329	EDUCATION PROGRAM SPECIALIST 3	NL
26	70329D	EDUCATION PROGRAM SPECIALIST 3 COUNCIL ON THE ARTS	NL
22	60941	EDUCATION SPECIALIST 1 DEVELOPMENTAL DISABILITIES	NL
95	16690	ELECTRICAL ENGINEER TRAINEE	40
25	15863	EMERGENCY RESPONSE SPECIALIST 3	4E
22	15862	EMERGENCY RESPONSE SPECIALIST 4	4E
24	64854	EMPLOYMENT AND TRAINING SPECIALIST 1	35
21	64853	EMPLOYMENT AND TRAINING SPECIALIST 2	35
19	64762	EMPLOYMENT COUNSELOR	35
19	64762C	EMPLOYMENT COUNSELOR BILINGUAL IN SPANISH AND ENGLISH	35
95	64760	EMPLOYMENT COUNSELOR TRAINEE	35
95	64760C	EMPLOYMENT COUNSELOR TRAINEE BILINGUAL IN SPANISH AND ENGLISH	35
95	10248	EMPLOYMENT SERVICES TRAINEE	NE
95	64790	EMPLOYMENT SERVICES TRAINEE	35
95	64790D	EMPLOYMENT SERVICES TRAINEE VETERANS SERVICES	35
27	10253	ENGINEER SPECIFICATIONS TRANSPORTATION	4E
27	10494	ENGINEER STRUCTURES PLANS AND SPECIFICATIONS	4E
19	02473	ENTOMOLOGIST 2	NE
95	02470	ENTOMOLOGIST TRAINEE	NE
19	16302	ENVIRONMENTAL ENGINEER 1	NE

20	16312	ENVIRONMENTAL ENGINEER 1	40
23	16313	ENVIRONMENTAL ENGINEER 2	40
22	16303	ENVIRONMENTAL ENGINEER 2	NE
95	54247	ENVIRONMENTAL ENGINEER TRAINEE	NE
28	15873	ENVIRONMENTAL SCIENTIST 2	NL
28	15873H	ENVIRONMENTAL SCIENTIST 2 HEALTH & SENIOR SERVICES	NL
28	15873D	ENVIRONMENTAL SCIENTIST 2 WATER RESOURCES	NL
25	15872	ENVIRONMENTAL SCIENTIST 3	NL
25	15872C	ENVIRONMENTAL SCIENTIST 3 HEALTH & SENIOR SERVICES	NL
25	15872D	ENVIRONMENTAL SCIENTIST 3 WATER RESOURCES	NL
22	15871	ENVIRONMENTAL SCIENTIST 4	NL
95	15870	ENVIRONMENTAL SCIENTIST TRAINEE	NL
95	16001	ENVIRONMENTAL SERVICES TRAINEE	NE
95	12516	ENVIRONMENTAL SERVICES TRAINEE	40
20	12522	ENVIRONMENTAL SPECIALIST 1	40
19	15852	ENVIRONMENTAL SPECIALIST 1	NE
19	15852K	ENVIRONMENTAL SPECIALIST 1 ARCHEOLOGY	NE
19	15852N	ENVIRONMENTAL SPECIALIST 1 SITE REMEDIATION	NE
23	12523	ENVIRONMENTAL SPECIALIST 2	40
22	15853	ENVIRONMENTAL SPECIALIST 2	NE
22	15853J	ENVIRONMENTAL SPECIALIST 2 ARCHEOLOGY	NE
22	15853D	ENVIRONMENTAL SPECIALIST 2 PESTICIDE CONTROL BI SPANISH & ENGLISH	NE
28	03093	EROSION CONTROL ENGINEER	NL
19	70131	EXAMINER 1 CREDENTIALS	35
22	70132	EXAMINER 2 CREDENTIALS	35
17	56192	EXAMINER UNEMPLOYMENT TAX	35
22	03963	EYE HEALTH NURSE	NL
28	62156	FAMILY DEVELOPMENT CONSULTANT	NL
24	62153	FAMILY SERVICE SPECIALIST 1	NE
24	62153C	FAMILY SERVICE SPECIALIST 1 BILINGUAL IN SPANISH AND ENGLISH	NE
22	62152	FAMILY SERVICE SPECIALIST 2	NE
22	62152C	FAMILY SERVICE SPECIALIST 2 BILINGUAL IN SPANISH AND ENGLISH	NE
95	62150	FAMILY SERVICE SPECIALIST TRAINEE	NE
95	62150S	FAMILY SERVICE SPECIALIST TRAINEE BILINGUAL IN SPANISH AND ENGLISH	NE
22	60276	FIELD INVESTIGATOR INSTITUTIONALIZED ELDERLY	NE
24	60280	FIELD INVESTIGATOR NURSING CARE INSTITUTIONALIZED ELDERLY	NE
26	03994	FIELD REPRESENTATIVE BOARD OF NURSING	NL
18	33372	FIELD REPRESENTATIVE CONSTRUCTION CONTRACT COMPLIANCE	NE
18	62752	FIELD REPRESENTATIVE EYE HEALTH	NE

18	64392	FIELD REPRESENTATIVE HOUSING	NE
18	64392D	FIELD REPRESENTATIVE HOUSING CODE ENFORCEMENT	NL
18	64392C	FIELD REPRESENTATIVE HOUSING HOUSING ASSISTANCE PROGRAM	NE
19	51682	FIELD REPRESENTATIVE LOCAL PROPERTY TAX	NE
21	01282	FIELD REPRESENTATIVE PHARMACEUTICALS	NE
21	01282C	FIELD REPRESENTATIVE PHARMACEUTICALS HEALTH FACILITIES	NE
19	62572	FIELD REPRESENTATIVE VENDING FACILITY OPERATIONS CBVI	NE
19	55982	FIELD REPRESENTATIVE WAGE & HOUR COMPLIANCE	NE
19	55982D	FIELD REPRESENTATIVE WAGE & HOUR COMPLIANCE BILINGUAL IN ENGLISH AND CHINESE	NE
19	55982C	FIELD REPRESENTATIVE WAGE & HOUR COMPLIANCE BILINGUAL IN SPANISH AND ENGLISH	NE
23	54863	FINANCIAL EXAMINER 3	NE
20	54882	FINANCIAL EXAMINER 4	NE
95	54860	FINANCIAL EXAMINER TRAINEE	NE
27	55357	FIRE CODE SPECIALIST	NL
25	32187	FIRE INVESTIGATOR	NE
18	50532	FISCAL ANALYST	35
24	03078	FISH AND SEAFOOD MARKETING SPECIALIST	NL
25	01592	FORENSIC SCIENTIST 1 DEPARTMENT OF LAW AND PUBLIC SAFETY	NE
21	43029	FOREST FIRE PILOT	NL
19	02652	FORESTER	NE
18	74227	FORMS ANALYST 1	NE
21	74228	FORMS ANALYST 2	NE
25	03163	GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 2	NL
26	03209	GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 2	4E
22	03208	GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 3	4E
21	03176	GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 3	NL
95	03207	GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST TRAINEE	4E
95	03174	GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST TRAINEE	NL
95	03050	GEOLOGIST TRAINEE	NE
95	12515	GEOLOGIST TRAINEE	40
22	54442	GOVERNMENTAL RELATIONS SPECIALIST 2	NE
18	54440	GOVERNMENTAL RELATIONS SPECIALIST 3	NE
27	50730	GRANTS SPECIALIST	NL
22	60601	GUARDIANSHIP SERVICES SPECIALIST 2	NL
19	60600	GUARDIANSHIP SERVICES SPECIALIST 3	NL
22	60669	HABILITATION PLAN COORDINATOR	NE
98	00156	HEALTH CARE CONSULTANT	NL
25	60451	HEALTH CARE SERVICES EVALUATOR/NURSE	NL
25	00373	HEALTH DATA SPECIALIST 2	NL

22	00372	HEALTH DATA SPECIALIST 3	NE
26	00382	HEALTH ECONOMICS RESEARCH SPECIALIST 2	NL
22	00381	HEALTH ECONOMICS RESEARCH SPECIALIST 3	NE
27	00282	HEALTH SYSTEMS SPECIALIST 2	NL
25	00281	HEALTH SYSTEMS SPECIALIST 3	NL
27	63310	HEARING OFFICER 1 JUVENILE JUSTICE COMMISSION	NL
27	61753	HEARING OFFICER 1 STATE PAROLE BOARD	NL
30	63312	HEARING OFFICER 2 JUVENILE JUSTICE COMMISSION	NL
29	63311	HEARING OFFICER 2 JUVENILE JUSTICE COMMISSION	NL
30	61758	HEARING OFFICER 2 STATE PAROLE BOARD	NL
29	61754	HEARING OFFICER 2 STATE PAROLE BOARD	NL
27	61414	HEARING OFFICER INMATE DISCIPLINARY PROGRAM	NL
29	31446	HEARINGS AND REVIEW OFFICER LABOR	NL
19	17492	HIGHWAY SAFETY SPECIALIST	NE
18	15679	HISTORIC PRESERVATION SPECIALIST	NE
18	62662	HOME INSTRUCTOR COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED	NE
18	62662C	HOME INSTRUCTOR COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED BILINGUAL IN SPANISH & ENGLISH	NE
21	53262	INFORMATION TECHNOLOGY SPECIALIST	35
23	53261	INFORMATION TECHNOLOGY SPECIALIST	40
18	60702	INSTITUTIONAL COORDINATOR FOSTER GRANDPARENT PROGRAM	NE
23	75475	INSTRUCTOR 1 12 MONTHS	NL
22	73093	INSTRUCTOR 1 EDUCATION - 10 MONTHS	NL
25	73193	INSTRUCTOR 1 EDUCATION - 12 MOS	NL
19	73092	INSTRUCTOR 2 EDUCATION - 10 MONTHS	NL
24	62663	INSTRUCTOR COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED-12 MONTHS	NE
19	61387	INSTRUCTOR COUNSELOR	4E
18	61382	INSTRUCTOR COUNSELOR	NE
18	61382C	INSTRUCTOR COUNSELOR DEAF LANGUAGE SPECIALIST	NE
23	03874	INSTRUCTOR OF NURSING	NL
95	61380	INSTRUCTOR-COUNSELOR TRAINEE	NE
26	55274A	INSURANCE ANALYST 2	NL
26	55274D	INSURANCE ANALYST 2 LIFE AND HEALTH	NL
26	55274C	INSURANCE ANALYST 2 RATING	NL
22	55273A	INSURANCE ANALYST 3	NE
22	55273F	INSURANCE ANALYST 3 LIFE AND HEALTH	NE
22	55273D	INSURANCE ANALYST 3 RATING	NE
19	55272A	INSURANCE ANALYST 4	NE
19	55272F	INSURANCE ANALYST 4 LIFE AND HEALTH	NE

19	55272D	INSURANCE ANALYST 4 RATING	NE
95	55270	INSURANCE ANALYST TRAINEE	NE
23	55083	INSURANCE EXAMINER 2	NE
20	55082	INSURANCE EXAMINER 3	NE
95	55081	INSURANCE EXAMINER TRAINEE	NE
17	56089	INTERMITTENT LABOR SERVICES WORKER	35
29	10228	INTERMITTENT SENIOR VETERINARIAN	NL
26	10227	INTERMITTENT VETERINARIAN	NL
21	34814	INTERNAL COMMUNICATIONS SPECIALIST	NL
27	65085	INTERSTATE CLAIMS COORDINATOR	NL
17	64751	INTERVIEWER	35
17	64751F	INTERVIEWER BILINGUAL IN CAMBODIAN AND ENGLISH	35
17	64751C	INTERVIEWER BILINGUAL IN SPANISH AND ENGLISH	35
17	64751D	INTERVIEWER VETERANS SERVICES	35
26	33858	INVESTIGATOR 1 LAW AND PUBLC SAFETY	NE
26	33858G	INVESTIGATOR 1 LAW AND PUBLIC SAFETY SPECIALIZED CREDENTIALS	NE
22	56083	INVESTIGATOR 1 UNEMPLOYMENT INSURANCE	NE
22	65047	INVESTIGATOR 2 LABOR	NE
23	33857	INVESTIGATOR 2 LAW AND PUBLIC SAFETY	NE
23	33857G	INVESTIGATOR 2 LAW AND PUBLIC SAFETY SPECIALIZED CREDENTIALS	NE
26	40002	INVESTIGATOR 2 NJ MOTOR VEHICLE COMMISSION	NL
23	54974	INVESTIGATOR 2 REAL ESTATE COMMISSION	NL
22	51593	INVESTIGATOR 2 TAXATION	NE
22	51593C	INVESTIGATOR 2 TAXATION BILINGUAL IN SPANISH AND ENGLISH	NE
19	56082	INVESTIGATOR 2 UNEMPLOYMENT INSURANCE	NE
16	30565	INVESTIGATOR 3 CITIZEN INFORMATION AND COMPLAINTS	35
19	65046	INVESTIGATOR 3 LABOR	NE
20	33856	INVESTIGATOR 3 LAW AND PUBLIC SAFETY	NE
20	33856G	INVESTIGATOR 3 LAW AND PUBLIC SAFETY SPECIALIZED CREDENTIALS	NE
20	54993	INVESTIGATOR 3 REAL ESTATE COMMISSION	NE
19	51592	INVESTIGATOR 3 TAXATION	NE
19	51592C	INVESTIGATOR 3 TAXATION BILINGUAL IN SPANISH AND ENGLISH	NE
18	33855	INVESTIGATOR 4 LAW AND PUBLIC SAFETY	NE
18	33855G	INVESTIGATOR 4 LAW AND PUBLIC SAFETY SPECIALIZED CREDENTIALS	NE
16	10250	INVESTIGATOR AIDE LABOR	35
19	65052	INVESTIGATOR DISABILITY INSURANCE	NE
19	55152A	INVESTIGATOR INSURANCE	NE
19	33452	INVESTIGATOR PUBLIC DEFENDER	NE
19	33452C	INVESTIGATOR PUBLIC DEFENDER BILINGUAL IN SPANISH AND ENGLISH	NE
95	56788	INVESTIGATOR TRAINEE	NE

95	65851	INVESTIGATOR TRAINEE DIVISION ON CIVIL RIGHTS	NE
95	65045	INVESTIGATOR TRAINEE LABOR	NE
95	33854	INVESTIGATOR TRAINEE LAW AND PUBLIC SAFETY	NE
95	33350	INVESTIGATOR TRAINEE PUBLIC DEFENDER	NE
95	33350C	INVESTIGATOR TRAINEE PUBLIC DEFENDER BILINGUAL IN SPANISH AND ENGLISH	NE
95	54992	INVESTIGATOR TRAINEE REAL ESTATE COMMISSION	NE
95	51590	INVESTIGATOR TRAINEE TAXATION	NE
95	51590C	INVESTIGATOR TRAINEE TAXATION BILINGUAL IN SPANISH & ENGLISH	NE
26	52483	INVESTMENT ANALYST 2	NE
22	52482	INVESTMENT ANALYST 3	NE
95	52480	INVESTMENT ANALYST TRAINEE	NE
22	54143	LABOR MARKET ANALYST 3	35
19	54142	LABOR MARKET ANALYST 4	35
95	54140	LABOR MARKET ANALYST TRAINEE	35
23	10693	LANDSCAPE DESIGNER 2	40
20	10692	LANDSCAPE DESIGNER 3	40
95	10690	LANDSCAPE DESIGNER TRAINEE	40
20	30464	LAW CLERK	NL
25	01403	LEARNING DISABILITIES SPECIALIST	NL
25	36305	LEGAL ASSISTANT 3 OFFICE OF ADMINISTRATIVE LAW	NL
24	60402	LEGAL SERVICES COORDINATOR	NL
21	74083	LIBRARIAN 2	35
18	74082	LIBRARIAN 3	35
15	02288	LIBRARY ASSOCIATE	35
18	74112	LIBRARY TECHNICIAN	35
22	15109	LICENSE EXAMINER 2	NE
19	15108	LICENSE EXAMINER 3	NE
20	56491	MANAGEMENT ASSISTANT	40
18	56492	MANAGEMENT ASSISTANT	35
31	53103	MANAGEMENT INFORMATION SYSTEMS SPECIALIST 2	NL
95	56490	MANAGEMENT TRAINEE	35
25	55243	MARKET CONDUCT EXAMINER 2	NL
22	55240	MARKET CONDUCT EXAMINER 3	NE
19	55238	MARKET CONDUCT EXAMINER 4	NE
95	16890	MECHANICAL ENGINEER TRAINEE	40
98	00056	MEDICAL CONSULTANT	NL
98	00056C	MEDICAL CONSULTANT PSYCHOLOGIST	NL
32	00067	MEDICAL EXAMINER DISABILITY DETERMINATIONS	NL
26	53934	MEDICAL REVIEW ANALYST	NE
21	60055	MEDICAL SOCIAL CARE SPECIALIST 1 MEDICAL ASSISTANCE & HEALTH	NL

		SERVICES	
21	60055C	MEDICAL SOCIAL CARE SPECIALIST 1 MEDICAL ASSISTANCE- HEALTH SERVICES SENIOR INITIATIVES	NL
19	60054	MEDICAL SOCIAL CARE SPECIALIST 2 MEDICAL ASSISTANCE & HEALTH SERVICES	NE
28	60176	MEDICAL SOCIAL WORK CONSULTANT 1	NL
25	60174	MEDICAL SOCIAL WORK CONSULTANT 2	NL
18	01954	MEDICAL TECHNOLOGIST	35
22	02003	MICROBIOLOGIST4	NE
19	02002	MICROBIOLOGIST5	NE
95	02001	MICROBIOLOGIST TRAINEE	NE
22	55393	MUNICIPAL FINANCE AUDITOR 2	NE
19	55392	MUNICIPAL FINANCE AUDITOR 3	NE
21	74593A	MUSEUM REGISTRAR	NE
21	74593F	MUSEUM REGISTRAR ARCHEOLOGY/ETHNOLOGY	NE
21	74593H	MUSEUM REGISTRAR CULTURAL HISTORY	NE
21	74593D	MUSEUM REGISTRAR NATURAL HISTORY	NE
27	10137	NETWORK ADMINISTRATOR 1	N4
26	10107	NETWORK ADMINISTRATOR 1	NL
30	10136	NETWORK ADMINISTRATOR 2	N4
29	10108	NETWORK ADMINISTRATOR 2	NL
28	18097	NUCLEAR ENGINEER	NL
28	00183	NURSING CONSULTANT	NL
21	44795	NUTRITION PROGRAM SPECIALIST 1	NE
27	03914	OCCUPATIONAL HEALTH CONSULTANT 1	NL
25	03913	OCCUPATIONAL HEALTH CONSULTANT 2	NE
22	03912	OCCUPATIONAL HEALTH CONSULTANT 3	NE
18	03114	OCCUPATIONAL HEALTH CONSULTANT 4	NE
95	03112	OCCUPATIONAL HEALTH CONSULTANT TRAINEE	NE
25	03945	OCCUPATIONAL SAFETY CONSULTANT 1	NL
22	03944	OCCUPATIONAL SAFETY CONSULTANT 2	NE
20	03671	OCCUPATIONAL THERAPIST	40
95	03670	OCCUPATIONAL THERAPIST TRAINEE	40
22	53153	OFFICE AUTOMATION SPECIALIST 2	NE
18	55302	OPERATIONS ANALYST	35
19	61851	PAROLE COUNSELOR APPRENTICE STATE PAROLE BOARD	NE
21	53653	PENSIONS BENEFITS SPECIALIST 2	35
18	53652	PENSIONS BENEFITS SPECIALIST 3	35
95	53650	PENSIONS BENEFITS SPECIALIST TRAINEE	35
23	65363	PERMIT COORDINATION OFFICER 2	NE
23	65363C	PERMIT COORDINATION OFFICER 2 ENVIRONMENTAL PROTECTION	NE

21	03691	PHYSICAL THERAPIST	40
40	00098	PHYSICIAN 1	NL
35	00097	PHYSICIAN 2	NL
22	07752	PHYSICIAN ASSISTANT	NL
41	00088	PHYSICIAN SPECIALIST 1	NL
22	15072	PLANNED REAL ESTATE DEVELOPMENT ANALYST 2	4E
95	16470	PLANNER TRAINEE	NE
20	12492	PLANNER TRANSPORTATION	40
26	72630	PLANNING ASSOCIATE 1 SCHOOL/EDUCATION PROGRAMS	NL
28	72624	PLANNING ASSOCIATE 2	NL
28	72624D	PLANNING ASSOCIATE 2 COMPUTER APPLICATIONS & SYSTEMS DESIGN	NL
28	72624F	PLANNING ASSOCIATE 2 POLICY AND PLANNING	NL
28	72624J	PLANNING ASSOCIATE 2 STATISTICS/DATA ANALYSIS	NL
28	72631	PLANNING ASSOCIATE 2 SCHOOL/EDUCATION PROGRAMS	NL
26	72623	PLANNING ASSOCIATE 3	NL
26	72623D	PLANNING ASSOCIATE 3 COMPUTER APPLICATIONS & SYSTEMS DESIGN	NL
26	72623J	PLANNING ASSOCIATE 3 STATISTICS/DATA ANALYSIS	NL
22	02554	PLANT PATHOLOGIST 1	NL
19	02553	PLANT PATHOLOGIST 2	NE
31	52554	PORTFOLIO MANAGER STOCKS AND BONDS	NL
26	15095	PRINCIPAL ENGINEER CODE SERVICE	4E
18	62053	PRINCIPAL INCOME MAINTENANCE TECHNICIAN	NE
27	56698	PRINCIPAL UTILITY MANAGEMENT ANALYST	NL
18	54242	PROCEDURES ANALYST	35
25	52628	PROCUREMENT SPECIALIST 1	3E
22	52626	PROCUREMENT SPECIALIST 2	35
19	52624	PROCUREMENT SPECIALIST 3	35
27	81271	PROFESSIONAL SERVICES SPECIALIST 1 ADMINISTRATIVE SERVICES	NL
27	81272	PROFESSIONAL SERVICES SPECIALIST 1 COMPUTER SERVICES	NL
27	81280	PROFESSIONAL SERVICES SPECIALIST 1 FACILITIES	NL
24	81264	PROFESSIONAL SERVICES SPECIALIST 2 ADMINISTRATIVE SERVICES	NL
24	81265	PROFESSIONAL SERVICES SPECIALIST 2 COMPUTER SERVICES	NL
24	81270	PROFESSIONAL SERVICES SPECIALIST 2 FACILITIES	NL
21	81257	PROFESSIONAL SERVICES SPECIALIST 3 ADMINISTRATIVE SERVICES	NE
21	81258	PROFESSIONAL SERVICES SPECIALIST 3 COMPUTER SERVICES	NE
21	81263	PROFESSIONAL SERVICES SPECIALIST 3 FACILITIES	NE
18	81253	PROFESSIONAL SERVICES SPECIALIST 4 ADMINISTRATIVE SERVICES	NE
15	80180	PROFESSIONAL SERVICES SPECIALIST 4 ADMINISTRATIVE SERVICES - 10 MONTHS	NE
18	81254	PROFESSIONAL SERVICES SPECIALIST 4 COMPUTER SERVICES	NE
18	81256	PROFESSIONAL SERVICES SPECIALIST 4 FACILITIES	NE

16	80081	PROGRAM ASSISTANT ADMINISTRATIVE SERVICES	NE
13	80080	PROGRAM ASSISTANT ADMINISTRATIVE SERVICES 10 MONTHS	NE
16	80083	PROGRAM ASSISTANT COMPUTER SERVICES	NE
25	55745	PROGRAM ASSISTANT CORRECTIONS	NL
25	62063	PROGRAM ASSISTANT ECONOMIC ASSISTANCE	NL
21	93149	PROGRAM ASSISTANT MOTION PICTURE AND TELEVISION DEVELOPMENT COMMISSION	NL
22	80312	PROGRAM ASSOCIATE STUDENT ASSISTANCE	NE
26	60555	PROGRAM COORDINATOR MENTAL HEALTH	NL
26	60555D	PROGRAM COORDINATOR MENTAL HEALTH DEAF LANGUAGE SPECIALIST	NL
26	76693	PROGRAM DEVELOPMENT ASSISTANT	NL
26	31544	PROGRAM DEVELOPMENT SPECIALIST 1 LEGAL SERVICES	NL
21	64483	PROGRAM DEVELOPMENT SPECIALIST 2	NE
22	64481	PROGRAM DEVELOPMENT SPECIALIST 2	40
21	64483C	PROGRAM DEVELOPMENT SPECIALIST 2 AGING	NE
21	64483P	PROGRAM DEVELOPMENT SPECIALIST 2 BILINGUAL IN SPANISH & ENGLISH	NE
21	64483K	PROGRAM DEVELOPMENT SPECIALIST 2 CODE ENFORCEMENT	NE
21	64483V	PROGRAM DEVELOPMENT SPECIALIST 2 CORRECTIONS	NE
21	644834	PROGRAM DEVELOPMENT SPECIALIST 2 CORRECTIONS BIL SPANISH AND ENGLISH	NE
21	64483X	PROGRAM DEVELOPMENT SPECIALIST 2 ENERGY CONSERVATION	NE
21	64483F	PROGRAM DEVELOPMENT SPECIALIST 2 ENVIRONMENTAL PROTECTION	NE
21	64483S	PROGRAM DEVELOPMENT SPECIALIST 2 HOUSING	NE
21	64483N	PROGRAM DEVELOPMENT SPECIALIST 2 MANAGEMENT AND FINANCE	NE
21	64483I	PROGRAM DEVELOPMENT SPECIALIST 2 MENTAL HEALTH SERVICES	NE
21	64483G	PROGRAM DEVELOPMENT SPECIALIST 2 WOMENS SERVICES	NE
19	64479	PROGRAM DEVELOPMENT SPECIALIST 3	40
18	64482	PROGRAM DEVELOPMENT SPECIALIST 3	NE
18	64482C	PROGRAM DEVELOPMENT SPECIALIST 3 AGING	NE
18	64482J	PROGRAM DEVELOPMENT SPECIALIST 3 BILINGUAL IN SPANISH & ENGLISH	NE
18	64482R	PROGRAM DEVELOPMENT SPECIALIST 3 CODE ENFORCEMENT	NE
18	64482O	PROGRAM DEVELOPMENT SPECIALIST 3 CORRECTIONS	NE
18	64482T	PROGRAM DEVELOPMENT SPECIALIST 3 CORRECTIONS BIL SPANISH AND ENGLISH	NE
18	64482L	PROGRAM DEVELOPMENT SPECIALIST 3 ENERGY CONSERVATION	NE
18	64482D	PROGRAM DEVELOPMENT SPECIALIST 3 ENVIRONMENTAL PROTECTION	NE
18	64482F	PROGRAM DEVELOPMENT SPECIALIST 3 MENTAL HEALTH SERVICES	NE
18	64482P	PROGRAM DEVELOPMENT SPECIALIST 3 WOMEN'S SERVICES	NE
28	60301	PROGRAM MONITOR AMERICANS WITH DISABILITY ACT	NL
22	00142	PROGRAM SPECIALIST 3 OCCUPATIONAL ENVIRONMENTAL HEALTH	NE

22	00142C	PROGRAM SPECIALIST 3 OCCUPATIONAL ENVIRONMENTAL HEALTH CODE ENFORCEMENT	NE
25	63055A	PROGRAM SPECIALIST DRUG ABUSE ACTIVITIES	NL
26	00321	PROGRAM SPECIALIST HEALTH FACILITIES EVALUATION AND LICENSING	NL
24	62102A	PROGRAM SUPPORT SPECIALIST 2	NL
24	62102D	PROGRAM SUPPORT SPECIALIST 2 ASSISTANCE PROGRAMS	NL
22	62101A	PROGRAM SUPPORT SPECIALIST 3	NE
22	62101D	PROGRAM SUPPORT SPECIALIST 3 ASSISTANCE PROGRAMS	NE
29	80075	PROJECT COORDINATOR COMPUTER PLANNING AND INFORMATION SYSTEMS OFFICE OF STUDENT ASSISTANCE	NL
27	55624	PROMOTIONAL MATERIAL SPECIALIST	NL
24	55750	PROMOTIONAL SALES SPECIALIST	NL
18	52602	PROPERTY MANAGEMENT SERVICES SPECIALIST 1	NE
21	52603	PROPERTY MANAGEMENT SERVICES SPECIALIST 2	NE
24	52604	PROPERTY MANAGEMENT SERVICES SPECIALIST 3	NE
99	01383	PSYCHOLOGICAL INTERN	NE
24	62864A	PUBLIC HEALTH CONSULTANT 2	NL
24	62864D	PUBLIC HEALTH CONSULTANT 2 HEALTH EDUCATION	NL
24	62864F	PUBLIC HEALTH CONSULTANT 2 NUTRITION	NL
24	62864G	PUBLIC HEALTH CONSULTANT 2 SOCIAL WORK	NL
26	60610	PUBLIC HEALTH CONSULTANT 2 NURSING	NL
25	03974	PUBLIC HEALTH EPIDEMIOLOGIST	NL
21	62924	PUBLIC HEALTH REPRESENTATIVE 2	NE
21	62924G	PUBLIC HEALTH REPRESENTATIVE 2 BILINGUAL IN SPANISH AND ENGLISH	NE
21	62924I	PUBLIC HEALTH REPRESENTATIVE 2 CERTIFIED TUMOR REGISTRAR	NE
21	62924C	PUBLIC HEALTH REPRESENTATIVE 2 COMMUNICABLE DISEASE	NE
21	62924H	PUBLIC HEALTH REPRESENTATIVE 2 COMMUNICABLE DISEASE BIL IN SP/ENG	NE
21	62924D	PUBLIC HEALTH REPRESENTATIVE 2 EMERGENCY MEDICAL SERVICES	NE
18	62922	PUBLIC HEALTH REPRESENTATIVE 3	NE
18	62922H	PUBLIC HEALTH REPRESENTATIVE 3 BILINGUAL IN SPANISH AND ENGLISH	NE
18	62922K	PUBLIC HEALTH REPRESENTATIVE 3 CERTIFIED TUMOR REGISTRAR	NE
18	62922F	PUBLIC HEALTH REPRESENTATIVE 3 COMMUNICABLE DISEASE	NE
95	62920	PUBLIC HEALTH REPRESENTATIVE TRAINEE	NE
95	62920C	PUBLIC HEALTH REPRESENTATIVE TRAINEE BILINGUAL IN SPANISH & ENGLISH	NE
18	54452	PUBLIC INFORMATION ASSISTANT	NE
95	54450	PUBLIC INFORMATION TRAINEE	NE
26	55954	QUALITY ASSURANCE SPECIALIST HEALTH SERVICES	NL
27	62356	QUALITY ASSURANCE SPECIALIST HEALTH SERVICES	40
26	55954C	QUALITY ASSURANCE SPECIALIST HEALTH SERVICES BILINGUAL IN SPANISH AND ENGLISH	NL

26	55970	QUALITY ASSURANCE SPECIALIST HEALTH SERVICES DCF	NL
28	62358	QUALITY ASSURANCE SPECIALIST HEALTH SERVICES NURSING	NL
21	65003	QUALITY ASSURANCE TECHNICIAN	35
18	62191	QUALITY CONTROL ANALYST MEDICAL ASSISTANCE AND HEALTH SERVICES	NE
25	59981	RADIATION PHYSICIST 2	NL
25	59981C	RADIATION PHYSICIST 2 MAMMOGRAPHY UNIT	NL
22	59982	RADIATION PHYSICIST 3	NL
24	56724	RATE ANALYST 1UTILITIES	3E
21	56723	RATE ANALYST 2UTILITIES	35
18	56722	RATE ANALYST 3UTILITIES	35
95	56720	RATE ANALYST UTILITIES TRAINEE	35
22	57083	REAL ESTATE APPRAISER 1	NE
18	57062	REALTY SPECIALIST 1 TRANSPORTATION	NE
22	57063	REALTY SPECIALIST 2 TRANSPORTATION	NE
95	57061	REALTY SPECIALIST TRAINEE TRANSPORTATION	NE
21	74202	RECORDS ANALYST 2	35
18	74201	RECORDS ANALYST 3	35
20	60950	REGIONAL COORDINATOR OF TRANSPORTATION DAY CARE AND TRAINING	40
34	01072	REGIONAL DENTAL CONSULTANT MEDICAL ASSISTANCE AND HEALTH SERVICES	NL
25	03894	REGIONAL STAFF NURSE MEDICAL ASSISTANCE	NE
26	03897	REGIONAL STAFF NURSE MEDICAL ASSISTANCE	4E
19	03152	REGISTERED ENVIRONMENTAL HEALTH INSPECTOR 1	NE
22	03153	REGISTERED ENVIRONMENTAL HEALTH INSPECTOR 2	NE
95	03150	REGISTERED ENVIRONMENTAL HEALTH INSPECTOR TRAINEE	NE
26	55030	REGULATORY OFFICER 2 BANKING AND INSURANCE	NL
29	56751	REGULATORY OFFICER 3	NL
22	55028	REGULATORY OFFICER 3 BANKING AND INSURANCE	NL
26	56749	REGULATORY OFFICER 4	NL
20	62552	REHABILITATION COUNSELOR MENTAL HEALTH	NE
95	65270	REHABILITATION COUNSELOR TRAINEE MENTAL HEALTH	NE
18	35361	REPORT EXAMINER	35
95	35360	REPORT EXAMINER TRAINEE	35
18	03171	RESEARCH ANALYST 1	NE
21	03172	RESEARCH ANALYST 2	NE
24	03173	RESEARCH ANALYST 3	NL
25	03183	RESEARCH ANALYST 3	4E
20	12282	RESEARCH ASSISTANT TRANSPORTATION	40
22	54001	RESEARCH ECONOMIST 1	NL

25	54104	RESEARCH ECONOMIST 2	NL
28	54005	RESEARCH ECONOMIST 3	NL
28	03165	RESEARCH SCIENTIST 2	NL
28	03165C	RESEARCH SCIENTIST 2 CHEMISTRY	NL
28	03165D	RESEARCH SCIENTIST 2 MICROBIOLOGY	NL
25	03164	RESEARCH SCIENTIST 3	NL
25	03164C	RESEARCH SCIENTIST 3 CHEMISTRY	NL
25	03164D	RESEARCH SCIENTIST 3 MICROBIOLOGY	NL
22	04183	RESIDENTIAL SERVICES SPECIALIST 2	NE
22	04183C	RESIDENTIAL SERVICES SPECIALIST 2 TEACHING PARENT	NE
19	04182	RESIDENTIAL SERVICES SPECIALIST 3	NE
20	54406	RESOURCE INTERPRETIVE SPECIALIST 1	NE
20	54406D	RESOURCE INTERPRETIVE SPECIALIST 1 HISTORIC RESOURCES	NE
20	54406C	RESOURCE INTERPRETIVE SPECIALIST 1 NATURAL RESOURCES	NE
22	54405	RESOURCE INTERPRETIVE SPECIALIST 2	NE
22	54405D	RESOURCE INTERPRETIVE SPECIALIST 2 HISTORIC RESOURCES	NE
22	54405C	RESOURCE INTERPRETIVE SPECIALIST 2 NATURAL RESOURCES	NE
25	54398	RESOURCE INTERPRETIVE SPECIALIST 3	NL
26	57145	RIGHT OF WAY RESEARCH ANALYST	NL
23	64406	ROOMING AND BOARDING HOME COMPLIANCE OFFICER	NE
24	56904	RULES ANALYST ADMINISTRATIVE PROCEDURE	NL
22	61485	SAFETY OFFICER DEVELOPMENTAL DISABILITIES	NE
22	61484	SAFETY OFFICER MENTAL HEALTH	NE
18	40452	SALES REPRESENTATIVE 2 STATE LOTTERY	35
19	52393	SALES REPRESENTATIVE 2 STATE LOTTERY	NE
21	03120	SCHOOL NURSE	NL
23	73105	SCHOOL PSYCHOLOGIST - 10 MONTHS	NL
28	73104	SCHOOL PSYCHOLOGIST 12 MONTHS	NL
21	73103	SCHOOL SOCIAL WORKER	NL
20	02661	SECTION FOREST FIREWARDEN	NE
27	52503	SECURITIES MARKET TRADER 2	NL
22	52502	SECURITIES MARKET TRADER 3	NL
95	52501	SECURITIES MARKET TRADER TRAINEE	NL
18	02462	SEED ANALYST	35
95	02460	SEED ANALYST TRAINEE	35
17	52340	SENIOR ACCOUNT ADJUSTER STATE LOTTERY	NE
21	10298	SENIOR ANIMAL HEALTH TECHNICIAN	NE
23	17693	SENIOR ARCHITECTURAL ASSISTANT	40
22	54345	SENIOR AREA COORDINATOR COMMUNITY INVOLVEMENT	40
22	01753A	SENIOR BIOLOGIST	NE

23	01743A	SENIOR BIOLOGIST	40
22	01753P	SENIOR BIOLOGIST EDUCATION	NE
22	01753C	SENIOR BIOLOGIST FISHERIES	NE
22	01753K	SENIOR BIOLOGIST WATER RESOURCES	NE
22	01753G	SENIOR BIOLOGIST WILDLIFE MANAGEMENT	NE
23	64947	SENIOR CLAIMS ADJUDICATOR DISABILITY DETERMINATIONS	35
23	64947C	SENIOR CLAIMS ADJUDICATOR DISABILITY DETERMINATIONS BILINGUAL SPANISH & ENGLISH	35
25	64964C	SENIOR CLAIMS ADJUDICATOR SPECIALIST DISABILITY HEARINGS OFFICER	35
25	64964	SENIOR CLAIMS ADJUDICATOR SPECIALIST DISABILITY DETERMINATIONS	35
21	56093	SENIOR CLAIMS EXAMINER UNEMPLOYMENT & DISABILITY INSURANCE	35
21	56093C	SENIOR CLAIMS EXAMINER UNEMPLOYMENT & DISABILITY INSURANCE BILINGUAL IN SPANISH AND ENGLISH	35
20	56373	SENIOR CLAIMS INVESTIGATOR	NE
19	56123	SENIOR CLAIMS REVIEWER	35
19	56123D	SENIOR CLAIMS REVIEWER HEALTH SERVICES	35
21	07751	SENIOR CLINIC NURSE	40
19	03953	SENIOR CLINIC NURSE	35
22	60949	SENIOR COMMUNITY PROGRAM SPECIALIST	NE
22	60949C	SENIOR COMMUNITY PROGRAM SPECIALIST JUVENILE JUSTICE COMMISSION	NE
22	64763	SENIOR EMPLOYMENT COUNSELOR	35
23	14093	SENIOR ENGINEER CIVIL	40
21	59987	SENIOR ENGINEER CIVIL	35
23	16693	SENIOR ENGINEER ELECTRICAL	40
23	10463	SENIOR ENGINEER GEOLOGY	40
23	10453	SENIOR ENGINEER GEOTECHNICAL	40
23	13093	SENIOR ENGINEER MATERIALS	40
23	13093C	SENIOR ENGINEER MATERIALS NON-DESTRUCTIVE TESTING	40
23	16893	SENIOR ENGINEER MECHANICAL	40
23	12693	SENIOR ENGINEER PLANNING	40
23	12693C	SENIOR ENGINEER PLANNING AERONAUTICS	40
23	10473	SENIOR ENGINEER STRUCTURAL BRIDGE DESIGN	40
23	10468	SENIOR ENGINEER STRUCTURAL EVALUATION	40
23	11283	SENIOR ENGINEER TRAFFIC	40
23	10273	SENIOR ENGINEER TRANSPORTATION	40
23	12293	SENIOR ENGINEER TRANSPORTATION RESEARCH	40
23	14893	SENIOR ENGINEER UTILITIES	40
22	15853C	SENIOR ENVIRONMENTAL SPECIALIST AIR POLLUTION CONTROL	NE
22	15853I	SENIOR ENVIRONMENTAL SPECIALIST TIDELANDS DELINEATION	NE
21	56193	SENIOR EXAMINER UNEMPLOYMENT TAX	35

21	64393	SENIOR FIELD REPRESENTATIVE HOUSING	NE
21	64393D	SENIOR FIELD REPRESENTATIVE HOUSING CODE ENFORCEMENT	NE
21	64393C	SENIOR FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	NE
22	51683	SENIOR FIELD REPRESENTATIVE LOCAL PROPERTY TAX	NE
25	01283	SENIOR FIELD REPRESENTATIVE PHARMACEUTICALS	NL
25	01283C	SENIOR FIELD REPRESENTATIVE PHARMACEUTICALS HEALTH FACILITIES	NL
22	55983	SENIOR FIELD REPRESENTATIVE WAGE AND HOUR COMPLIANCE	NE
22	55983C	SENIOR FIELD REPRESENTATIVE WAGE AND HOUR COMPLIANCE BILINGUAL IN CHINESE AND ENGLISH	NE
22	55983D	SENIOR FIELD REPRESENTATIVE WAGE AND HOUR COMPLIANCE BILINGUAL IN SPANISH AND ENGLISH	NE
21	50533	SENIOR FISCAL ANALYST	35
22	03053	SENIOR GEOLOGIST	NE
22	03053C	SENIOR GEOLOGIST ENVIRONMENTAL PROTECTION	NE
22	17493	SENIOR HIGHWAY SAFETY SPECIALIST	NE
21	15680	SENIOR HISTORIC PRESERVATION SPECIALIST	NE
21	02452	SENIOR HORTICULTURIST	NL
16	62052	SENIOR INCOME MAINTENANCE TECHNICIAN	NE
16	62052C	SENIOR INCOME MAINTENANCE TECHNICIAN BILINGUAL IN SPANISH AND ENGLISH	NE
21	45022	SENIOR INTELLIGENCE RESEARCH ANALYST	NE
21	64752	SENIOR INTERVIEWER	35
21	64752C	SENIOR INTERVIEWER VETERANS SERVICES	35
22	55153A	SENIOR INVESTIGATOR INSURANCE	NE
22	33453	SENIOR INVESTIGATOR PUBLIC DEFENDER	NE
22	33453C	SENIOR INVESTIGATOR PUBLIC DEFENDER BILINGUAL IN SPANISH AND ENGLISH	NE
21	56493	SENIOR MANAGEMENT ASSISTANT	35
23	56494	SENIOR MANAGEMENT ASSISTANT	40
21	01953	SENIOR MEDICAL TECHNOLOGIST	35
19	74577	SENIOR MUSEUM TECHNICIAN	35
21	55303	SENIOR OPERATIONS ANALYST	35
21	61847	SENIOR PAROLE COUNSELOR STATE PAROLE BOARD	NE
23	03692	SENIOR PHYSICAL THERAPIST	40
22	16473	SENIOR PLANNER	NE
23	16490	SENIOR PLANNER	40
22	16473I	SENIOR PLANNER EMERGENCY MANAGEMENT	NE
22	16473J	SENIOR PLANNER EMERGENCY MANAGEMENT FIRE	NE
23	12493	SENIOR PLANNER TRANSPORTATION	40
30	59992	SENIOR PROJECT MANAGER, SITE REMEDIATION	NL
21	54453	SENIOR PUBLIC INFORMATION ASSISTANT	NE

18	62032	SENIOR QUALITY CONTROL REVIEWER	NE
23	62553	SENIOR REHABILITATION COUNSELOR MENTAL HEALTH	NE
21	03172E	SENIOR RESEARCH ANALYST CODE DEVELOPMENT	NE
23	12283	SENIOR RESEARCH ASSISTANT TRANSPORTATION	40
26	74254	SENIOR RESEARCH ASSOCIATE NEW JERSEY HISTORICAL COMMISSION	NL
21	02463	SENIOR SEED ANALYST	35
21	54083	SENIOR STATISTICIAN	35
19	53100	SENIOR TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	40
18	62042	SENIOR TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	NE
20	57143	SENIOR TITLE EXAMINER	NE
22	63578	SENIOR TRAINING TECHNICIAN	NE
21	63563	SENIOR TRAINING TECHNICIAN	35
21	63563G	SENIOR TRAINING TECHNICIAN COMPUTER TECHNOLOGY	35
23	13283C	SENIOR TRANSPORTATION ANALYST EMERGENCY MANAGEMENT COORDINATION	40
24	56696	SENIOR UTILITY MANAGEMENT ANALYST	NL
29	10100	SENIOR VETERINARIAN	NL
29	00876	SENIOR VETERINARIAN DISEASE CONTROL	NL
29	00876C	SENIOR VETERINARIAN DISEASE CONTROL LABORATORY	NL
21	61867	SENIOR VOCATIONAL COUNSELOR CORRECTIONS	NE
22	03360	SENIOR ZOOLOGIST NON-GAME	NE
28	15857	SITE REMEDIATION TECHNICAL SPECIALIST	NL
20	60053	SOCIAL WORKER 1	NL
20	60053G	SOCIAL WORKER 1 BILINGUAL IN SPANISH AND ENGLISH	NL
20	60053K	SOCIAL WORKER 1 CORRECTIONS	NL
20	60053L	SOCIAL WORKER 1 CORRECTIONS-BILING IN SPA & ENGLISH	NL
20	60053H	SOCIAL WORKER 1 DEVELOPMENTAL DISABILITIES	NL
20	60053I	SOCIAL WORKER 1 PSYCHIATRIC	NL
18	60052	SOCIAL WORKER 2	NE
18	60052K	SOCIAL WORKER 2 BILINGUAL IN SPANISH AND ENGLISH	NE
18	60052D	SOCIAL WORKER 2 CORRECTIONS	NE
18	60052L	SOCIAL WORKER 2 CORRECTIONS-BILINGUAL IN SPAN & ENGL	NE
18	60052H	SOCIAL WORKER 2 PSYCHIATRIC/DEAF LANGUAGE SPECIALIST	NE
95	60050	SOCIAL WORKER TRAINEE	NE
95	60050C	SOCIAL WORKER TRAINEE BILINGUAL IN SPANISH AND ENGLISH	NE
21	10237	SOFTWARE DEVELOPMENT SPECIALIST 1	3E
26	10236	SOFTWARE DEVELOPMENT SPECIALIST 2	NL
26	03092	SOIL EROSION AND SEDIMENT CONTROL SPECIALIST	NL
19	52344	SPECIAL INVESTIGATOR STATE LOTTERY	NE
22	72740	SPEECH CORRECTIONIST	NL
25	03653	SPEECH/HEARING SPECIALIST	NL

16	34363	STAFF ASSISTANT 1	NE
17	34364	STAFF ASSISTANT 1	40
14	34362	STAFF ASSISTANT 2	NE
15	34361	STAFF ASSISTANT 2	40
18	60308C	STAFF CLINICAL PSYCHOLOGIST 1 DIVISION OF MENTAL HEALTH SERVICES	NL
21	60309	STAFF CLINICAL PSYCHOLOGIST 2	NL
21	60309C	STAFF CLINICAL PSYCHOLOGIST 2 DIVISION OF MENTAL HEALTH SERVICES	NL
24	60310	STAFF CLINICAL PSYCHOLOGIST 3	NL
24	60310C	STAFF CLINICAL PSYCHOLOGIST 3 DIVISION OF MENTAL HEALTH SERVICES	NL
17	03841	STAFF NURSE 10MONTHS	4E
20	03852	STAFF NURSE 12MONTHS	4E
21	62193	STANDARDS AND PROCEDURES TECHNICIAN 1	35
21	62193F	STANDARDS AND PROCEDURES TECHNICIAN 1 BILINGUAL IN SPANISH AND ENGLISH	35
24	62194	STANDARDS AND PROCEDURES TECHNICIAN 2	NE
29	55720	STATE CRITICAL INFRASTRUCTURE COORDINATOR	NL
19	53801	STATISTICAL AND RESEARCH ASSISTANT FAMILY DEVELOPMENT	35
20	82634	STUDENT FINANCIAL AID ADMINISTRATOR 1	NE
18	80176	STUDENT FINANCIAL AID ADMINISTRATOR 2	NE
18	63114	SUBSTANCE ABUSE COUNSELOR 2	NE
18	63114D	SUBSTANCE ABUSE COUNSELOR 2 BILINGUAL IN SPANISH & ENGLISH	NE
18	63114C	SUBSTANCE ABUSE COUNSELOR 2 MENTAL HEALTH/ALCOHOLISM SERVICES	NE
15	63117	SUBSTANCE ABUSE COUNSELOR INTERN	NE
21	41946	SUPERVISOR OF BRIDGES AND STRUCTURES HIGHWAY	40
24	42506	SUPERVISOR OF FACILITIES REPAIRS AND OPERATIONS	4E
25	53724	SUPERVISOR OF OPERATIONS RACING COMMISSION	NL
21	52984	SURVEYOR PHYSICAL PLANT/LIFE SAFETY	NL
95	51400	TAX REPRESENTATIVE TRAINEE	NE
26	51332	TAX SERVICES SPECIALIST 2	NL
23	51331	TAX SERVICES SPECIALIST 3	NL
21	51323	TAXPAYER SERVICE REPRESENTATIVE 2	NE
18	51322	TAXPAYER SERVICE REPRESENTATIVE 3	NE
24	75293	TEACHER 1 12 MONTHS	NL
21	75292	TEACHER 2 12 MONTHS	NL
22	75294	TEACHER 2 CHALLENGE YOUTH PROGRAM	4E
18	75282	TEACHER 2-10 MONTHS	NL
17	75291	TEACHER 3 12 MONTHS	NL
20	64183	TECHNICAL ASSISTANT 1 COMMUNITY AFFAIRS	NE

17	64182	TECHNICAL ASSISTANT 2 COMMUNITY AFFAIRS	NE
17	61391	TECHNICAL ASSISTANT CLASSIFICATION	NE
19	15301	TECHNICAL OPERATIONS ANALYST CATV	NE
24	53063	TECHNICAL SUPPORT SPECIALIST 1	35
26	53079	TECHNICAL SUPPORT SPECIALIST 1	40
20	53061	TECHNICAL SUPPORT SPECIALIST 2	35
22	53080	TECHNICAL SUPPORT SPECIALIST 2	40
24	62658	TECHNOLOGICAL SERVICES SPECIALIST COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED	NL
28	53044	TELECOMMUNICATIONS SYSTEMS ANALYST 2	NL
25	53043	TELECOMMUNICATIONS SYSTEMS ANALYST 3	NL
98	10064	TENTATIVE TITLE COMMERCE	NL
19	03720	THERAPIST ART	40
19	03715	THERAPIST MOVEMENT	40
19	03662	THERAPIST MUSIC	40
17	57142	TITLE EXAMINER	NE
26	55594	TOURISM REPRESENTATIVE 1	NL
26	55594C	TOURISM REPRESENTATIVE 1 CULTURAL ARTS	NL
23	55593	TOURISM REPRESENTATIVE 2	NL
23	55593C	TOURISM REPRESENTATIVE 2 CULTURAL ARTS	NL
19	55592	TOURISM REPRESENTATIVE 3	NE
19	55592C	TOURISM REPRESENTATIVE 3 CULTURAL ARTS	NE
19	63577	TRAINING TECHNICIAN	NE
18	63562	TRAINING TECHNICIAN	35
18	63562F	TRAINING TECHNICIAN COMPUTER TECHNOLOGY	35
95	63560	TRAINING TECHNICIAN TRAINEE	35
21	51102	TRANSPORTATION SERVICES SPECIALIST 3	35
18	51101	TRANSPORTATION SERVICES SPECIALIST 4	35
25	56104	UNEMPLOYMENT INSURANCE TECHNICIAN 1	NE
22	56103	UNEMPLOYMENT INSURANCE TECHNICIAN 2	35
19	56102	UNEMPLOYMENT INSURANCE TECHNICIAN 3	35
21	56694	UTILITY MANAGEMENT ANALYST	NL
95	56693	UTILITY MANAGEMENT ANALYST TRAINEE	NL
22	62344	VETERANS SERVICE OFFICER 2	NE
19	62353	VETERANS SERVICE OFFICER 3	NE
26	00866	VETERINARIAN	NL
18	61862	VOCATIONAL COUNSELOR CORRECTIONS	NE
20	65272	VOCATIONAL REHABILITATION COUNSELOR 1	NE
20	65272C	VOCATIONAL REHABILITATION COUNSELOR 1 BILINGUAL IN SPANISH & ENGLISH	NE
20	65272D	VOCATIONAL REHABILITATION COUNSELOR 1 DEAF LANGUAGE	NE

		SPECIALIST	
23	65263	VOCATIONAL REHABILITATION COUNSELOR 2	NL
23	65263C	VOCATIONAL REHABILITATION COUNSELOR 2 BILINGUAL IN SPANISH AND ENGLISH	NL
23	65263D	VOCATIONAL REHABILITATION COUNSELOR 2 DEAF LANGUAGE SPECIALIST	NL
18	60152	VOLUNTEER SERVICES ASSISTANT	NE
25	55993	WAGE COLLECTION REFEREE	NL
19	60199	WORK PROGRAM SPECIALIST 2	NL

PRIMARY LEVEL SUPERVISORS UNIT TITLES

RANGE	CODE	TITLE NAME	HOURS
26	50443	ACCOUNTANT 1	4E
24	50454	ACCOUNTANT 1	3E
29	50076	ADMINISTRATIVE ANALYST 1	NL
30	50106	ADMINISTRATIVE ANALYST 1	4E
29	50076D	ADMINISTRATIVE ANALYST 1 ACCOUNTING	NL
29	50076G	ADMINISTRATIVE ANALYST 1 DATA PROCESSING	NL
30	50106D	ADMINISTRATIVE ANALYST 1 DATA PROCESSING	4E
30	50106C	ADMINISTRATIVE ANALYST 1 FISCAL MANAGEMENT	4E
29	50076H	ADMINISTRATIVE ANALYST 1 FISCAL MANAGEMENT	NL
29	50076I	ADMINISTRATIVE ANALYST 1 MANAGEMENT AUDITOR	NL
29	50076C	ADMINISTRATIVE ANALYST 1 PROCUREMENT	NL
18	04173	ADMINISTRATIVE SUPERVISOR RESIDENTIAL SERVICES-10 MONTHS	N4
25	30694	ADVOCATE REPRESENTATIVE 1	NL
25	30694C	ADVOCATE REPRESENTATIVE 1 BILINGUAL IN SPANISH & ENGLISH	NL
27	54726	AGRICULTURAL MARKETING SPECIALIST 1	NL
29	00244	ANALYST 1 HEALTH CARE FACILITIES	NL
29	00244C	ANALYST 1 HEALTH CARE FACILITIES MENTAL HEALTH SERVICES	NL
28	00174	ANALYST 1 RESEARCH AND EVALUATION HEALTH & SENIOR SERVICES	NL
22	33005	ANALYST 1 TRADE PRACTICES ABC	NE
23	02414	APIARIST	NL
26	17694	ARCHITECT	4E
25	74224	ARCHIVIST 1	NL
25	62255	AREA SUPERVISOR INSTITUTIONAL ASSISTANCE	NL
18	34124	ARMORER 1	40
15	34123	ARMORER 2	40
26	50695	ASSISTANT BUSINESS MANAGER INSTITUTIONS	NL
29	55925	ASSISTANT CHIEF OCCUPATIONAL SAFETY	NL

27	53957	ASSISTANT CHIEF OF VITAL STATISTICS AND REGISTRATION	NL
18	32263	ASSISTANT CHIEF SECURITY OFFICER	40
17	41939	ASSISTANT CREW SUPERVISOR HIGHWAY CONSTRUCTION & BRIDGES	40
17	42244	ASSISTANT CREW SUPERVISOR HIGHWAY DRILLING OPERATIONS	40
17	42124	ASSISTANT CREW SUPERVISOR HIGHWAY MAINTENANCE	40
17	42034	ASSISTANT CREW SUPERVISOR HIGHWAY MARKING	40
17	43144	ASSISTANT CREW SUPERVISOR MAINTENANCE PIP	40
18	43734	ASSISTANT CREW SUPERVISOR MECHANICS	40
17	41844	ASSISTANT CREW SUPERVISOR SIGN SHOP	40
24	65074	ASSISTANT DISABILITY INSURANCE SUPERVISOR	3E
13	42746	ASSISTANT HEADGROUNDS WORKER	40
15	44235	ASSISTANT HOUSEKEEPING SUPERVISOR 1	40
13	44234	ASSISTANT HOUSEKEEPING SUPERVISOR 2	40
22	43745	ASSISTANT MASTER MECHANIC	40
21	60072A	ASSISTANT SOCIAL WORK SUPERVISOR	NL
21	60072I	ASSISTANT SOCIAL WORK SUPERVISOR DEVELOPMENTAL DISABILITIES	NL
21	60072N	ASSISTANT SOCIAL WORK SUPERVISOR GERIATRICS	NL
21	60072J	ASSISTANT SOCIAL WORK SUPERVISOR PSYCHIATRIC	NL
21	60072L	ASSISTANT SOCIAL WORK SUPERVISOR SECURED FACILITIES	NL
21	60072M	ASSISTANT SOCIAL WORK SUPERVISOR SECURED FACILITIES BI SPANISH & ENGLISH	NL
20	32682	ASSISTANT SUPERVISING MEDICAL SECURITY OFFICER	40
26	82661	ASSISTANT SUPERVISOR 1 ADMINISTRATIVE SERVICES	NL
26	82662	ASSISTANT SUPERVISOR 1 COMPUTER SERVICES	NL
26	82663	ASSISTANT SUPERVISOR 1 FACILITIES	NL
24	82658	ASSISTANT SUPERVISOR 2 ADMINISTRATIVE SERVICES	NL
24	82659	ASSISTANT SUPERVISOR 2 COMPUTER SERVICES	NL
24	82660	ASSISTANT SUPERVISOR 2 FACILITIES	NL
17	45054	ASSISTANT SUPERVISOR CRIMINAL INFORMATION UNIT	35
17	26704	ASSISTANT SUPERVISOR DATA REDUCTION UNIT	35
18	45014	ASSISTANT SUPERVISOR FINGERPRINT TECHNICAL UNIT	35
20	02648	ASSISTANT SUPERVISOR FOREST FIRE EQUIPMENT MAINTENANCE	40
17	45046	ASSISTANT SUPERVISOR IDENTIFICATION RECORDS UNIT	35
21	74231	ASSISTANT SUPERVISOR MICROFILM SERVICES STATE	NE
23	44624	ASSISTANT SUPERVISOR OF BAKERY OPERATIONS	N4
26	72744	ASSISTANT SUPERVISOR OF EDUCATIONAL PROGRAMS 1	NL
27	72756	ASSISTANT SUPERVISOR OF EDUCATIONAL PROGRAMS 1	N4
26	72751	ASSISTANT SUPERVISOR OF EDUCATIONAL PROGRAMS 2	N4
25	72752	ASSISTANT SUPERVISOR OF EDUCATIONAL PROGRAMS 2	NL
18	03552	ASSISTANT SUPERVISOR OF RECREATION	40
24	64410	ASSISTANT SUPERVISOR ROOMING AND BOARDING HOME EVALUATIONS	NL

23	56894	ASSOCIATE EDITOR OAL PUBLICATIONS	NE
25	50964	AUDITOR 1	3E
26	51074	AUDITOR 1	NL
27	50817	AUDITOR 1 TAXATION	3E
28	50818	AUDITOR 1 TAXATION	NL
98	50812	AUDITOR TAXATION OUT OF STATE	NL
25	54894	BEHAVIOR ANALYST 2	40
26	50094	BUDGET ANALYST1	NL
24	52576	BUILDING MANAGEMENT SERVICES SPECIALIST 2	NL
17	40204	BUILDING SERVICES COORDINATOR 2	35
19	40207	BUILDING SERVICES COORDINATOR 2	40
20	62563	CAMP DIRECTOR COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED	NL
17	43304	CAPTAIN STATE BOAT	40
19	03862	CHARGE NURSE 10 MONTHS	4E
22	03853	CHARGE NURSE 12 MONTHS	4E
20	59966	CHARGE NURSE 12 MONTHS	3E
22	03853D	CHARGE NURSE 12 MONTHS DEAF LANGUAGE SPECIALIST	4E
27	01569	CHEMIST 3	4E
25	01554	CHEMIST 3	3E
18	40351	CHIEF BRIDGE OPERATOR	40
23	40444	CHIEF OPERATING ENGINEER 1	40
21	40443	CHIEF OPERATING ENGINEER 2	40
19	40442	CHIEF OPERATING ENGINEER 3	40
23	81083	CHIEF TECHNICIAN ENVIRONMENTAL SYSTEMS	40
23	61972	CHILD SUPPORT AND PATERNITY SPECIALIST 2	NL
27	64949	CLAIMS ADJUDICATOR SUPERVISOR DISABILITY DETERMINATIONS	NL
21	44782	CLINICAL DIETITIAN	NE
27	01785	CLINICAL LABORATORY EVALUATOR 3	NL
30	60321	CLINICAL PSYCHOLOGIST 2	NL
30	60321C	CLINICAL PSYCHOLOGIST 2 DIVISION OF MENTAL HEALTH SERVICES	NL
20	43648	COMMUNICATIONS SYSTEMS TECHNICIAN 3	35
22	43649	COMMUNICATIONS SYSTEMS TECHNICIAN 3	40
26	64175	COMMUNITY SERVICE OFFICER 1	NL
26	64175H	COMMUNITY SERVICE OFFICER 1 HOUSING	NL
26	64175I	COMMUNITY SERVICE OFFICER 1 TAX COLLECTION	NL
26	63154	COMMUNITY SERVICE OFFICER 1 ADDICTIONS	NL
21	63153	COMMUNITY SERVICE OFFICER 2 ADDICTIONS	NE
25	15114	COMPLIANCE OFFICER 1 CODE ENFORCEMENT	NL
29	51319	CONFEREE 2 TAXATION	NL
19	10131	CONSTRUCTION AND MAINTENANCE TECHNICIAN 2	40

29	30802	CONSTRUCTION MANAGEMENT SPECIALIST 2	N4
28	30805	CONSTRUCTION MANAGEMENT SPECIALIST 2	NL
28	70376	CONSULTANT CURRICULUM AND INSTRUCTION 1	NL
27	02545	COORDINATOR OF AGRICULTURAL DEVELOPMENT	NL
19	24835	COORDINATOR SECRETARIAL SUPPORT SERVICES LAW AND PUBLIC SAFETY	NE
14	04144	COTTAGE TRAINING SUPERVISOR	40
15	36203	COURT ADMINISTRATOR P I P	35
17	59947	CREW SUPERVISOR BUILDING MAINTENANCE PROGRAMS	35
19	42405	CREW SUPERVISOR BUILDING MAINTENANCE PROGRAMS	40
10	44135	CREW SUPERVISOR BUILDING MAINTENANCE WORKERS	40
19	41124	CREW SUPERVISOR CARPENTERS	40
19	32406	CREW SUPERVISOR CHANNEL MARKING	40
19	43645	CREW SUPERVISOR ELECTRICAL OPERATIONS	40
19	41345	CREW SUPERVISOR ELECTRICIANS	40
20	43755	CREW SUPERVISOR EQUIPMENT INSPECTORS	40
19	42025	CREW SUPERVISOR EQUIPMENT OPERATORS	40
20	43805	CREW SUPERVISOR GARAGE OPERATIONS	40
20	43805C	CREW SUPERVISOR GARAGE OPERATIONS MARINE	40
19	41936	CREW SUPERVISOR HIGHWAY CONSTRUCTION & BRIDGES	40
19	42245	CREW SUPERVISOR HIGHWAY DRILLING OPERATIONS	40
19	42125	CREW SUPERVISOR HIGHWAY MAINTENANCE	40
19	42035	CREW SUPERVISOR HIGHWAY MARKING	40
10	42434	CREW SUPERVISOR LABORERS	40
19	42135	CREW SUPERVISOR LANDSCAPE HIGHWAY MAINTENANCE	40
19	41636	CREW SUPERVISOR LOCKSMITHS	40
19	43945	CREW SUPERVISOR MACHINE SHOP	40
19	43145	CREW SUPERVISOR MAINTENANCE PIP	40
19	41545	CREW SUPERVISOR MASONS AND PLASTERERS	40
20	43735	CREW SUPERVISOR MECHANICS	40
20	43735F	CREW SUPERVISOR MECHANICS SNOW EQUIPMENT	40
19	41515	CREW SUPERVISOR PAINTERS	40
19	41315	CREW SUPERVISOR PLUMBERS AND STEAMFITTERS	40
19	43535	CREW SUPERVISOR RADIO TECHNICIANS	40
16	41244	CREW SUPERVISOR REPAIRERS	40
19	41645	CREW SUPERVISOR SHEET METAL WORKERS	40
19	41845	CREW SUPERVISOR SIGN SHOP	40
18	42024	CREW SUPERVISOR WILDLIFE MANAGEMENT AREA OPERATIONS	40
16	45615	CREW SUPERVISOR WILDLIFE WORKER	40
30	74527A	CURATOR	NL
30	74527D	CURATOR ARTS	NL

30	74527F	CURATOR CULTURAL HISTORY	NL
30	74527G	CURATOR EDUCATION	NL
30	74527I	CURATOR SCIENCE	NL
30	74527C	CURATOR STATE ARCHEOLOGIST	NL
24	56785	CUSTOMER REPRESENTATIVE 1 PUBLIC UTILITIES	3E
24	56785C	CUSTOMER REPRESENTATIVE 1 PUBLIC UTILITIES BILINGUAL IN SPANISH AND ENGLISH	3E
29	53245	DATA PROCESSING ANALYST 1	NL
30	53246	DATA PROCESSING ANALYST 1	N4
29	53245I	DATA PROCESSING ANALYST 1 HIGHER EDUCATION	NL
14	53363	DATA PROCESSING LIBRARIAN 1	35
29	53264	DATA PROCESSING PROGRAMMER 1	NL
30	53265	DATA PROCESSING PROGRAMMER 1	4E
29	53264I	DATA PROCESSING PROGRAMMER 1 HIGHER EDUCATION	NL
29	53385	DATA PROCESSING SUPERVISOR SCHEDULING AND CONTROL	NL
16	60945	DAY CARE CENTER SUPERVISOR	40
37	01058	DENTIST 1	NL
25	55984	DISTRICT SUPERVISOR WAGE AND HOUR COMPLIANCE	NL
26	02663	DIVISION FOREST FIREWARDEN	NL
24	31973	DRIVER IMPROVEMENT ANALYST 1	NL
25	56480	DRIVER IMPROVEMENT ANALYST 1	N4
30	55565	ECONOMIC DEVELOPMENT REPRESENTATIVE 1	NL
30	55565D	ECONOMIC DEVELOPMENT REPRESENTATIVE 1 TOURISM MARKETING	NL
27	10222	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 1 10 MONTHS	NL
27	10222C	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 1 10 MONTHS DEAF LANGUAGE SPECIALIST	NL
30	70343	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 3	NL
30	70343C	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 3 AGRICULTURE	NL
30	70343S	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 3 SCHOOL FACILITIES DESIGN & CONSTRUCTION	NL
30	70343V	EDUCATION PROGRAM DEVELOPMENT SPECIALIST 3 SPECIAL EDUCATION	NL
28	15864	EMERGENCY RESPONSE SPECIALIST 2	4E
27	64754	EMPLOYMENT SUPERVISOR 1	NL
25	64753	EMPLOYMENT SUPERVISOR 2	NL
17	59955	ENGINEERING TECHNICIAN 2	35
19	10120	ENGINEERING TECHNICIAN 2	40
22	02474	ENTOMOLOGIST 1	NL
22	16290	ENVIRONMENTAL COMPLIANCE INSPECTOR 1	40
25	16304	ENVIRONMENTAL ENGINEER 3	NL
26	16314	ENVIRONMENTAL ENGINEER 3	4E

30	15874	ENVIRONMENTAL SCIENTIST 1	NL
30	15874F	ENVIRONMENTAL SCIENTIST 1 CONSUMER AND ENVIRONMENTAL HEALTH SVC	NL
30	15874D	ENVIRONMENTAL SCIENTIST 1 HEALTH & SENIOR SERVICES	NL
30	15874C	ENVIRONMENTAL SCIENTIST 1 WATER RESOURCES	NL
26	12524	ENVIRONMENTAL SPECIALIST 3	4E
25	15854	ENVIRONMENTAL SPECIALIST 3	NL
26	12524G	ENVIRONMENTAL SPECIALIST 3 ARCHEOLOGY	4E
25	15854F	ENVIRONMENTAL SPECIALIST 3 ARCHEOLOGY	NL
26	12524D	ENVIRONMENTAL SPECIALIST 3 ARCHITECTURAL HISTORY	4E
25	70134	EXAMINER 3 CREDENTIALS	NL
23	62164A	FIELD SERVICE SUPERVISOR 3	NL
23	62164C	FIELD SERVICE SUPERVISOR 3 CHILDREN & FAMILIES	NL
23	62164D	FIELD SERVICE SUPERVISOR 3 FAMILY DEVELOPMENT	NL
23	62164G	FIELD SERVICE SUPERVISOR 3 QUALITY CONTROL	NL
26	54864	FINANCIAL EXAMINER 2	NL
28	01593	FORENSIC SCIENTIST 2 DEPARTMENT OF LAW AND PUBLIC SAFETY	NE
24	74229	FORMS ANALYST 3	NL
15	41354	FORMS DESIGN TECHNICIAN 3	35
29	03210	GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 1	N4
28	03177	GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 1	NL
26	54444	GOVERNMENTAL RELATIONS SPECIALIST 1	NL
19	02671	GREENSKEEPER	40
26	60602	GUARDIANSHIP SERVICES SPECIALIST 1	NL
15	21635	HEAD AUDIT ACCOUNT CLERK	35
15	40944	HEAD BARBER	40
12	20147	HEAD BUS DRIVER	40
15	20045	HEAD CLERK	35
15	20045C	HEAD CLERK DEAF LANGUAGE SPECIALIST	35
15	21535	HEAD CLERK BOOKKEEPER	35
16	20048	HEAD CLERK EVIDENCE HANDLING	35
16	44646	HEAD COOK 1	40
13	44654	HEAD COOK 1 - 10 MONTHS	40
14	44645	HEAD COOK 2	40
11	44647	HEAD COOK 2 - 10 MONTHS	40
12	44644	HEAD COOK 3	40
09	44648	HEAD COOK 3 - 10 MONTHS	40
17	44656	HEAD COOK REGIONAL FOOD SERVICE	40
16	04145	HEAD COTTAGE TRAINING SUPERVISOR	40
17	45745	HEAD DAIRY WORKER	40
18	53295	HEAD DATA ENTRY MACHINE OPERATOR	35

21	14029	HEAD DRAFTING TECHNICIAN	40
19	14035	HEAD DRAFTING TECHNICIAN	35
16	45325	HEAD FARMER	40
15	20725	HEAD FILE CLERK	35
16	45535	HEAD GARDENER	40
16	45515	HEAD GREENHOUSE WORKER	40
16	42745	HEAD GROUNDS WORKER	40
15	40922	HEAD HAIRDRESSER	40
10	44104	HEAD HOUSEKEEPER	40
10	44424	HEAD LAUNDRY WORKER	40
15	22025	HEAD MICROFILM MACHINE OPERATOR	35
15	52645	HEAD PROCUREMENT CLERK	35
13	40844	HEAD SEWING WORKER	40
27	00374	HEALTH DATA SPECIALIST I	NL
29	00383	HEALTH ECONOMICS RESEARCH SPECIALIST 1	NL
29	00286	HEALTH SYSTEMS SPECIALIST 1	NL
32	61748	HEARING OFFICER 3 STATE PAROLE BOARD	NL
34	61746	HEARING OFFICER 4 STATE PAROLE BOARD	NL
24	55783	INDUSTRIAL MANAGER 2 STATE USE INDUSTRIES	N4
24	55783D	INDUSTRIAL MANAGER 2 STATE USE INDUSTRIES DISPENSING OPTICIAN	N4
27	32202	INSPECTOR 1 MULTIPLE DWELLINGS	NL
20	53703	INSPECTOR 1 N J RACING COMMISSION	40
20	32195	INSTITUTION FIRE CHIEF	40
22	43726	INSTITUTIONAL TRANSPORTATION SUPERVISOR	N4
29	55280A	INSURANCE ANALYST 1	NL
29	55280D	INSURANCE ANALYST 1 LIFE AND HEALTH	NL
29	55280C	INSURANCE ANALYST 1 RATING	NL
26	55084	INSURANCE EXAMINER 1	NL
11	57161	INTERMITTENT PRINCIPAL CLERK	35
25	56774	INVESTIGATOR 1	NE
22	30567	INVESTIGATOR 1CITIZEN INFORMATION AND COMPLAINTS	35
25	65048	INVESTIGATOR 1LABOR	NL
26	54996	INVESTIGATOR 1REAL ESTATE COMMISSION	NL
25	51594	INVESTIGATOR 1TAXATION	NL
25	51594C	INVESTIGATOR 1TAXATION BILINGUAL IN SPANISH AND ENGLISH	NL
27	10312	INVESTIGATOR 3CHILD PROTECTION	NE
28	52485	INVESTMENT ANALYST 1	NL
19	50050	INVESTMENT TECHNICIAN	35
20	24837	JUDICIAL ASSISTANT 2 OAL	NE
25	54144	LABOR MARKET ANALYST 2	NL

11	01934	LABORATORY SERVICE WORKER 2	35
26	10694	LANDSCAPE DESIGNER 1	4E
27	36306	LEGAL ASSISTANT 2 OFFICE OF ADMINISTRATIVE LAW	NL
25	74084	LIBRARIAN 1	NL
25	74084C	LIBRARIAN 1 LAW LIBRARY	NL
25	15110	LICENSE EXAMINER 1	NL
13	52472	LICENSE PROCESSOR 1	35
26	80013	MANAGEMENT COMPLIANCE OFFICER 1	NL
30	70242	MANAGER 2 EDUCATION	NL
28	55244	MARKET CONDUCT EXAMINER 1	NL
19	21055	MEDICAL RECORDS SUPERVISOR	35
25	02004	MICROBIOLOGIST3	NL
24	41144	MODEL MAKER 3	40
15	21034	MORTALITY CODING CLERK 1	35
25	55394	MUNICIPAL FINANCE AUDITOR 1	NL
26	44796	NUTRITION PROGRAM SPECIALIST 2	NL
25	53154	OFFICE AUTOMATION SPECIALIST 1	NL
20	30462	PARALEGAL TECHNICIAN 1	35
19	43044	PARKS MAINTENANCE SUPERVISOR 2	40
19	43044C	PARKS MAINTENANCE SUPERVISOR 2 BOTANICAL GARDENS	40
24	53654	PENSIONS BENEFITS SPECIALIST 1	3E
26	65364C	PERMIT COORDINATION OFFICER 1 ENVIRONMENTAL PROTECTION	NL
27	54942	PLANNED REAL ESTATE DEVELOPMENT ANALYST 1	4E
30	72625	PLANNING ASSOCIATE 1	NL
30	72625D	PLANNING ASSOCIATE 1 COMPUTER APPLICATIONS & SYSTEMS DESIGN	NL
30	72625F	PLANNING ASSOCIATE 1 POLICY AND PLANNING	NL
30	72625J	PLANNING ASSOCIATE 1 STATISTICS/DATA ANALYSIS	NL
30	72632	PLANNING ASSOCIATE 3 SCHOOL/EDUCATION PROGRAMS	NL
13	21733	PRINCIPAL ACCIDENT RECORD REVIEWER	35
21	52339	PRINCIPAL ACCOUNT ADJUSTER STATE LOTTERY	NE
24	55700	PRINCIPAL ANIMAL HEALTH TECHNICIAN	NE
25	54349	PRINCIPAL AREA COORDINATOR COMMUNITY INVOLVEMENT	4E
14	74764	PRINCIPAL AUDIO VISUAL TECHNICIAN	35
12	21634	PRINCIPAL AUDIT ACCOUNT CLERK	35
12	21634C	PRINCIPAL AUDIT ACCOUNT CLERK TYPING	35
24	02254	PRINCIPAL BACTERIOLOGIST	3E
26	01744A	PRINCIPAL BIOLOGIST	4E
25	01754A	PRINCIPAL BIOLOGIST	NL
25	01754C	PRINCIPAL BIOLOGIST CROP PROTECTION	NL
25	01754N	PRINCIPAL BIOLOGIST EDUCATION	NL

25	01754D	PRINCIPAL BIOLOGIST FISHERIES	NL
25	01754L	PRINCIPAL BIOLOGIST MOSQUITO CONTROL	NL
25	01754J	PRINCIPAL BIOLOGIST TIDELANDS DELINEATION	NL
26	01744C	PRINCIPAL BIOLOGIST TRANSPORTATION	4E
25	01754P	PRINCIPAL BIOLOGIST WATER RESOURCES	NL
25	01754H	PRINCIPAL BIOLOGIST WILDLIFE MANAGEMENT	NL
23	56374	PRINCIPAL CLAIMS INVESTIGATOR	NL
22	56124	PRINCIPAL CLAIMS REVIEWER	3E
11	20044	PRINCIPAL CLERK	35
11	20044D	PRINCIPAL CLERK BILINGUAL IN SPANISH & ENGLISH	35
12	21534	PRINCIPAL CLERK BOOKKEEPER	35
13	23824	PRINCIPAL CLERK STENOGRAPHER	35
13	23824C	PRINCIPAL CLERK STENOGRAPHER BILINGUAL IN SPANISH & ENGLISH	35
10	23825	PRINCIPAL CLERK STENOGRAPHER 10 MONTHS	35
12	23334	PRINCIPAL CLERK TRANSCRIBER	35
12	23334C	PRINCIPAL CLERK TRANSCRIBER BILINGUAL IN SPANISH & ENGLISH	35
12	23334D	PRINCIPAL CLERK TRANSCRIBER DEAF LANGUAGE SPECIALIST	35
12	23234	PRINCIPAL CLERK TYPIST	35
12	23234D	PRINCIPAL CLERK TYPIST BILINGUAL IN SPANISH & ENGLISH	35
09	23236	PRINCIPAL CLERK TYPIST 10 MONTHS	35
25	60623	PRINCIPAL COMMUNITY PROGRAM SPECIALIST	NL
25	60623C	PRINCIPAL COMMUNITY PROGRAM SPECIALIST JUVENILE JUSTICE COMMISSION	NL
14	53294	PRINCIPAL DATA ENTRY MACHINE OPERATOR	35
14	53294D	PRINCIPAL DATA ENTRY MACHINE OPERATOR SCANNING	35
14	53294C	PRINCIPAL DATA ENTRY MACHINE OPERATOR TERMINAL	35
16	14034	PRINCIPAL DRAFTING TECHNICIAN	35
18	14028	PRINCIPAL DRAFTING TECHNICIAN	40
25	14091	PRINCIPAL ENGINEER CIVIL	NL
26	14094	PRINCIPAL ENGINEER CIVIL	4E
24	15010	PRINCIPAL ENGINEER CIVIL	3E
26	16694	PRINCIPAL ENGINEER ELECTRICAL	4E
24	15008	PRINCIPAL ENGINEER ELECTRICAL	3E
26	15003	PRINCIPAL ENGINEER ENERGY	4E
24	15009	PRINCIPAL ENGINEER ENERGY	3E
26	10464	PRINCIPAL ENGINEER GEOLOGY	4E
26	10454	PRINCIPAL ENGINEER GEOTECHNICAL	4E
26	13094	PRINCIPAL ENGINEER MATERIALS	4E
26	13094C	PRINCIPAL ENGINEER MATERIALS NON-DESTRUCTIVE TESTING	4E
26	16894	PRINCIPAL ENGINEER MECHANICAL	4E
26	12694	PRINCIPAL ENGINEER PLANNING	4E

26	12694C	PRINCIPAL ENGINEER PLANNING AERONAUTICS	4E
26	10474	PRINCIPAL ENGINEER STRUCTURAL BRIDGE DESIGN	4E
26	10471	PRINCIPAL ENGINEER STRUCTURAL EVALUATION	4E
26	11284	PRINCIPAL ENGINEER TRAFFIC	4E
26	10274	PRINCIPAL ENGINEER TRANSPORTATION	4E
26	12294	PRINCIPAL ENGINEER TRANSPORTATION RESEARCH	4E
26	14894	PRINCIPAL ENGINEER UTILITIES	4E
24	15007	PRINCIPAL ENGINEER UTILITIES	3E
20	15834	PRINCIPAL ENVIRONMENTAL TECHNICIAN	40
18	59976	PRINCIPAL ENVIRONMENTAL TECHNICIAN	35
18	59976D	PRINCIPAL ENVIRONMENTAL TECHNICIAN WATER RESOURCES	35
26	60654	PRINCIPAL FIELD OPERATIONS ANALYST DEVELOPMENTAL DISABILITIES	NL
24	64394	PRINCIPAL FIELD REPRESENTATIVE HOUSING	NL
24	64394C	PRINCIPAL FIELD REPRESENTATIVE HOUSING CODE COMPLIANCE	NL
24	64394G	PRINCIPAL FIELD REPRESENTATIVE HOUSING CODE ENFORCEMENT	NL
24	64394F	PRINCIPAL FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	NL
25	51685	PRINCIPAL FIELD REPRESENTATIVE LOCAL PROPERTY TAX	NL
27	01284	PRINCIPAL FIELD REPRESENTATIVE PHARMACEUTICALS	NL
27	01284C	PRINCIPAL FIELD REPRESENTATIVE PHARMACEUTICALS HEALTH FACILITIES	NL
11	20724	PRINCIPAL FILE CLERK	35
24	50534	PRINCIPAL FISCAL ANALYST	3E
16	44924	PRINCIPAL FORENSIC PHOTOGRAPHER	35
12	40014	PRINCIPAL GARAGE ATTENDANT	40
26	03045	PRINCIPAL GEOLOGIST	4E
25	03054	PRINCIPAL GEOLOGIST	NL
25	03054C	PRINCIPAL GEOLOGIST ENVIRONMENTAL PROTECTION	NL
25	17494	PRINCIPAL HIGHWAY SAFETY SPECIALIST	NE
24	15681	PRINCIPAL HISTORIC PRESERVATION SPECIALIST	NL
13	55824	PRINCIPAL INDUSTRIAL ASSISTANT	40
21	32412	PRINCIPAL INSPECTOR BULKHEADS AND DREDGING	NE
24	32201	PRINCIPAL INSPECTOR FIRE SAFETY	N4
24	45023	PRINCIPAL INTELLIGENCE RESEARCH ANALYST	NL
25	55154A	PRINCIPAL INVESTIGATOR INSURANCE	NL
25	55154G	PRINCIPAL INVESTIGATOR INSURANCE ENFORCEMENT	NL
25	33454	PRINCIPAL INVESTIGATOR PUBLIC DEFENDER	NL
25	33454C	PRINCIPAL INVESTIGATOR PUBLIC DEFENDER BILINGUAL IN SPANISH AND ENGLISH	NL
18	01924	PRINCIPAL LABORATORY TECHNICIAN	35
18	01924I	PRINCIPAL LABORATORY TECHNICIAN ANIMAL HEALTH	35

18	01924D	PRINCIPAL LABORATORY TECHNICIAN CHEMISTRY	35
18	01924G	PRINCIPAL LABORATORY TECHNICIAN FORENSIC	35
18	01924K	PRINCIPAL LABORATORY TECHNICIAN MICROBIOLOGY	35
18	01924J	PRINCIPAL LABORATORY TECHNICIAN PLANT INDUSTRY	35
14	74134	PRINCIPAL LIBRARY ASSISTANT	35
10	20434	PRINCIPAL MAIL CLERK	35
24	01952	PRINCIPAL MEDICAL TECHNOLOGIST	3E
11	22024	PRINCIPAL MICROFILM MACHINE OPERATOR	35
11	22234	PRINCIPAL OFFICE APPLIANCE OPERATOR	35
24	55304	PRINCIPAL OPERATIONS ANALYST	3E
13	23215	PRINCIPAL OPERATOR AUTOMATED TYPEWRITER	35
10	23216	PRINCIPAL OPERATOR AUTOMATED TYPEWRITER 10 MONTHS	35
24	61751	PRINCIPAL PAROLE COUNSELOR STATE PAROLE BOARD	NL
14	44943	PRINCIPAL PHOTOGRAPHER	35
26	03696	PRINCIPAL PHYSICAL THERAPIST	40
26	16491	PRINCIPAL PLANNER	4E
25	16474	PRINCIPAL PLANNER	NL
25	16474I	PRINCIPAL PLANNER EMERGENCY MANAGEMENT	NL
25	16474J	PRINCIPAL PLANNER EMERGENCY MANAGEMENT FIRE	NL
26	12494	PRINCIPAL PLANNER TRANSPORTATION	4E
14	20424	PRINCIPAL POSTAL CLERK	40
24	54244	PRINCIPAL PROCEDURES ANALYST	3E
18	00824	PRINCIPAL RABIES CONTROL TECHNICIAN	NL
18	59978	PRINCIPAL RADIOLOGICAL TECHNICIAN	35
20	14844	PRINCIPAL RAILROAD INSPECTOR	40
26	12284	PRINCIPAL RESEARCH ASSISTANT TRANSPORTATION	4E
20	17204	PRINCIPAL SAFETY INSPECTOR TRANSPORTATION	40
24	02464	PRINCIPAL SEED ANALYST	3E
25	34382	PRINCIPAL STAFF OFFICER 3	NL
13	40034	PRINCIPAL STOCK CLERK	35
22	53101	PRINCIPAL TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	40
21	62043	PRINCIPAL TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	NE
23	57144	PRINCIPAL TITLE EXAMINER	NL
20	11234	PRINCIPAL TRAFFIC INVESTIGATOR	40
24	63564	PRINCIPAL TRAINING TECHNICIAN	3E
25	63571	PRINCIPAL TRAINING TECHNICIAN	NL
24	63564F	PRINCIPAL TRAINING TECHNICIAN COMPUTER TECHNOLOGY	35
26	13284C	PRINCIPAL TRANSPORTATION ANALYST EMERGENCY MANAGEMENT COORDINATION	4E
11	20624	PRINCIPAL VAULT CLERK	35
31	21735	PRINCIPAL VETERINARIAN DISEASE CONTROL	NL

31	10114	PRINCIPAL VETERINARIAN NEW JERSEY RACING COMMISSION	NL
25	03365	PRINCIPAL ZOOLOGIST NON-GAME	NL
13	22534	PRINTING MACHINE OPERATOR 3	35
17	22535	PRINTING MACHINE OPERATOR 4	35
20	22545	PRINTING OPERATIONS TECHNICIAN 3	NE
25	60664	PROGRAM ASSISTANT DIVISION OF DEVELOPMENTAL DISABILITIES	NL
27	64484	PROGRAM DEVELOPMENT SPECIALIST 1	4E
26	64485	PROGRAM DEVELOPMENT SPECIALIST 1	NL
26	64485C	PROGRAM DEVELOPMENT SPECIALIST 1 AGING	NL
26	64485X	PROGRAM DEVELOPMENT SPECIALIST 1 BILINGUAL IN SPANISH & ENGLISH	NL
26	64485O	PROGRAM DEVELOPMENT SPECIALIST 1 CHILDREN AND FAMILIES	NL
26	64485P	PROGRAM DEVELOPMENT SPECIALIST 1 CODE ENFORCEMENT	NL
26	64485V	PROGRAM DEVELOPMENT SPECIALIST 1 CORRECTIONS	NL
26	644850	PROGRAM DEVELOPMENT SPECIALIST 1 CORRECTIONS BIL SPANISH AND ENGLISH	NL
26	64485M	PROGRAM DEVELOPMENT SPECIALIST 1 DEVELOPMENTAL DISABILITIES	NL
26	644851	PROGRAM DEVELOPMENT SPECIALIST 1 ENERGY CONSERVATION	NL
26	64485H	PROGRAM DEVELOPMENT SPECIALIST 1 ENVIRONMENTAL PROTECTION	NL
26	64485N	PROGRAM DEVELOPMENT SPECIALIST 1 HOUSING	NL
26	644852	PROGRAM DEVELOPMENT SPECIALIST 1 HUMAN SERVICES	NL
26	64485T	PROGRAM DEVELOPMENT SPECIALIST 1 MEDICAL ASSISTANCE AND HEALTH SERVICES	NL
26	64485J	PROGRAM DEVELOPMENT SPECIALIST 1 MENTAL HEALTH SERVICES	NL
26	64485I	PROGRAM DEVELOPMENT SPECIALIST 1 WOMENS SERVICES	NL
24	80204	PROGRAM OFFICER STUDENT ASSISTANCE	NL
27	65286A	PROGRAM PLANNING AND DEVELOPMENT SPECIALIST 1	NL
27	65286F	PROGRAM PLANNING AND DEVELOPMENT SPECIALIST 1 DEAF LANGUAGE SPECIALIST	NL
27	65286D	PROGRAM PLANNING AND DEVELOPMENT SPECIALIST 1 VOCATIONAL REHABILITATION SERVICES	NL
25	00143	PROGRAM SPECIALIST 2 OCCUPATIONAL ENVIRONMENTAL HEALTH	NL
25	00143C	PROGRAM SPECIALIST 2 OCCUPATIONAL ENVIRONMENTAL HEALTH CODE ENFORCEMENT	NL
26	64489	PROGRAM SPECIALIST COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED	NL
27	80135	PROGRAM SPECIALIST POLICY RESEARCH & PLANNING	NL
26	80306	PROGRAM SPECIALIST STUDENT ASSISTANCE	NL
27	62103A	PROGRAM SUPPORT SPECIALIST 1	NL
27	62103D	PROGRAM SUPPORT SPECIALIST 1 ASSISTANCE PROGRAMS	NL
27	62103C	PROGRAM SUPPORT SPECIALIST 1 DEVELOPMENTAL DISABILITIES	NL
20	10258	PROGRAM TECHNICIAN	NE

31	10092	PROJECT MANAGER TRANSPORTATION	N4
31	10092C	PROJECT MANAGER TRANSPORTATION MARITIME	N4
27	52605	PROPERTY MANAGEMENT SERVICES SPECIALIST 4	NL
26	62865A	PUBLIC HEALTH CONSULTANT 1	NL
26	62865D	PUBLIC HEALTH CONSULTANT 1 HEALTH EDUCATION	NL
26	62865F	PUBLIC HEALTH CONSULTANT 1 NUTRITION	NL
26	62865H	PUBLIC HEALTH CONSULTANT 1 SOCIAL WORK	NL
28	60611	PUBLIC HEALTH CONSULTANT 1 NURSING	NL
24	62926	PUBLIC HEALTH REPRESENTATIVE 1	NL
24	62926G	PUBLIC HEALTH REPRESENTATIVE 1 BILINGUAL IN SPANISH & ENGLISH	NL
24	62926J	PUBLIC HEALTH REPRESENTATIVE 1 CERTIFIED TUMOR REGISTRAR	NL
24	62926C	PUBLIC HEALTH REPRESENTATIVE 1 COMMUNICABLE DISEASE	NL
24	62926D	PUBLIC HEALTH REPRESENTATIVE 1 EMERGENCY MEDICAL SERVICES	NL
24	62926I	PUBLIC HEALTH REPRESENTATIVE 1 LACTATION	NL
29	55955	QUALITY ASSURANCE COORDINATOR	NL
29	55971	QUALITY ASSURANCE COORDINATOR DCF	NL
28	59980	RADIATION PHYSICIST 1	NL
28	59980C	RADIATION PHYSICIST 1 MAMMOGRAPHY UNIT	NL
25	57084	REAL ESTATE APPRAISER 2	NL
25	57064	REALTY SPECIALIST 3 TRANSPORTATION	NL
24	74203	RECORDS ANALYST 1	3E
25	02654	REGIONAL FORESTER	NL
26	62172	REGIONAL MANAGEMENT SERVICES COORDINATOR YOUTH AND FAMILY SERVICES	NL
23	60706	REGIONAL SUPERVISOR FOSTER GRANDPARENT PROGRAM	NL
26	03154	REGISTERED ENVIRONMENTAL HEALTH INSPECTOR 3	NL
31	55032	REGULATORY OFFICER 1 BANKING AND INSURANCE	NL
28	10243	RESEARCH ANALYST 4	NL
30	54006C	RESEARCH ECONOMIST 1 DEMOGRAPHY	NL
30	54006F	RESEARCH ECONOMIST 1 PUBLIC UTILITIES	NL
30	54006D	RESEARCH ECONOMIST 1 STATISTICS	NL
30	54006	RESEARCH ECONOMIST 4	NL
30	03166	RESEARCH SCIENTIST 1	NL
30	03166C	RESEARCH SCIENTIST 1 CHEMISTRY	NL
30	03166D	RESEARCH SCIENTIST 1 MICROBIOLOGY	NL
25	04184	RESIDENTIAL SERVICES SPECIALIST 1	NL
25	04184C	RESIDENTIAL SERVICES SPECIALIST 1 TEACHING PARENT	NL
28	54399	RESOURCE INTERPRETIVE SPECIALIST 4	NL
21	52396	SALES REPRESENTATIVE 3 STATE LOTTERY	NE
20	40453	SALES REPRESENTATIVE 3 STATE LOTTERY	35
29	52504	SECURITIES MARKET TRADER 1	NL

24	52664	SENIOR BUYER	3E
15	03238	SENIOR CEMETERY CARETAKER	40
16	21803	SENIOR COMMUNICATIONS OPERATOR	40
16	21803C	SENIOR COMMUNICATIONS OPERATOR ENVIRONMENTAL PROTECTION	40
29	61416	SENIOR HEARING OFFICER INMATE DISCIPLINARY PROGRAM	NL
21	61381	SENIOR INSTRUCTOR COUNSELOR RE-ADJUSTMENT UNIT	4E
22	65053	SENIOR INVESTIGATOR DISABILITY INSURANCE	NE
18	80215	SENIOR INVESTIGATOR STUDENT LOANS	NE
23	03672	SENIOR OCCUPATIONAL THERAPIST	40
19	40303	SENIOR OPERATOR REFRIGERATION SERVICES	40
29	00857	SENIOR PUBLIC HEALTH VETERINARIAN	NL
25	70265	SENIOR PUPIL TRANSPORTATION SPECIALIST	NL
14	56072	SENIOR UNEMPLOYMENT INSURANCE CLERK	35
14	56072C	SENIOR UNEMPLOYMENT INSURANCE CLERK BILINGUAL IN SPANISH AND ENGLISH	35
18	10319	SHIFT SUPERVISOR EMERGENCY SERVICE PATROL	40
29	60366	SOCIAL SCIENTIST 1	NL
23	60063A	SOCIAL WORK SUPERVISOR 3	NL
23	60063O	SOCIAL WORK SUPERVISOR 3 GERIATRICS	NL
23	60063I	SOCIAL WORK SUPERVISOR 3 PSYCHIATRIC	NL
23	60063N	SOCIAL WORK SUPERVISOR 3 SECURED FACILITIES	NL
29	10235	SOFTWARE DEVELOPMENT SPECIALIST 3	NL
19	34371	SPECIAL STAFF OFFICER 3	4E
18	34372	SPECIAL STAFF OFFICER 3	NL
27	62195	STANDARDS AND PROCEDURES TECHNICIAN 3	NL
19	40144	STOREKEEPER 1	40
18	40145	STOREKEEPER 1	NE
26	15092	SUB-CODE OFFICIAL	40
22	63115	SUBSTANCE ABUSE COUNSELOR 1	NL
22	63115C	SUBSTANCE ABUSE COUNSELOR 1 MENTAL HEALTH/ALCOHOLISM SERVICES	NL
28	65514	SUPERVISING AFFIRMATIVE ACTION ASSISTANT PUBLIC CONTRACTS	NL
28	64685	SUPERVISING APPEALS EXAMINER	NL
28	55401	SUPERVISING BUSINESS REPRESENTATIVE	NL
29	61401	SUPERVISING CLASSIFICATION OFFICER	NL
24	53090	SUPERVISING COMPUTER OPERATOR	3E
26	62141	SUPERVISING FAMILY SERVICE SPECIALIST 2	NL
26	62141C	SUPERVISING FAMILY SERVICE SPECIALIST 2 BILINGUAL IN SPANISH AND ENGLISH	NL
26	64396	SUPERVISING FIELD REPRESENTATIVE HOUSING	NL
27	54975	SUPERVISING FIRE INVESTIGATOR	NL

22	54596	SUPERVISING GRAPHIC ARTIST DIVISION OF STATE POLICE	NL
27	60454	SUPERVISING HEALTH CARE EVALUATOR	NL
20	02493	SUPERVISING INSPECTOR PLANT INDUSTRY	NL
29	33859	SUPERVISING INVESTIGATOR LAW AND PUBLIC SAFETY	NL
29	33859G	SUPERVISING INVESTIGATOR LAW AND PUBLIC SAFETY SPECIALIZED CREDENTIALS	NL
29	40001	SUPERVISING INVESTIGATOR NJ MOTOR VEHICLE COMMISSION	NL
25	56084	SUPERVISING INVESTIGATOR UNEMPLOYMENT INSURANCE	NL
30	59995	SUPERVISING NUCLEAR ENGINEER	NL
25	02555	SUPERVISING PLANT PATHOLOGIST	NL
28	52629	SUPERVISING PROCUREMENT SPECIALIST	NL
27	63004	SUPERVISING PROGRAM SPECIALIST SUBSTANCE ABUSE/AIDS	NL
21	03865C	SUPERVISING PUBLIC SAFETY TELECOMMUNICATOR STATE POLICE	N4
26	62564	SUPERVISING REHABILITATION COUNSELOR MENTAL HEALTH	NL
28	03184I	SUPERVISING RESEARCH ANALYST COMMUNITY AFFAIRS/HEALTH & SENIOR SVCS	NL
19	03726	SUPERVISING RESPIRATORY THERAPIST	N4
28	57146	SUPERVISING RIGHT OF WAY RESEARCH ANALYST	NL
21	26513	SUPERVISING TECHNICIAN COMMERCIAL RECORDING	NL
12	21825	SUPERVISING TELEPHONE OPERATOR	35
14	21826	SUPERVISING TELEPHONE OPERATOR	40
30	56700	SUPERVISING UTILITY MANAGEMENT ANALYST	NL
26	65274	SUPERVISING VOCATIONAL REHABILITATION COUNSELOR	NL
20	56487	SUPERVISOR 1 MVC	35
22	56495	SUPERVISOR 1 MVC	40
23	65245	SUPERVISOR 2 UNEMPLOYMENT BENEFITS	NL
17	50312	SUPERVISOR ADMINISTRATIVE UNIT	35
24	62676	SUPERVISOR ALLIED SERVICES COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED	NL
21	65974	SUPERVISOR CASH RECEIPTS AND DEPOSITS	35
28	62228	SUPERVISOR CHILD CARE QUALITY ASSURANCE INSPECTIONS	NL
29	60456	SUPERVISOR COMPLAINTS & SURVEILLANCE	NL
28	25535	SUPERVISOR ELECTION ADMINISTRATION	NL
20	10318	SUPERVISOR EMERGENCY SERVICE PATROL	40
29	64866	SUPERVISOR EMPLOYMENT AND TRAINING PROGRAMS	NL
11	44705	SUPERVISOR FOOD SERVICE AREA OPERATIONS	40
19	44945	SUPERVISOR FORENSIC PHOTOGRAPHY UNIT	35
19	45045	SUPERVISOR IDENTIFICATION RECORDS UNIT	35
31	61454	SUPERVISOR INFORMATION TECHNOLOGY	NL
30	61455	SUPERVISOR INFORMATION TECHNOLOGY	3E
26	70348	SUPERVISOR INFORMATION TECHNOLOGY HELP DESK	NL

27	70349	SUPERVISOR INFORMATION TECHNOLOGY HELP DESK	N4
23	61002	SUPERVISOR JUVENILE UNIT CORRECTIONS	NL
29	15903	SUPERVISOR OF ADMINISTRATIVE SERVICES ENVIRONMENTAL QUALITY	NL
25	44626	SUPERVISOR OF BAKERY OPERATIONS	N4
25	61564	SUPERVISOR OF CHAPLAINCY SERVICES	NL
30	72760	SUPERVISOR OF EDUCATIONAL PROGRAMS 1	N4
27	72753	SUPERVISOR OF EDUCATIONAL PROGRAMS 2	NL
28	72758	SUPERVISOR OF EDUCATIONAL PROGRAMS 2	N4
25	64764	SUPERVISOR OF EMPLOYMENT COUNSELING AND SELECTIVE PLACEMENT	NL
26	60287	SUPERVISOR OF FIELD INVESTIGATORS INSTITUTIONALIZED ELDERLY	NL
22	54780	SUPERVISOR OF HORSERACE ACTIVITIES	NL
20	45036	SUPERVISOR OF IDENTIFICATION	NL
21	42146	SUPERVISOR OF LANDSCAPE MAINTENANCE	40
17	23835	SUPERVISOR OF LEGAL SECRETARIAL SERVICES	35
24	55915	SUPERVISOR OF LICENSES AND PERMITS WORKPLACE STANDARDS	NL
27	64470	SUPERVISOR OF LOCAL ASSISTANCE FIRE SAFETY	NL
22	81114	SUPERVISOR OF MAINTENANCE SCHOOL OF CONSERVATION	NE
21	03663	SUPERVISOR OF MUSIC THERAPY	40
27	55857	SUPERVISOR OF PATIENTS ACCOUNTS 1	NL
21	55863	SUPERVISOR OF PATIENTS ACCOUNTS 2	NL
21	62514	SUPERVISOR OF VOLUNTEERS	NL
16	18044	SUPERVISOR OF X RAY TECHNICIANS	35
26	10824	SUPERVISOR ORGANIC CERTIFICATION PROGRAM	N4
27	16876	SUPERVISOR PREVENTIVE MAINTENANCE AND CONSTRUCTION HUMAN SERVICES	NL
25	43545	SUPERVISOR RADIO MAINTENANCE	40
23	34793	SUPERVISOR RADIOLOGICAL MAINTENANCE	N4
19	45043	SUPERVISOR RECORDS ASSEMBLY UNIT	35
25	02453	SUPERVISOR SEED CERTIFICATION AND CONTROL	NL
25	74523	SUPERVISOR STATE MUSEUM EXHIBITS	N4
25	60675	SUPERVISOR VOCATIONAL PROGRAM	NL
17	43874	SUPPLY SUPPORT TECHNICIAN 1	40
16	43869	SUPPLY SUPPORT TECHNICIAN 1	NE
24	51324	TAXPAYER SERVICE REPRESENTATIVE 1	NL
17	52352	TECHNICAL ASSISTANT 1 INSURANCE	35
13	65353	TECHNICAL ASSISTANT 1 LABOR	35
17	50043	TECHNICAL ASSISTANT 1 PURCHASING	35
17	51634	TECHNICAL ASSISTANT 1 TREASURY	35
12	82313	TECHNICAL ASSISTANT 2 HIGHER EDUCATION	35
09	08000	TECHNICAL ASSISTANT 2 HIGHER EDUCATION 10 MONTHS	35
17	65355	TECHNICAL ASSISTANT BOARD OF MEDIATION	35

31	53045	TELECOMMUNICATIONS SYSTEMS ANALYST 1	NL
98	60020	TENTATIVE TITLE 40 HOURS	40
98	10065	TENTATIVE TITLE COMMERCE	NL
24	51103	TRANSPORTATION SERVICES SPECIALIST 2	3E
25	62345	VETERANS SERVICE OFFICER 1	NL
15	22646	WORD PROCESSING SPECIALIST 1	35
23	60200	WORK PROGRAM SPECIALIST 1	NL
16	66003	YOUTH WORK SUPERVISOR	40

HIGHER LEVEL SUPERVISORS UNIT TITLES

RANGE	CODE	TITLE NAME	HOURS
28	53345	ACCOUNTANT/AUDITOR 1 DATA PROCESSING	NL
27	56505	ADJUSTER 3 UNSATISFIED CLAIMS AND JUDGMENT FUND	NL
20	40355	AREA SUPERVISOR BRIDGE OPERATIONS	40
21	42345	AREA SUPERVISOR HIGHWAY MAINTENANCE	40
29	50665	ASSISTANT BUSINESS MANAGER 1	NL
28	33455	ASSISTANT CHIEF INVESTIGATOR PUBLIC DEFENDER	NL
27	22550	ASSISTANT CHIEF OF OFFICE SERVICES	NL
28	55985	ASSISTANT CHIEF WAGE AND HOUR COMPLIANCE	NL
27	03855A	ASSISTANT DIRECTOR OF NURSING SERVICES 1	N4
27	03855F	ASSISTANT DIRECTOR OF NURSING SERVICES 1 DEVELOPMENTAL DISABILITIES	N4
27	03855G	ASSISTANT DIRECTOR OF NURSING SERVICES 1 PSYCHIATRIC	N4
25	42425	ASSISTANT ENGINEER IN CHARGE MAINTENANCE 1	N4
23	42424	ASSISTANT ENGINEER IN CHARGE MAINTENANCE 2	N4
21	44726	ASSISTANT FOODSERVICE SUPERVISOR 1	N4
20	44725	ASSISTANT FOODSERVICE SUPERVISOR 2	N4
19	44724	ASSISTANT FOODSERVICE SUPERVISOR 3	N4
21	43646	ASSISTANT REGIONAL ELECTRICAL SUPERVISOR	40
29	17695	ASSISTANT SUPERVISING ARCHITECT	N4
21	44151	ASSISTANT SUPERVISOR OF BUILDING REPAIRS	40
24	60634	ASSISTANT SUPERVISOR OF PROFESSIONAL RESIDENTIAL SERVICES DEVELOPMENTAL DISABILITIES	N4
22	04213A	ASSISTANT SUPERVISOR OF RESIDENT LIVING	4E
22	04213D	ASSISTANT SUPERVISOR OF RESIDENT LIVING DEVELOPMENTAL DISABILITIES	4E
22	04213C	ASSISTANT SUPERVISOR OF RESIDENT LIVING MENTAL HEALTH	4E
24	44728	ASSISTANT SUPERVISOR REGIONAL FOOD SERVICE OPERATION	N4
27	82673	ASSOCIATE SUPERVISOR 2 ADMINISTRATIVE SERVICES	NL
27	82675	ASSOCIATE SUPERVISOR 2 FACILITIES	NL

25	82670	ASSOCIATE SUPERVISOR 3 ADMINISTRATIVE SERVICES	NL
25	82672	ASSOCIATE SUPERVISOR 3 FACILITIES	NL
27	52578	BUILDING MANAGEMENT SERVICES SPECIALIST 1	NL
30	52559	BUILDING MANAGER	NL
21	40208	BUILDING SERVICES COORDINATOR 1	40
19	40203	BUILDING SERVICES COORDINATOR 1	35
28	01555	CHEMIST 4	NL
23	53704	CHIEF INSPECTOR N J RACING COMMISSION	N4
30	53810	CHIEF LABOR MARKET INFORMATION	NL
38	01074	CHIEF OF DENTAL SERVICES	NL
31	16858	CHIEF OFFICE OF BOILER AND PRESSURE VESSEL COMPLIANCE	NL
20	32264	CHIEF SECURITY OFFICER	N4
26	61973	CHILD SUPPORT AND PATERNITY SPECIALIST 1	NL
29	20000	CLINICAL LABORATORY EVALUATOR 4	NL
22	10133	CONSTRUCTION AND MAINTENANCE TECHNICIAN 1	40
27	17248	CONSTRUCTION OFFICIAL	40
27	44785A	CONSULTING DIETITIAN	NL
27	44785C	CONSULTING DIETITIAN MANAGEMENT SPECIALIST	NL
29	51250	CONTRACT ADMINISTRATOR 3	NL
31	00837	COORDINATOR HEALTH CARE FACILITIES ANALYSIS	NL
27	00348	COORDINATOR HEALTH PROJECTS 3	NL
27	00348N	COORDINATOR HEALTH PROJECTS 3 EMERGENCY MEDICAL SERVICES	NL
28	56501	COORDINATOR MVC	N4
27	56466	COORDINATOR MVC	NL
27	60455	COORDINATOR OF INSPECTIONS HEALTH FACILITIES EVAL & LICNG	NL
28	42447	COORDINATOR OF PLANT SERVICES AND PREVENTATIVE MAINTENANCE	N4
19	40147	COORDINATOR OF SUPPLY SUPPORT OPERATIONS	NE
29	62896	COORDINATOR PRIMARY AND PREVENTIVE HEALTH SERVICES	NL
27	62161	COUNTY SERVICES SPECIALIST	NL
29	03685	DIRECTOR OF OCCUPATIONAL THERAPY	N4
28	35666	DIRECTOR OF SPEECH LANGUAGE PATHOLOGY AND AUDIOLOGY	NL
28	65075	DISABILITY INSURANCE SUPERVISOR	NL
29	56896	EDITOR OAL PUBLICATIONS	NL
31	15875	EMERGENCY RESPONSE SPECIALIST 1	N4
27	42445	ENGINEER IN CHARGE MAINTENANCE 2	N4
25	42436	ENGINEER IN CHARGE MAINTENANCE 3	N4
23	42435	ENGINEER IN CHARGE MAINTENANCE 4	N4
22	10122	ENGINEERING TECHNICIAN 1	40
20	59954	ENGINEERING TECHNICIAN 1	35
28	16297	ENVIRONMENTAL ENGINEER 4	NL

29	16305	ENVIRONMENTAL ENGINEER 4	N4
28	15855	ENVIRONMENTAL SPECIALIST 4	NL
29	15856	ENVIRONMENTAL SPECIALIST 4	N4
23	45336	FARM SUPERVISOR 1	N4
21	45335	FARM SUPERVISOR 2	N4
27	62166A	FIELD SERVICE SUPERVISOR 1	NL
27	62166C	FIELD SERVICE SUPERVISOR 1 CHILDREN AND FAMILIES	NL
27	62166F	FIELD SERVICE SUPERVISOR 1 FAMILY DEVELOPMENT	NL
27	62166H	FIELD SERVICE SUPERVISOR 1 MEDICAL ASSISTANCE & HEALTH SERVICES	NL
27	62166D	FIELD SERVICE SUPERVISOR 1 QUALITY CONTROL	NL
25	62165A	FIELD SERVICE SUPERVISOR 2	NL
25	62165G	FIELD SERVICE SUPERVISOR 2 CHILDREN AND FAMILIES	NL
25	62165I	FIELD SERVICE SUPERVISOR 2 FAMILY DEVELOPMENT	NL
25	62165K	FIELD SERVICE SUPERVISOR 2 MEDICAL ASSISTANCE & HEALTH SERVICES	NL
25	62165J	FIELD SERVICE SUPERVISOR 2 QUALITY CONTROL	NL
30	54865	FINANCIAL EXAMINER 1	NL
26	44745	FOOD SERVICE SUPERVISOR 1	N4
24	44744	FOOD SERVICE SUPERVISOR 2	N4
21	44743	FOOD SERVICE SUPERVISOR 2 - 10 MONTHS	N4
22	44735	FOOD SERVICE SUPERVISOR 3	N4
20	44734	FOOD SERVICE SUPERVISOR 4	N4
30	01594	FORENSIC SCIENTIST 3 DEPARTMENT OF LAW AND PUBLIC SAFETY	NL
25	43827	GARAGE SUPERVISOR 1	40
22	43826	GARAGE SUPERVISOR 2	40
15	21734	HEAD ACCIDENT RECORD REVIEWER	35
15	20625	HEAD VAULT CLERK	35
98	55608	HEALTH SCIENCE SPECIALIST	NL
22	44256	HOUSEKEEPING SUPERVISOR 1	40
19	44255	HOUSEKEEPING SUPERVISOR 2	40
17	44254	HOUSEKEEPING SUPERVISOR 3	40
26	55784	INDUSTRIAL MANAGER 1 STATE USE INDUSTRIES	N4
28	54145	LABOR MARKET ANALYST 1	NL
13	44435	LAUNDRY SUPERVISOR	40
30	36307	LEGAL ASSISTANT 1 OFFICE OF ADMINISTRATIVE LAW	NL
28	31001	MANAGER 2 WORKFORCE NEW JERSEY	NL
27	20445	MANAGER CAPITOL POST OFFICE	N4
22	52705	MANAGER WORD PROCESSING SYSTEM 2	NL
25	43746	MASTER MECHANIC	N4
25	43746C	MASTER MECHANIC MARINE	N4
26	51272	MEDICAL RECORDS ADMINISTRATOR	NL

27	02005	MICROBIOLOGIST2	NL
29	44797	NUTRITION PROGRAM SPECIALIST 3	NL
18	21856	OFFICE SUPERVISOR	NE
28	53092	OPERATIONS SHIFT SUPERINTENDENT	NL
21	43045	PARKS MAINTENANCE SUPERVISOR 1	40
24	56194	PRINCIPAL EXAMINER UNEMPLOYMENT TAX	35
21	80216	PRINCIPAL INVESTIGATOR STUDENT LOANS	NL
26	03674	PRINCIPAL OCCUPATIONAL THERAPIST	N4
28	34383	PRINCIPAL STAFF OFFICER 2	NL
22	22536	PRINTING OPERATIONS TECHNICIAN 4	NE
25	80193	PROGRAM OFFICER OFFICE OF SPECIAL PROJECTS	NL
27	00144	PROGRAM SPECIALIST 1 OCCUPATIONAL ENVIRONMENTAL HEALTH	NL
27	00144C	PROGRAM SPECIALIST 1 OCCUPATIONAL ENVIRONMENTAL HEALTH CODE ENFORCEMENT	NL
29	15096	PROJECT ENGINEER CODE SERVICE	N4
28	15091	PROJECT ENGINEER CODE SERVICE	NL
29	10895	PROJECT ENGINEER CONSTRUCTION	N4
29	10256	PROJECT ENGINEER ELECTRICAL	N4
29	11683	PROJECT ENGINEER EQUIPMENT	N4
29	10465	PROJECT ENGINEER GEOLOGY	N4
29	10455	PROJECT ENGINEER GEOTECHNICAL	N4
29	10684	PROJECT ENGINEER LANDSCAPE	N4
29	13695	PROJECT ENGINEER LOCAL AID	N4
29	11684	PROJECT ENGINEER MAINTENANCE	N4
29	13095	PROJECT ENGINEER MATERIALS	N4
29	12695	PROJECT ENGINEER PLANNING	N4
29	11895	PROJECT ENGINEER PLANT ENGINEERING AND OPERATIONS	N4
29	12295	PROJECT ENGINEER RESEARCH	N4
29	10478	PROJECT ENGINEER STRUCTURAL EVALUATION	N4
29	10475	PROJECT ENGINEER STRUCTURAL TRANSPORTATION	N4
29	10275	PROJECT ENGINEER SURFACE DESIGN	N4
29	11296	PROJECT ENGINEER TRAFFIC	N4
29	10252	PROJECT ENGINEER UTILITIES	N4
30	53023	PROJECT MANAGER DATA PROCESSING	NL
30	55956	QUALITY ASSURANCE AND CONTROL SPECIALIST	NL
29	57086	REAL ESTATE APPRAISER 3	NL
28	57116	REALTY SPECIALIST 4 TRANSPORTATION	NL
25	43647	REGIONAL ELECTRICAL SUPERVISOR	40
23	43806	REGIONAL EQUIPMENT SUPERVISOR TRANSPORTATION	40
27	01296	REGIONAL PHARMACEUTICAL CONSULTANT	NL
29	03199	REGIONAL SUPERINTENDENT FISH GAME AND WILDLIFE	N4

24	10320	REGIONAL SUPERVISOR EMERGENCY SERVICE PATROL	40
98	01768	RESEARCH SCIENTIST	NL
27	52695	SALES SUPERVISOR STATE LOTTERY	NL
31	15881	SECTION CHIEF	N4
30	15900	SECTION CHIEF	NL
30	59985	SECTION CHIEF ENVIRONMENTAL PROTECTION	NL
31	12697	SECTION CHIEF SUBURBAN MOBILITY	N4
27	60065A	SOCIAL WORK SUPERVISOR 1	NL
27	60065I	SOCIAL WORK SUPERVISOR 1 PSYCHIATRIC	NL
27	60065J	SOCIAL WORK SUPERVISOR 1 SECURED FACILITIES	NL
27	60065K	SOCIAL WORK SUPERVISOR 1 SECURED FACILITIES BI SPANISH/ENGLISH	NL
25	60064A	SOCIAL WORK SUPERVISOR 2	NL
25	60064L	SOCIAL WORK SUPERVISOR 2 DEVELOPMENTAL DISABILITIES	NL
25	60064Q	SOCIAL WORK SUPERVISOR 2 MEDICAL	NL
25	60064M	SOCIAL WORK SUPERVISOR 2 PSYCHIATRIC	NL
25	60064K	SOCIAL WORK SUPERVISOR 2 SECURED FACILITIES	NL
25	60064P	SOCIAL WORK SUPERVISOR 2 SECURED FACILITIES BI SPANISH/ENGLISH	NL
23	34375	SPECIAL STAFF OFFICER 1	N4
22	34374	SPECIAL STAFF OFFICER 1	NL
21	34379	SPECIAL STAFF OFFICER 2	N4
20	34373	SPECIAL STAFF OFFICER 2	NL
29	62196	STANDARDS AND PROCEDURES TECHNICIAN 4	NL
25	03194	SUPERINTENDENT FISH HATCHERY	N4
18	45545	SUPERINTENDENT OF INSTITUTIONAL GROUNDS	40
22	45645	SUPERINTENDENT OF STATE GAME FARM	N4
30	02764	SUPERINTENDENT PARKS AND FORESTRY 1	N4
28	02754	SUPERINTENDENT PARKS AND FORESTRY 2	N4
28	02754C	SUPERINTENDENT PARKS AND FORESTRY 2 GOLF COURSE	N4
26	02753	SUPERINTENDENT PARKS AND FORESTRY 3	N4
24	02752	SUPERINTENDENT PARKS AND FORESTRY 4	N4
27	62309	SUPERINTENDENT STATE CEMETERY	NL
27	50455	SUPERVISING ACCOUNTANT	NL
28	30695	SUPERVISING ADVOCATE REPRESENTATIVE	NL
22	33894	SUPERVISING AGRICULTURAL PRODUCTS AGENT	N4
29	10295	SUPERVISING AGRICULTURAL RESOURCE SPECIALIST	NL
27	74225	SUPERVISING ARCHIVIST	NL
28	50965	SUPERVISING AUDITOR	NL
30	50819	SUPERVISING AUDITOR TAXATION	NL
27	01758A	SUPERVISING BIOLOGIST	NL
28	01759A	SUPERVISING BIOLOGIST	N4

27	01758F	SUPERVISING BIOLOGIST EDUCATION	NL
27	01758G	SUPERVISING BIOLOGIST FISHERIES	NL
27	01758D	SUPERVISING BIOLOGIST WILDLIFE MANAGEMENT	NL
25	44784	SUPERVISING CLINICAL DIETITIAN	NL
28	60624	SUPERVISING COMMUNITY PROGRAM SPECIALIST	NL
28	60624C	SUPERVISING COMMUNITY PROGRAM SPECIALIST JUVENILE JUSTICE COMMISSION	NL
29	64176	SUPERVISING COMMUNITY SERVICE OFFICER	NL
29	64176L	SUPERVISING COMMUNITY SERVICE OFFICER TAX COLLECTION	NL
29	63155	SUPERVISING COMMUNITY SERVICE OFFICER ADDICTIONS	NL
29	63155C	SUPERVISING COMMUNITY SERVICE OFFICER ADDICTIONS BILINGUAL IN SPANISH & ENGLISH	NL
28	56778	SUPERVISING CUSTOMER REPRESENTATIVE PUBLIC UTILITIES	NL
27	31974	SUPERVISING DRIVER IMPROVEMENT ANALYST	NL
28	56481	SUPERVISING DRIVER IMPROVEMENT ANALYST	N4
31	10486	SUPERVISING ENGINEER 2 STRUCTURAL ENGINEERING	N4
31	10277	SUPERVISING ENGINEER 2 SURFACE DESIGN	N4
31	10900	SUPERVISING ENGINEER CONSTRUCTION AND MAINTENANCE	N4
31	11265	SUPERVISING ENGINEER ELECTRICAL	N4
29	15004	SUPERVISING ENGINEER ENERGY	N4
27	15006	SUPERVISING ENGINEER ENERGY	3E
31	10286	SUPERVISING ENGINEER FIELD SURVEY TRANSPORTATION	N4
31	13704	SUPERVISING ENGINEER LOCAL AID	N4
31	10481	SUPERVISING ENGINEER STRUCTURAL EVALUATION	N4
29	14895	SUPERVISING ENGINEER UTILITIES	N4
27	15005	SUPERVISING ENGINEER UTILITIES	3E
25	02475	SUPERVISING ENTOMOLOGIST	NL
24	16291	SUPERVISING ENVIRONMENTAL COMPLIANCE INSPECTOR	N4
20	59994	SUPERVISING ENVIRONMENTAL TECHNICIAN	35
22	15835	SUPERVISING ENVIRONMENTAL TECHNICIAN	40
27	56195	SUPERVISING EXAMINER UNEMPLOYMENT TAX	NL
28	62155	SUPERVISING FAMILY SERVICE SPECIALIST 1	NL
28	51684	SUPERVISING FIELD REPRESENTATIVE LOCAL PROPERTY TAX	NL
29	02664	SUPERVISING FOREST FIREWARDEN	NL
28	02660	SUPERVISING FORESTER	NL
28	03055	SUPERVISING GEOLOGIST	NL
28	03055C	SUPERVISING GEOLOGIST ENVIRONMENTAL PROTECTION	NL
31	11285	SUPERVISING HIGHWAY ENGINEER 2 TRAFFIC	N4
31	10496	SUPERVISING HIGHWAY ENGINEER BRIDGE DESIGN SPECIFICATION REVIEW	N4
27	15682	SUPERVISING HISTORIC PRESERVATION SPECIALIST	NL

21	40644A	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR	40
21	40644D	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR BAKING	40
21	40644H	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR BRUSH & BROOM MAKING	40
21	40644O	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR DATA ENTRY	40
21	40644R	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR ELECTRONICS	40
21	40644P	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR FOOD PROCESSING	40
21	40644F	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR INDUSTRIAL FINISHER	40
21	40644C	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR LAUNDRY	40
21	40644I	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR METAL PRODUCTS FABRICATION	40
21	40644J	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR NEEDLE TRADES CLOTHING MANUFACTURE	40
21	40644K	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR PRINTING	40
21	40644L	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR SHEET METAL	40
21	40644Q	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR SHOE MANUFACTURING	40
21	40644M	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR WAREHOUSING	40
21	40644N	SUPERVISING INSTITUTIONAL TRADE INSTRUCTOR WOODWORKING	40
30	55085	SUPERVISING INSURANCE EXAMINER	NL
28	55156A	SUPERVISING INVESTIGATOR INSURANCE	NL
28	55156G	SUPERVISING INVESTIGATOR INSURANCE ENFORCEMENT	NL
28	51355	SUPERVISING INVESTIGATOR TAXATION	NL
28	51355C	SUPERVISING INVESTIGATOR TAXATION BILINGUAL IN SPANISH AND ENGLISH	NL
16	01936	SUPERVISING LABORATORY SERVICE WORKER	NE
22	01925	SUPERVISING LABORATORY TECHNICIAN	NE
27	74085	SUPERVISING LIBRARIAN	NL
27	74085C	SUPERVISING LIBRARIAN LAW LIBRARY	NL
29	53935	SUPERVISING MEDICAL REVIEW ANALYST	NL
23	32683	SUPERVISING MEDICAL SECURITY OFFICER	40
27	01955	SUPERVISING MEDICAL TECHNOLOGIST	NL
29	55390	SUPERVISING MUNICIPAL FINANCE AUDITOR	NL
27	53655	SUPERVISING PENSIONS BENEFITS SPECIALIST	NL
29	54945	SUPERVISING PLANNED REAL ESTATE DEVELOPMENT ANALYST	N4
28	16492	SUPERVISING PLANNER	N4
27	16475	SUPERVISING PLANNER	NL
27	16475H	SUPERVISING PLANNER EMERGENCY MANAGEMENT	NL
27	16475I	SUPERVISING PLANNER EMERGENCY MANAGEMENT FIRE	NL
29	12495	SUPERVISING PLANNER TRANSPORTATION	N4
30	64487	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST	N4
29	64486	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST	NL

29	64486I	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST AGING	NL
29	64486H	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST BILINGUAL IN SPANISH AND ENGLISH	NL
29	644861	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST CODE ENFORCEMENT	NL
29	64486E	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST CONSTRUCTION CODE EDUCATION PROGRAM	NL
29	64486T	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST CORRECTIONS	NL
29	644864	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST CORRECTIONS/BILG. IN SPANISH & ENGLISH	NL
29	64486X	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST DEVELOPMENTAL DISABILITIES	NL
29	64486F	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST ENERGY CONSERVATION	NL
29	64486J	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST ENVIRONMENTAL PROTECTION	NL
30	64487C	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST ENVIRONMENTAL PROTECTION	N4
29	64486V	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST HOUSING	NL
29	64486Y	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST HUMAN SERVICES	NL
29	64486U	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST MANAGEMENT AND FINANCE	NL
29	64486R	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST MEDICAL ASSISTANCE AND HEALTH SERVICES	NL
29	64486N	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST MENTAL HEALTH SERVICES	NL
29	644865	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST RECREATION	NL
29	644862	SUPERVISING PROGRAM DEVELOPMENT SPECIALIST WOMEN'S SERVICES	NL
29	62104A	SUPERVISING PROGRAM SUPPORT SPECIALIST	NL
29	62104D	SUPERVISING PROGRAM SUPPORT SPECIALIST ASSISTANCE PROGRAMS	NL
29	62104C	SUPERVISING PROGRAM SUPPORT SPECIALIST DEVELOPMENTAL DISABILITIES	NL
29	54984	SUPERVISING PROPERTY MANAGEMENT SERVICE SPECIALIST	NL
27	62928	SUPERVISING PUBLIC HEALTH REPRESENTATIVE	NL
27	62928D	SUPERVISING PUBLIC HEALTH REPRESENTATIVE BILINGUAL IN SPANISH & ENGLISH	NL
27	62928C	SUPERVISING PUBLIC HEALTH REPRESENTATIVE CERTIFIED TUMOR REGISTRAR	NL
30	18085	SUPERVISING RADIATION PHYSICIST	NL
27	56725	SUPERVISING RATE ANALYST UTILITIES	NL
29	12285	SUPERVISING RESEARCH ASSISTANT TRANSPORTATION	N4
28	04185	SUPERVISING RESIDENTIAL SERVICES SPECIALIST	NL
15	40035	SUPERVISING STOCK CLERK	35
26	63116	SUPERVISING SUBSTANCE ABUSE COUNSELOR	NL

28	15315	SUPERVISING TECHNICAL OPERATIONS ANALYST CATV	NL
27	63569	SUPERVISING TRAINING TECHNICIAN	NL
27	63569C	SUPERVISING TRAINING TECHNICIAN COMPUTER TECHNOLOGY	NL
29	13285	SUPERVISING TRANSPORTATION ANALYST	N4
28	56105	SUPERVISING UNEMPLOYMENT INSURANCE TECHNICIAN	NL
27	03200	SUPERVISING ZOOLOGIST NON-GAME	NL
25	65249	SUPERVISOR 1 UNEMPLOYMENT BENEFITS	NL
20	25026	SUPERVISOR 1 WORD PROCESSING CENTER	NL
23	56462	SUPERVISOR 2 MVC	35
25	56463	SUPERVISOR 2 MVC	40
18	25025	SUPERVISOR 2 WORD PROCESSING CENTER	NL
22	32418	SUPERVISOR AIDS TO NAVIGATION	40
27	70350	SUPERVISOR AMUSEMENT RIDES AND MECHANICAL INSPECTION	40
22	40137	SUPERVISOR CENTRAL WAREHOUSE	NE
23	40135	SUPERVISOR CENTRAL WAREHOUSE	N4
30	15094	SUPERVISOR CONSTRUCTION PLANS APPROVAL SECTION	N4
23	53306	SUPERVISOR DATA ENTRY UNIT PENSIONS	NL
22	53082	SUPERVISOR DATA PREPARATION	NL
29	53084	SUPERVISOR DATA PROCESSING TECHNICAL SUPPORT	NL
30	57674	SUPERVISOR FIELD INVESTIGATIONS TAXATION	NL
22	57694	SUPERVISOR FILING AND RECORDS SERVICES TREASURY	NL
20	45015	SUPERVISOR FINGERPRINT TECHNICAL UNIT	35
20	50483	SUPERVISOR FISCAL ACCOUNTS	NL
26	02658	SUPERVISOR FOREST FIRE EQUIPMENT	N4
22	02649	SUPERVISOR FOREST FIRE EQUIPMENT MAINTENANCE	40
30	50762	SUPERVISOR GENERAL AND SUPPORT SERVICES	N4
27	64456	SUPERVISOR HOUSING ASSISTANCE PROGRAM	NL
25	57656	SUPERVISOR INFORMATION RECORDING & CONTROL TREASURY	NL
20	27312	SUPERVISOR LICENSING SECTION	NL
17	30622	SUPERVISOR LICENSING UNIT PROFESSIONAL BOARD	35
25	74233	SUPERVISOR MICROFILM SERVICES STATE	NL
26	61275	SUPERVISOR MINIMUM SECURITY UNIT CORRECTIONS	NL
17	27114	SUPERVISOR OF ACCOUNTS	3E
23	40347	SUPERVISOR OF BRIDGE OPERATION	N4
23	42505	SUPERVISOR OF BUILDING REPAIRS 2	40
27	56375	SUPERVISOR OF CLAIMS	NL
22	02374	SUPERVISOR OF CLINICAL LABORATORIES	40
29	72745	SUPERVISOR OF EDUCATIONAL PROGRAMS 1	NL
30	64426	SUPERVISOR OF ENFORCEMENT	NL
27	32204	SUPERVISOR OF FIRE SAFETY CODE INSPECTIONS	NL

22	42046	SUPERVISOR OF HIGHWAY MARKING	40
28	15115C	SUPERVISOR OF HOUSING CODE COMPLIANCE CODE COMPLIANCE	NL
28	15115E	SUPERVISOR OF HOUSING CODE COMPLIANCE STATE LOCAL COOP HOUSING INSPCT PROG	NL
29	00304	SUPERVISOR OF INSPECTIONS HEALTH FACILITIES EVAL & LICNG	NL
28	56793	SUPERVISOR OF INVESTIGATIONS	NL
29	10313	SUPERVISOR OF INVESTIGATIONS CHILD PROTECTION	NL
28	65116A	SUPERVISOR OF INVESTIGATIONS LABOR	NL
28	65116D	SUPERVISOR OF INVESTIGATIONS LABOR UNEMPLOYMENT INSURANCE	NL
25	44446	SUPERVISOR OF LAUNDRY OPERATIONS	N4
27	54916	SUPERVISOR OF LICENSING BANKING AND INSURANCE	NL
19	20425	SUPERVISOR OF MAILS	40
17	20435	SUPERVISOR OF MAILS	35
24	03854	SUPERVISOR OF NURSING SERVICES	4E
21	03849C	SUPERVISOR OF NURSING SERVICES 10 MONTHS DEAF LANGUAGE SPECIALIST	4E
26	57684	SUPERVISOR OF OPERATIONS	NL
25	40139	SUPERVISOR OF OPERATIONS DISTRIBUTION CENTER	N4
29	03693	SUPERVISOR OF PHYSICAL THERAPY	N4
23	20205	SUPERVISOR OF POSTAL SERVICES	40
27	60635	SUPERVISOR OF PROFESSIONAL RESIDENTIAL SERVICES	N4
27	60635C	SUPERVISOR OF PROFESSIONAL RESIDENTIAL SERVICES DEVELOPMENTAL DISABILITIES	N4
26	80073	SUPERVISOR OF PURCHASING AND SERVICES STATE COLLEGES	NL
22	03553	SUPERVISOR OF RECREATION	N4
19	43875	SUPERVISOR OF SUPPLY SUPPORT OPERATIONS	40
28	32170	SUPERVISOR OF TRAINING AND CERTIFICATION	NL
24	52633	SUPERVISOR OF TRANSPORTATION SERVICES	NL
20	40133	SUPERVISOR OF WAREHOUSES	40
28	33385	SUPERVISOR OFFICE OF CONTRACT COMPLIANCE/CIVIL RIGHTS	NL
30	52665	SUPERVISOR PROCUREMENT UNIT	NL
27	52666	SUPERVISOR PROCUREMENT UNIT	35
26	74235	SUPERVISOR RECORDS AND FORMS ANALYSIS	NL
26	74206	SUPERVISOR RECORDS MANAGEMENT	NL
23	74218	SUPERVISOR RECORDS STORAGE	NL
28	44729	SUPERVISOR REGIONAL FOOD SERVICE OPERATION	N4
29	64422	SUPERVISOR ROOMING AND BOARDING HOME EVALUATIONS AND LICENSING	NL
27	51334	SUPERVISOR TECHNICAL SERVICES TAXATION	NL
25	11235	SUPERVISOR TRAFFIC INVESTIGATIONS	N4
29	51333	TAX SERVICES SPECIALIST 1	NL

15	82314	TECHNICAL ASSISTANT 1 HIGHER EDUCATION	35
15	00230	TECHNICAL ASSISTANT CONSTRUCTION MONITORING	35
17	74135	TECHNICAL LIBRARY ASSISTANT	35
27	57135	TITLE OFFICER 2	NL
29	62210	TRAINING AND STAFF DEVELOPMENT OFFICER	NL
27	51104	TRANSPORTATION SERVICES SPECIALIST 1	NL

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