



# Health Professionals and Allied Employees, AFT/AFL-CIO

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February 27, 2020

## **BY ELECTRONIC & OVERNIGHT MAIL**

Mr. James J. La Rocca  
Gibbons P.C.  
One Gateway Center  
Newark, NJ 07102

**Re: Collective Negotiations Agreement between Health  
Professionals and Allied Employees, AFT/AFL-CIO and  
Rowan University (July 1, 2019 through June 30, 2023)**

Dear Mr. La Rocca:

Enclosed is one original fully executed negotiations agreements between Health Professionals' and Allied Employees, AFT/AFL-CIO and Rowan University (July 1, 2019 through June 30, 2023) for your records.

Very truly yours,

Alethea M. Dixon  
Staff Representative  
HPAE, AFT/AFL-CIO

Enclosures

cc: Ms. Christine Munck (by email only)  
John C. Romero, Esp. (by email only)



**Representing Registered Nurses and Professionals  
At Rowan University**

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**Agreement between**

**Health Professionals and Allied Employees**  
*AFT/AFL-CIO*

**and**

**Rowan University**

**July 1, 2019 through June 30, 2023**

## **Health Professionals and Allied Employees**

110 Kinderkamack Road  
Emerson, New Jersey 07630

(201) 262-5005

### **STATE OFFICERS**

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## PREAMBLE

This Agreement is effective July 1, 2019 and is made between the State of New Jersey as the negotiations representative on behalf of Rowan University—School of Osteopathic Medicine (hereinafter called the "University") and the Health Professionals and Allied Employees, AFT, AFL/CIO, 110 Kinderkamack Road, Emerson, New Jersey, 07630 (hereinafter called the "Union").

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

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

## ARTICLE 1. AGREEMENT SCOPE

This Agreement covers all non-supervisory, regular professional staff members of the University as specified by the Public Employment Relations Commission Certification, Docket No. RO-92-115, dated February 7, 1992 and as amended by the supplementary Agreement between the University and the Union, dated July 14, 1992 and registered nurses, including graduate nurses, and regularly employed per diem nurses as specified in the parties' settlement agreement dated July 13, 2017 ("negotiations unit employees"). Excluded are those job titles set forth in said certificate as not being represented by the Union herein, and employees excluded under the Workplace Democracy Enhancement Act, and any revisions thereto.

## ARTICLE 2. UNION STATUS

### 2.01 Recognition:

The University recognizes the Union as the exclusive collective negotiations representative of every negotiations unit employee covered by this Agreement.

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

Directly after the completion of general orientation presentations, the University's Human Resources representative will introduce the HPAE representative designated by the Union who will distribute orientation packets to the new HPAE employees. At that time, the

representative designated by the Union will speak to all new negotiations unit employees for thirty (30) minutes. The University will continue the practice of providing the Union with notification of the names of new hires into negotiations unit titles, who are scheduled to attend each general orientation session. If the University does not conduct a new employee orientation for one or more newly hired negotiations unit employee(s), the Union may exercise its right to schedule a meeting on work time to meet with a representative designated by the Union for thirty (30) minutes so long as the Union provides at least one week advance written notice to Human Resources and each negotiations unit employee's immediate supervisor.

## **2.02 Union Dues:**

The University agrees to deduct from the regular paycheck of negotiations unit employees dues for the Union, provided that the negotiations unit employee authorizes such deduction in writing, which may include an electronic communication that contains the negotiations unit employee's electronic signature as the term "electronic signature" is defined at N.J.S.A. 12A:12-2, in proper form to the local Human Resources Office.

The University shall make Union dues deductions from a new negotiations unit employee in the first full pay period next following the receipt of his/her signed authorization.

Union dues deductions from any negotiations unit employee shall be limited to the Union, the duly certified majority representative.

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

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

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

## **2.03 Transmission of Dues:**

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

date of such change. This information shall be provided electronically in a readable format such as Excel format for access by designated union officers.

The authorization for dues deduction shall remain in full force and effect during the full term of a negotiations unit employee's employment, unless properly withdrawn. In order to withdraw from a dues authorization a negotiations unit employee must submit a written request to withdraw from the Union to the University within 10 days following each anniversary date of his/her employment. Once the University receives the request it will notify the Union within five business days. The properly filed withdrawal will become effective on the 30th day after the negotiations unit employee's anniversary date of his/her employment.

**2.04 Union Representatives, Rights and Limitations:**

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

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

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

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

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

- a) Represent negotiations unit employees in the department/work unit.
- b) Investigate a grievance, provided such investigation time will be limited to a maximum of one (1) hour and further provided there is no interruption of work activities. In emergency situations, these time limitations may be extended if approved by the Office of Labor Relations or the supervisor on duty should the Office of Labor Relations be closed.
- c) Post Union notices.
- d) Attend negotiating meetings (the number of representatives to be agreed upon between the Union and the University) if designated as a member of the negotiating team and scheduled to attend by the Union.

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

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

#### **2.05 Union Access:**

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

The Union shall have the right to use University buildings and other facilities that are owned or leased by the University to meet with negotiations unit employees during the workday to investigate and discuss grievances, workplace-related complaints, and other workplace issues during lunch and other non-work breaks and before and after the workday, provided such meetings do not interfere with University operations. The Union shall also have the right to conduct worksite meetings to discuss workplace issues, collective negotiations, the administration of collective negotiations agreements, other matters related to the duties of the Union, and internal Union matters involving the governance or business of the Union, provided such meetings are during lunch and other non-work breaks and before and after the workday, and further provided such meetings do not interfere with University operations. Meetings conducted in University buildings shall not be for the purposes of supporting or opposing any candidate for partisan political office, or for the purpose of distributing literature or information regarding partisan elections. The State and/or the University may charge the Union for maintenance, security, and other costs related to the use of this space by the Union that would not otherwise be incurred by the University.

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

When the Union has mail to be delivered to its officers or representatives, the University's interoffice mail system will be made available, provided that priority is retained for the business of the University. The HPAE staff and representatives shall have the right to email HPAE negotiations unit employees who have University email accounts for the purpose of communication with negotiations unit employees regarding collective negotiations, the administration of collective negotiation agreements, the investigation of grievances, other workplace-related complaints and issues, and internal Union matters involving the



governance or business of the Union. University email use shall be consistent with University policy.

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

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

**2.06 Union Business:**

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

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

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

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

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

**2.07 Information and Data:**

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

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

The University shall provide the following information about all negotiations unit employees electronically in a readable format such as Excel format to a designated Union representative(s) every 120 calendar days, provided that the University has such information on file.

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

Additionally, the University shall provide the following information, in a separate file, about all negotiations unit employees electronically in a readable format such as Excel format to a designated Union representative(s) within 10 calendar days from the date of hire of negotiations unit employees provided that the University has such information on file.

- Name
- Job title
- Current University date of hire
- Department and/or worksite location
- Home address
- Home telephone number
- University telephone number
- Personal cellular telephone number
- University email address
- Personal email address

Within 30 calendar days of a promotion into the collective negotiations unit, upon request from the Union, the University shall provide the Union with the newly promoted employee's name, job title, work email address, and department.

### ARTICLE 3. PROFESSIONAL PRACTITIONER STATUS

#### **3.01 Appointment to Position:**

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

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

Negotiations unit employees holding positions which are grant funded shall be notified in a timely manner if the status of the grant has changed and such change will impact upon the negotiations unit employee's term of employment.

#### **3.02 Non-Nursing Services:**

- A. The University recognizes that due to their unique education and experience, the registered professional nurses covered by this Agreement have a unique contribution to make towards maintaining and improving professional nursing care at the University.
- B. The parties agree that duties normally assigned to housekeeping, maintenance and other support staff are not to be a routine part of a registered professional nurse's activities. The parties further agree that registered professional nurses covered by this Agreement shall not perform non-nursing functions as a usual and substantial part of their assigned duties except in those cases in which such duties are part of the specific job for which the registered professional nurse was hired.
- C. Upon request, the University agrees to discuss non-nursing duties in the Labor/Management Committee regularly with the goal of minimizing the use of covered registered professional nurses in such duties.

#### **3.03 Work Outside of Job Classification:**

Negotiation unit employees shall be assigned work appropriate to their job classification.

Claims of work outside their job classification as identified by the Union are to be submitted to Human Resources and the negotiation unit employee's department head. The claims will be investigated and Human Resources will provide a written decision within 120 calendar days from the date the claim was submitted. Such response shall include the substantive reason(s) for the determination. The remedy may include, but is not limited to, appointment to an acting position, taking away the work outside of the job classification,

reclassification to another title, payment for the time period when the additional higher level duties were performed, etc.

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

#### **3.04 Promotions and Transfers:**

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

Negotiation unit employees may apply online for any open position for which they qualify provided those positions are not being reserved for negotiation unit employees affected by a layoff or intradepartmental postings.

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

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

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

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

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

Voluntarily transferred and promoted negotiations unit employees shall serve a ninety (90) calendar day probationary period, subject to a ninety (90) calendar day extension. Reclassifications and Involuntary transfers within a Department do not serve a probationary period. Such negotiations unit employee shall retain all benefits and rights

pertaining to negotiations unit employees, including access to the grievance procedure, except for the decision concerning the outcome and disposition of his/her probation period.

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

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

### **3.05 Reassignment:**

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

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

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

### **3.06 Evaluations:**

*This section applies only to professional staff.*

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

the professional staff shall be attached to the evaluation and included in the professional staff's personnel file in Human Resources.

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

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

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

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

### **3.07 Staff Development Programs:**

*This section applies only to registered nurses.*

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

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

- B. The University shall, subject to the availability of funds and operational requirements, offer a program of continuing education. Such programs will take place during work time, and coverage will be provided for participating registered nurses, where in the discretion of the University it is required. Time spent at these programs will be considered time worked and the registered nurse shall be compensated accordingly.
- C. Full-time registered nurses may utilize up to twenty-four (24) hours of conference time per calendar year. This benefit shall be pro-rated for regular part-time registered nurses. A registered nurse may request in writing to his/her supervisor, permission to participate in work-related educational workshops, seminars, conferences and/or conventions. The University will make a reasonable effort to approve such participation, subject to operational needs and the availability of funds.

The University, if it approves such participation, will grant time off without loss of the registered nurse's pay, at his/her regular rate of pay, and subject to the limitations set out in the paragraph above, will grant financial assistance to attend such programs. If an approved conference falls on a day when the registered nurse is not scheduled to work, the registered nurse shall receive time off with pay equivalent to the time of the conference, to a maximum of twenty-four (24) hours. This time off shall be scheduled by management within sixty (60) days of the conference. Night shift registered nurses who are scheduled to attend such a program shall be given as a conference day, either the night before, or the night after. Registered nurses will receive a response to their request for participation within two (2) weeks of submission. The University may set a deadline for receipt of requests for specific conferences. Reimbursement of expenses incurred shall be made within a reasonable time after submission of a request for reimbursement. All travel arrangements must be made in conformance with University policy in order to be reimbursable.

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

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

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

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

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

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

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



## ARTICLE 4. EMPLOYEE STATUS

### **4.01 Classification:**

#### Professionals

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

#### Registered Nurses

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

### **4.02 Regular Full Time Negotiations Unit Employee:**

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

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

Regular full-time negotiations unit employees shall be eligible for all benefits pertaining to full-time status.

### **4.03 Regular Part Time Negotiations Unit Employee:**

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

### **4.04 Per Diem Employee:**

A per diem employee is an employee (1) in his/her second year of work as a per diem nurse, (2) who has worked at least one-sixth ( $\frac{1}{6}$ ) of the hours of full-time nurses during his/her first year, (3) who expresses a willingness to continue working as a per diem nurse, (4) who works on a day-to-day basis as needed by the University and (5) who does not fall under the classification of full-time or part-time, except that employees who were hired as per diem prior to the effective date of this Agreement but who fit the definition of part-time employee shall remain classified as per diem. Per diem employees are not entitled to any benefits under this Agreement except where they are specifically provided for.

### **4.05 Regular Versus Temporary Employment:**

When a negotiations unit employee is hired or transfers into a position, such negotiations unit employee shall be advised as to his/her status as either a regular negotiations unit employee or temporary staff. Temporary staff are hired for a period of time not to exceed twelve (12) months in the same position, and are not eligible for any benefits except those required by law. If the temporary staff works beyond the twelve (12) months in the same position, or if the position is filled by a temporary employee beyond the twelve (12)

months, the position shall be posted for bidding or closed. On a quarterly basis, the Union shall receive a list of temporary assignments including the date of the assignment.

**4.06 Probationary Period:**

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

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

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

**4.07 Personnel Files:**

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

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

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

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

**4.08 Seniority:**

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

- B. Loss of Seniority: A negotiations unit employee's seniority shall be broken by resignation, dismissals from employment, or other types of terminations, layoffs of more than one (1) year, or refusal of a suitable position while on recall from layoff.
- C. Layoff: Layoffs shall be administered in accordance with University policy except as stated below:

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

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

### **1. Bumping and Vacancies**

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

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

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

Within their respective departments/work units, as listed in Appendix A, regular negotiations unit employees shall not be laid off before temporary or probationary employees in the same job classification.

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

The University shall prepare layoff/bumping notices and serve the layoff/bumping notices to the negotiations unit employee copying the Human Resources Generalist and the Union.

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

When an individual is identified for lay off, the negotiations unit employee will follow the process below:

- a) First, a negotiations unit employee identified for layoff will be offered the opportunity to fill a vacancy in his/her current title at the University. If the negotiations unit employee chooses not to accept the vacancy offered, the negotiations unit employee may opt to be placed on the recall list. No probationary period.
- b) Second, if a vacancy pursuant to "a" above is not available, the negotiations unit employee will be offered the opportunity to fill a vacancy in the negotiations unit employee's immediate prior title, within his/her current operating unit first, and if nothing is available, within the operating unit at the University. If the negotiations unit employee opts not to fill a vacancy offered under this section, the negotiations unit employee may opt to be placed on the recall list or to proceed to "c" below. No probationary period.
- c) Third, if the negotiations unit employee is not placed in a vacancy pursuant to "a", or "b" above, the negotiations unit employee may bump the least senior negotiations unit employee in his/her current title at the University. If a negotiations unit employee opts not to exercise his/her bumping rights under this section, the negotiations unit employee may opt to be placed on the recall list. If the negotiations unit employee is unable to bump under this section, the negotiations unit employee may exercise rights under "d" below. Probation if a negotiations unit employee has less than ten (10) years seniority.
- d) Fourth, if the negotiations unit employee is not offered the opportunity to bump pursuant to "c" above, the negotiations unit employee may bump the least senior employee in his/her immediate prior title within his/her current operating unit first, and if nothing is available, within the operating unit at the University. If a negotiations unit employee opts not to exercise his/her bumping rights under this section, the negotiations unit employee may opt to be placed on the recall list. If the negotiations unit employee is unable to bump under this section, the negotiations unit employee may opt to be placed on the recall list. Probation if a negotiations unit employee has less than ten (10) years seniority.

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

Part-time negotiations unit employees may not bump full-time negotiations unit employees, however, they may bump other part-time negotiations unit employees at equivalent or less hours. Full-time negotiations unit employees may, however, bump part-time negotiations

unit employees. Time off benefits for full-time negotiations unit employees bumping into a part-time position will be prorated. Prior to regular negotiations unit employees being placed on the recall list, regular negotiations unit employees may be placed in a vacant temporary position. A negotiations unit employee placed into a temporary position will be benefits eligible consistent with the University guidelines and subject to applicable statutes and regulations, as may be amended from time to time. Regular negotiations unit employees who are placed into a vacancy which is a temporary position may bid on any vacant positions. When the temporary position has ended, the regular employee will be placed on the recall list for a full year based upon his/her former title.

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

## **2. Special Categories of Employees**

All regular full- or part-time negotiations unit employees shall be covered by the layoff policy regardless of salary range, consistent with the following provisions:

- a) Negotiations unit employees employed under a J-Visa shall not be eligible for coverage.
- b) Negotiations unit employees employed under an H-Visa shall have bumping rights only into the same job classification.
- c) Negotiations unit employees holding research positions may only exercise a bump into a position in his/her own department for which he/she is qualified and only if the project would not be seriously disrupted by the change in personnel. A decision by a Principal Investigator to deny a bump based upon the foregoing may be appealed by the bumping employee to the school's Research Dean. If this appeal is denied, the bumping employee may appeal to the Vice President of Research. The review process will not delay the layoff or the placement of the employee on the recall list. If a negotiations unit employee in a research position cannot bump into a position in his/her department, he/she can bump into the immediate prior title (non-research) on the Campus or be placed in the immediate prior held title (research) provided there is a vacant position and the negotiations unit employee is qualified for such position.

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

- d) Recall of Researchers –The University will maintain the resumes of research staff on the recall list at employee's request. The University will grant access to this information to appropriate staff in each research department. Principal

Investigators will be advised to review these resumes prior to filling a research vacancy.

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

### **3. Notice of Layoff and Information to the Union**

The University will provide a minimum of twenty eight (28) calendar days notice of layoff to any regular negotiations unit employee affected.

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

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

### **4. Recall Rights**

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

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

All laid off negotiations unit employees who have been employed for at least a year shall retain their rights of recall for one (1) year from the date of layoff. Should a laid off negotiations unit employee refuse a position when recalled, s/he shall be removed from the recall list. However, negotiations unit employees shall be allowed to refuse a position if

the salary of the position is greater than or equal to ten percent (10%) less than the salary of their former position. If more than one (1) negotiations unit employee in the same job title is laid off, University-wide seniority will be utilized to determine recall rights. Should a negotiations unit employee be recalled to a position on a campus other than the one they were laid off from, the negotiations unit employee has the option of refusing the position and continuing on the recall list (not to exceed one (1) year from the layoff). If the negotiations unit employee accepts the position, s/he shall not have bidding rights for a period of one (1) year.

Upon recall, a negotiations unit employee shall retain his/her original date of hire.

#### **5. Continuity of Services:**

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

#### **4.09 J-Visa and H-Visa Employees:**

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

#### **4.10 Confidential Employees:**

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

### **ARTICLE 5. WORK TIME**

#### **5.01 Normal Workday:**

For the purposes of determining the application of any non-exempt negotiations unit employee's base compensation rate, a regular non-exempt negotiations unit employee's normal workday will be either eight (8), seven and one-half (7½) or seven (7) work hours as determined by the negotiations unit employee's position, except if s/he has been approved to work an alternative work arrangement, pursuant to University policy, when implemented. This hourly rate will also be used to calculate the compensation of regular part-time negotiations unit employees. All defined workdays for non-exempt negotiations unit employees shall include rest periods as specified in section 7.14 and a scheduled meal period as specified in section 7.15.

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

**5.02 Normal Workweek:**

The workweek begins at 12:01 a.m. Saturday and ends midnight Friday.

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

**5.03 Work Schedules:**

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

Changes requested by a negotiations unit employee in his/her schedule will be considered by the University and will not be unreasonably denied.

Negotiations unit employees shall receive as much notice as possible but not less than three (3) weeks notice in writing, except in the event of an emergency, of a change in scheduled hours that requires a negotiations unit employee to work evening, night, or weekend hours on a regular basis. A negotiations unit employee's schedule shall not be changed for disciplinary reasons, however, the University reserves the right to change a negotiations unit employee's schedule if it is determined the negotiations unit employee needs closer supervision or for operational needs. Upon request, the University shall meet with the Union only to discuss the change in schedule and its impact on affected negotiations unit employees.

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

**5.04 Overtime Work: Compensatory Time Off**

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

The University shall give non-exempt negotiations unit employees as much advance notice as possible relative to the scheduling of overtime.

Compensatory time off for exempt negotiations unit employees shall be in accord with current University policy and Article 6.02.

**5.05 Weekend Defined:**

A weekend shall be defined as Saturday and Sunday for all negotiations unit employees.



**5.06 Staffing – State of Emergency Policy:**

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

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

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

**ARTICLE 6. MONETARY BENEFITS: TIME WORKED**

**6.01 Definitions**

**A. BASE PAY:**

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

**B. REGULAR PAY:**

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

**6.02 Premium Compensation Rate - Overtime Work:**

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

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

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

**6.03 Pay Period:**

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

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

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

**6.04 Salary Increase Date:**

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

**6.05 Daylight Saving Time:**

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

**ARTICLE 7. MONETARY BENEFITS: TIME NOT WORKED**

**7.01 Standard Day:**

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

## 7.02 Holiday Designation:

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

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

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

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

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

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

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

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

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

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

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

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

**7.03 Holiday Entitlement:**

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

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

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

**7.04 Holiday Pay:**

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

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

**7.05 Vacation Amount and Accruals:**

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

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

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

## **Professional Staff**

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

## **Registered Nurses**

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

A negotiations unit employee will be paid for vacation at the negotiations unit employee's base rate of pay.

### **7.06 Vacation Entitlement:**

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

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

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

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

### **7.07 Vacation Scheduling:**

The vacation period will be the entire year. The negotiations unit employee will, subject to the University's operating requirements, have his/her choice of vacation time; it being recognized, however, that vacations must be scheduled by the University in a manner designed to ensure the effective and efficient operation of the University, including staffing needs. No part of a negotiations unit employee's scheduled vacation may be charged to sick time except that if a negotiations unit employee becomes hospitalized for any portion of that vacation and wishes to have the time hospitalized charged to sick time, he/she must

notify his/her department head as soon as possible and request the use of accumulated sick time. Such notifications and requests may be made by telephone, email or letter, but if by phone, should be confirmed by email or letter. No sick time will be credited unless supporting medical evidence verifying the hospitalization is presented by the negotiations unit employee upon return to work.

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

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

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

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

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

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

**7.08 Sick Leave; Entitlement and Amount:**

All negotiations unit employees shall accrue sick days on the basis of one (1) day per month.

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

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

**7.09 Sick Leave; Notice and Pay:**

A negotiations unit employee will be paid for sick leave at the negotiations unit employee's base rate of pay.

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

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

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

Whenever a regular negotiations unit employee retires, except a negotiations unit employee who elects deferred retirement, pursuant to the provisions of a state administered retirement system and has to his/her credit any accrued sick leave, s/he shall be compensated for such accrued sick leave as follows: The supplemental compensation amount payment shall be computed at the rate of one-half (1/2) of the eligible negotiations unit employee's daily rate of pay for each day of unused accumulated sick pay accruals based upon the average annual base rate of compensation received during the last year of his/her employment prior to the effective date of his/her retirement provided however that no lump sum supplemental compensation payment shall exceed fifteen thousand (15,000.00) dollars.

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

**7.10 Leave for Death or Serious Illness in Immediate Family:**

At the time of a death of a family member, up to three consecutive work days off with pay will be granted to negotiations unit employees provided they are scheduled to work those days, and provided sick leave or other paid leave is accumulated to the credit of the negotiations unit employee and is so charged. In exceptional situations, the time limit may be extended at the discretion of the University. The University's decision to grant or deny

additional time off under this article shall not be subject to the grievance/arbitration provisions of Article 14.

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

In cases where the death of a brother-in-law, sister-in-law, aunt or uncle, niece or nephew occurs, up to one calendar day off with pay will be granted provided vacation, personal, or comp time is accumulated to the negotiation unit employee and is so charged. In the event no such paid time off is available, the time off to attend the funeral services shall be unpaid.

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

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

**7.11 Jury Duty Leave Amount:**

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

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

The receipt of a notice to report for jury duty must be reported immediately to the negotiations unit employee's supervisor.

**7.12 Jury Duty Leave Procedure:**

The negotiations unit employee shall notify his/her supervisor immediately of his/her requirement for this leave, and subsequently furnish evidence that he/she performed the duty for which the leave was requested.

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

**7.13 Court Appearance:**

Negotiations unit employees shall be granted necessary time off, at the negotiations unit employee's base rate of pay, when s/he is summoned to testify at depositions or in court, on



any matter arising within the negotiations unit employee's scope of employment at the University. The negotiations unit employee shall immediately report receipt of any subpoena or court order related to his/her employment at the University to the University's General Counsel and to his/her supervisor.

**7.14 Rest Periods:**

A non-exempt negotiations unit employee shall be entitled to a fifteen (15) minute rest period during each four (4) consecutive hours of the work shift. Such rest periods are not cumulative.

**7.15 Meal Period:**

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

**ARTICLE 8. LEAVES OF ABSENCE**

**8.01 Basis and Amount:**

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

**8.02 Procedure:**

**A. Family and Medical Leave:**

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

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

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

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

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

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

B. Military Leave:

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

C. Workers' Compensation:

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

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

D. Personal Leave:

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

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

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

E. Union Leave:

Any Union member who runs for and is selected to a statewide HPAE Officer position (President, Vice President, and Secretary-Treasurer) shall be granted an unpaid leave of

absence for a period of three (3) years. If the negotiations unit employee is able to return within or at the conclusion of this leave the negotiations unit employee shall be entitled to work in a substantially equivalent position without loss of seniority. The rate of pay shall include any raises the negotiations unit employee would have received had s/he not been on the leave, but shall not include any step increases. Negotiations unit employees' eligibility to participate in the SHBP shall be subject to the terms and conditions of the SHBP.

The negotiations unit employee shall confirm his/her return date to work in writing at least three (3) months prior to returning to work.

F. New Jersey SAFE Act

The University will comply with the New Jersey SAFE Act to the extent applicable.

G. Return from Leave:

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

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

**8.03 Leave of Absence, Limitations:**

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

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

**9.01 State Health Benefits and Prescription Drug:**

1. The State Health Benefits Program (hereafter referred to as "SHBP") is applicable to negotiations unit employees covered by this contract. Benefits and coverage provided under the SHBP shall conform to the requirements of P.L. 2011, c.78, section 47, N.J.S.A. 52:14-17.29. It is agreed that, as part of the SHBP, the State shall continue the Prescription Drug Benefits Program during the period of this Agreement. The Prescription Drug Benefits Program may be modified by the State Health Benefits Design Committee (hereafter referred to as "the Committee"), in accordance with P.L. 2011, c. 78. The Committee shall provide to negotiations unit employees the option to select one of at least three levels of coverage each for family, individual, individual and spouse, and individual and dependent, or equivalent categories, for each plan offered by the program differentiated by out of pocket costs to employees including co-payments and deductibles. Pursuant to

P.L. 2011, c. 78, the Committee has the sole discretion to set the amounts for maximums, co-pays, deductibles, and other such participant costs for all plans in the program and has the sole discretion to determine the plan design, plan components and coverage levels under the program. The premium rate for each plan is then established by the State Health Benefits Commission.

2. Effective July 1, 2003, new hires are not eligible for enrollment in the Traditional Plan. The Traditional Plan and the NJ plus POS have been abolished.
3. Medicare Reimbursement: Effective January 1, 1996, consistent with law, the State will no longer reimburse active negotiations unit employees or their spouses for Medicare Part B premium payments.
4. Effective January 1, 2020, the new NJ Direct/NJ Direct 2019 will be the only PPO Plan available to negotiations unit members.

#### **9.02 Contributions Towards Health and Prescription Benefits:**

1. Negotiations unit 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 negotiations unit employee and any dependent provided under the SHBP at the level established by the grid pursuant to section 39 of P.L. 2011, c. 78 Effective January 1, 2020, contribution rates for the available plans can be located on the official website of the State of New Jersey Department of Treasury, Division of Pension and Benefits. The homepage is available at <https://www.state.nj.us/treasury/pensions>.
2. The amount payable by any negotiations unit employee pursuant to section 39 of P.L. 2011 c. 78 under this subsection shall not under any circumstance be less than the 1.5 percent of base salary that is provided for in subsection c. of section 6 of P.L. 1996, c.8 (C.52:14-17.28b).
3. A negotiations unit employee who pays contributions required under section 40(a) of P.L. 2011 c. 78 shall not also be required to pay the contribution of 1.5 percent of base salary under subsection c. of section 6 of P.L. 1996, c.8 (C. 52:14-12.28b).
4. The contribution shall apply to negotiations unit employees for whom the employer has assumed a health care benefits payment obligation, to require that such negotiations unit employees pay at a minimum the amount of contribution specified in this section for health care benefits coverage.
5. The parties agree that should a negotiations unit employee voluntarily waive all coverage under the State Health Benefits Plan ("SHBP") and provide a certification to the State that he or she has other health insurance coverage, the State will waive the contribution for that negotiations unit employee.

6. A negotiations unit 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 negotiations unit employee fails to make timely payment of these contributions.
7. Active negotiations unit employees will be able to use pre-tax dollars to pay contributions to health benefits under a Section 125 premium conversion option. All contributions will be made by deductions from pay.

**9.03 Dental Plan:**

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

**9.04 Life Insurance Program:**

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

**9.05 Pension:**

The University is a participant in the Public Employees Retirement System and the Alternate Benefits Program. Eligibility for participation by negotiations unit employees and benefits are governed by statute and Rules and Regulations promulgated thereunder and administered exclusively by the New Jersey Division of Pensions and Benefits. A description of the PERS

Program or Alternate Benefits Program can be obtained from the Division of Pension and Benefits' website, <https://www.state.nj.us/treasury/pensions/>.

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

**9.06 Health Insurance in Retirement:**

1. Those negotiations unit employees who had 20 or more years of creditable service on June 28, 2011, and who accrue 25 or more years of pension credit and retire or retire on a disability retirement on or after July 1, 2011, will contribute 1.5% of the monthly retirement allowance toward the cost of post-retirement medical benefits as is required under law. For the duration of this contract or until such time as different contribution levels are mandated through legislation or until a change is otherwise made in accordance with the New Jersey Employer-Employee Relations Act after the expiration of this contract, those negotiations unit employees who had fewer than 20 years of creditable service on June 28, 2011, and who accrue 25 or more years of pension credit and retire or retire on a disability retirement on or after July 1, 2011, will, for the duration of their retirement, contribute toward the cost of post-retirement medical benefits in accordance with the grid established by P.L. 2011, c. 78. In accordance with P.L. 2011, c.78, the Retiree Wellness Program no longer applies to negotiations unit employees who accrue 25 years of pension credit or retire on a disability retirement on or after July 1, 2011.
2. The State agrees to assume, upon retirement, the full cost of the Health Benefits coverage for eligible negotiations unit employees and their dependents including the cost of charges under the Part B of the Federal Medicare Program for eligible negotiations unit employees and their spouses, but not including survivors, for negotiations unit employees who accrue 25 years of pension credit service, as provided under the State plan, by July 1, 1997, and those negotiations unit employees who retire on disability on the basis of fewer years of pension credit in the State plan by July 1, 1997.
3. Negotiations unit employees who accrue 25 years of pension credit service after June 30, 2007, and before June 30, 2011, will be eligible to receive post-retirement medical benefits ("PRM") in accordance with applicable law in effect at that time. Such negotiations unit employees will be eligible to participate in the applicable PPO or HMO and will pay 1.5% of pension benefit as a contribution to the cost of PRM, but such contribution shall be waived if the retiree participates in the Retiree Wellness program. Participation shall mean that the retiree completes the designated HRA form at the time of retirement, participates in the annual health assessment, and participates in any individualized health counseling, follow-up, or program developed for that individual. There shall be an annual verification from the appropriate person at the Retiree Wellness Program in which the retiree is participating.
4. Negotiations unit employees who attain 25 years of service on or after July 1, 1997 or retire on a disability retirement on or after that date shall receive Medicare Part

B reimbursement after retirement up to a cap of \$46.10 per month per eligible employee and the employee's spouse. Negotiations unit employees hired on or after July 1, 1995, will not receive any reimbursement for Medicare Part B after retirement.

5. Negotiations unit employees who elect deferred retirement are not entitled to health benefits under this provision.
6. Violations of this provision are not subject to the grievance/arbitration procedures of this Agreement. The Union and negotiations unit employees do not waive any other legal rights they have to enforce the provisions of this Article.

## ARTICLE 10. MONETARY BENEFITS MISCELLANEOUS

### 10.01 Terminal Benefits:

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

- a) Twenty eight (28) days notice or compensation at the negotiations unit employee's regular compensation rate to the extent such notice is deficient.
- b) Accrued but unpaid vacation and compensation time to the negotiations unit employee's termination date.

### 10.02 Resignation:

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

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

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

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

### 10.03 Shift Differential:

Effective July 1, 2016 the shift differential for all non-exempt negotiations unit employees will be 0.25.

Shift differential will be paid to negotiations unit employees for complete shifts only. To be eligible for a shift differential, a negotiations unit employee must work half or more of

his/her regularly scheduled hours after 3:00 p.m. or before 6:00 a.m. Shift differentials are not considered to be a part of a negotiations unit employee's regular compensation rate.

**10.04 Experience - Rehire:**

A negotiations unit employee who leaves the University in good standing and is rehired in the same job title within one (1) year of his/her date of separation shall be placed at the same range and step as when s/he left.

**10.05 Continuing Education:**

A negotiations unit employee may request in writing to his/her supervisor, permission to participate in work-related educational workshops, seminars, conferences and/or conventions. The University will make a reasonable effort to approve such participation.

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

Negotiations unit employees shall be allowed to complete mandatory, University web-based courses, during regular work hours.

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

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

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

**10.06 Tuition Refund:**

- A. Negotiations unit employees shall be covered by the University's HPAE Tuition Waiver Program and Tuition Scholarship for Dependents, Spouse, Domestic or Civil Union Partner, and any revisions thereto.
- B. However, a negotiations unit employee receiving the tuition refund benefits (pursuant to the parties' prior collective negotiations agreement, which expired September 30, 2014) toward a degree as of the date this Agreement is ratified may continue to do so until either this Agreement expires or s/he seeks tuition refund through the University's HPAE Tuition Waiver Program, whichever comes first.

**10.07 Education Differential for Registered Professional Nurses:**

- A. The certification differential will be one dollar and seventy-five cents (\$1.75) per hour. Documentation of certification must be updated by the end of November of



each year. If documentation is not updated, payment of the certification differential will be discontinued in January. In each year paid, a registered professional nurse shall receive, if certified, payment for only one (1) certification. A registered professional nurse's certification must be nationally recognized and related to the registered professional nurse's specialty practice.

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

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

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

#### **10.08 Uniform Allowance:**

*This section applies only to professional staff.*

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

FY2019	500
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Part-time professional staff will receive an annual uniform allowance equal to one half (½) of the applicable uniform allowance in the fiscal year.

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

#### **10.09 On-Call:**

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

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

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

**10.10 Travel Pay:**

Negotiations unit employees who use their cars for business purposes shall be reimbursed at the then current IRS rate.

**ARTICLE 11. HEALTH AND SAFETY**

**11.01 Health Examination:**

If necessary, the University will provide to each negotiations unit employee a physical examination at the time of employment at no cost to the negotiations unit employee. Thereafter, an annual examination will be provided if required by the appropriate accrediting authority, by the University, or by statute.

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

**11.02 Employer Obligation:**

- A. The University will observe and comply with all local, state, and federal health and safety laws and regulations, and shall make reasonable provisions for the safety and health of its staff, free of recognized hazards.
- B. The University agrees to provide adequate and regularly maintained sanitary facilities for negotiations unit employees' use. Each negotiations unit employee will maintain acceptable standards of personal hygiene and cleanliness in accordance with the requirements of the job.
- C. A negotiations unit employee must report incidents of unsafe and/or unhealthful conditions to his/her supervisor immediately. The University shall respond in a timely manner to all health and safety problems reported by the Union and/or negotiations unit employees.
- D. The University will provide safety devices for negotiations unit employees when deemed appropriate by the University or as required by law. Affected negotiations unit employees shall receive appropriate in-service training on new safety equipment, devices, and materials.
- E. The University shall, upon request, provide the Union with the results of all health and safety inspections of the facilities of the University. The University shall notify the Union of all such inspections where the inspections were initiated as a result of a Union/negotiations unit employee complaint and/or grievance. The University will also notify the Union in cases where on-going health and safety hazards which may affect the HPAE Union membership are discovered.

- F. The University and HPAE agree to discuss problems concerning health and safety in the regularly scheduled Labor - Management meetings. Upon request, the University and the Union will meet to address any emergency or pressing issues on an as needed basis. Should the University establish a Labor-Management Health and Safety Committee, the union will have the right to one (1) representative on that committee. Any recommendations concerning improvement or modification of health and safety conditions shall be reported to the health and safety committee.
- G. In the interest of maximizing safety and negotiations unit employees' well-being, the University and the HPAE agree that the views and recommendations of the negotiations unit employees will be heard and considered in the decision-making process within the University. In furtherance of this goal, the University agrees that representatives of HPAE shall be a part of Labor-Management Committees, if established, that are developed to discuss strategies and identify solutions that would address issues concerning safe patient handling, ergonomics, violence prevention, needle safety, and protective equipment and clothing. In the event the University establishes any such committees, the Union will have the right to one (1) representative on each Committee. Should more representatives be interested in participating in a Committee, such requests shall be made to the Chair of the Committee, and will not be unreasonably denied.

## ARTICLE 12. EMPLOYEE FACILITIES

### 12.01 Parking:

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

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

## ARTICLE 13. NO STRIKE/NO LOCKOUT

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

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

## ARTICLE 14. DISCIPLINE & GRIEVANCE PROCEDURE

### 14.01 Definition:

Discipline shall mean official written warning/reprimand, suspension without pay, disciplinary demotion or discharge from employment at the University. Dismissal from employment or demotion based upon a layoff or operational changes made by the University shall not be construed to be discipline. A counseling, although in writing, is not to be

punitive or considered discipline and shall not be placed in the negotiations unit employee's central personnel file. Counseling notice is part of the performance improvement process and is an opportunity for management to constructively discuss with a negotiations unit employee observations made about performance or behavior that is impacting productivity or office morale. Upon the mutual consent of the negotiations unit employee and his/her supervisor, a union representative may be present.

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

Suspensions without pay of three (3) or more days, written warnings/reprimands in lieu of a suspension of three (3) or more days, disciplinary demotions or discharge from employment shall be subject to arbitration as specified in the grievance procedure set forth in Article 14.02, except that discipline imposed for time-and attendance violations shall not be arbitrable. However, in the event a non-exempt negotiations unit employee receives a suspension without pay for two (2) days or less, such discipline shall not be arbitrable. No other disciplinary actions shall be subject to arbitration.

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

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

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

shall be clearly stated that the negotiations unit employee's signature does not imply agreement.

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

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

#### **14.02 Grievance Procedure:**

##### **A. Definition**

A grievance is defined as:

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

##### **B. Purpose**

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

##### **C. General Provision**

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

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

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

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

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

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

#### **D. Preliminary Informal Procedure**

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

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

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

#### **E. Formal Steps**

##### Step One:

The grievance shall be reduced to writing and submitted to the department head and Office of Labor Relations within fourteen (14) calendar days, excluding holidays, from the date upon which the negotiations unit employee first gained or should reasonably have gained knowledge of the alleged violation of the Agreement or policy took place. The grievance

shall be signed by the grievant and/or Union representative, and shall set forth the nature of the dispute, the relief sought and the specific provisions of the Agreement/policy alleged to have been violated.

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

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

Step Two:

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

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

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

This provision shall not apply to:

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

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

### Step Three, Arbitration:

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### ARTICLE 15. NON-DISCRIMINATION

Neither the University nor the Union will discriminate against any employee or applicant for employment, including harassment, in any matter relating to employment because of race, color, creed, national origin, ancestry, nationality, religion, sex (including pregnancy), familial status, physical or mental disability, including perceived disability, AIDS and HIV status, political affiliation, marital status, civil union or domestic partnerships, sexual orientation, age, genetic information, or liability for service in the Armed Forces of the United States of America. Neither the University nor the Union will discriminate against any employee because the employee is or is not a member of the Union, or because the employee has filed any complaints or grievances with the University or the Union.

#### ARTICLE 16. MANAGEMENT RIGHTS

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

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

#### ARTICLE 17. SUB-CONTRACTING SERVICES

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

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

#### ARTICLE 18. SUCCESSORSHIP

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

#### ARTICLE 19. LABOR-MANAGEMENT COMMITTEE

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

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

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

## ARTICLE 20. WAGES

### **Compensation Plan:**

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

1. A system of position classification with appropriate position description.
2. Job descriptions for all HPAAE positions which are in the database shall be provided to the HPAAE within one month of ratification of this Agreement. Other current job descriptions shall be provided as they become available or as requested by the Union.
3. A salary range with specific minimum and maximum rates and intermediate merit incremental steps therein for each position, if applicable.
4. Regulations governing the administration of the plan, including an Employee Performance Evaluation.
5. The authority, method and procedures to effect modifications as such are required. It is agreed that during the term of this Agreement, July 1, 2019 to June 30, 2023, the following salary and fringe benefit improvement shall be provided to eligible negotiations unit employees in the unit within the applicable policies and practice of the University and in keeping with the conditions set forth herein.

### **Wage Program**

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

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

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

- Effective the first full pay period after October 1, 2019, there will be a two percent across-the-board increase to each step on the applicable salary scale.

- Except as stated below, employees hired prior to July 1, 2018 will move one step on the applicable salary scale appended to this Agreement for fiscal year 2020, which will be effective the first full pay period after July 1, 2019. There will not be any retroactive payment to any employee as a result of this move on the salary scale.
- Effective the first full pay period after July 1, 2020, there will be a two percent across-the-board increase to each step on the applicable salary scale.
- Except as stated below, employees hired prior to July 1, 2019 will move one step on the applicable salary scale appended to this Agreement for fiscal year 2021, which will be effective the first full pay period after July 1, 2020.
- Effective the first full pay period after July 1, 2021, there will be a two percent across-the-board increase to each step on the applicable salary scale.
- Except as stated below, employees hired prior to July 1, 2020 will move one step on the applicable salary scale appended to this Agreement for fiscal year 2022, which will be effective the first full pay period after July 1, 2021.
- Effective the first full pay period after April 1, 2022, there will be a two percent across-the-board increase to each step on the applicable salary scale.
- Except as stated below, employees hired prior to July 1, 2021 will move one step on the applicable salary scale appended to this Agreement for fiscal year 2023, which will be effective the first full pay period after July 1, 2022.

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

There shall be no step movement after fiscal year 2023 for any employee, subject to future negotiations of a successor agreement.

### **Lump-Sum Payments**

- Collective negotiations employees who have completed at least 24 months at the top step in their current title/range on or before October 1, 2021 and who remain in that same title/range as of October 1, 2021 shall receive a \$750 lump-sum payment so long as the employees are actively employed on the date the payment is made. In addition, collective negotiations employees who have completed at least 36 months of service at the top step in that same title/range as of October 1, 2021 shall receive an additional \$250 lump-sum payment so long as the employees are actively employed on the date the payment is made. Part-time collective negotiations employees, if any, shall be eligible for a pro rata lump-sum payment. The aforementioned lump-sum payments shall not be included in base salary.

- Collective negotiations employees who have completed at least 24 months at the top step in their current title/range on or before October 1, 2022 and who remain in that same title/range as of October 1, 2022 shall receive a \$750 lump-sum payment so long as the employees are actively employed on the date the payment is made. Part-time collective negotiations employees, if any, shall be eligible for a pro rata lump-sum payment. The aforementioned lump-sum payment shall not be included in base salary.

Contract expires June 30, 2023.

**Staff Nurse Per Diems:**

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

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

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

**Advance Practice Nurses Only:**

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

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

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

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

**ARTICLE 21. SAVINGS CLAUSE**

If any provision of this Agreement shall conflict with any Federal or State law, or has the effect of eliminating or making the State ineligible for 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. Upon

request of either party, the University and the Union agree to meet and renegotiate any provision so affected, as permitted by law.

#### ARTICLE 22. WORKPLACE DEMOCRACY ENHANCEMENT ACT

The University and the Union agree to meet and discuss any changes that were made to this Agreement to comply with the Workplace Democracy Enhancement Act should the obligation imposed upon the State and/or University change with any revisions to the WDEA. Subject to Article 21: Savings Clause, upon agreement between the University and the Union, those applicable sections of the agreement shall be amended, rescinded, repealed, or otherwise changed concomitantly with any revision to the WDEA. Any agreement shall be reduced to writing and signed by both parties.

#### ARTICLE 23. EFFECTIVE DATE AND DURATION

This Agreement, except as otherwise stated shall be effective on July 1, 2019 and shall remain in effect through June 30, 2023.


This Agreement shall remain in full force and effect from the date of execution thereof through June 30, 2023. Henceforth, the Agreement shall automatically be renewed from year to year thereafter, unless either party shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Such notice shall be given to the other party in writing no later than February 1, 2023 or February 1 of any subsequent year for which this Agreement was automatically renewed. Official notice to the State shall be made, in writing, to the Director of the Governor's Office of Employee Relations, State of New Jersey, 240 West State Street, 16th Floor, P.O. Box 228, Trenton, New Jersey 08625. Official notice to HPAA shall be made in writing to the President of HPAA, Health Professionals and Allied Employees, AFT/AFL-CIO, 110 Kinderkamack Road, Emerson, New Jersey 07630.

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

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

  
Yvonne D. Catley, Deputy Director, Governor's  
Office of Employee Relations


  
Kenneth Kuerzi, Esq., Assistant Vice President  
Labor Relations

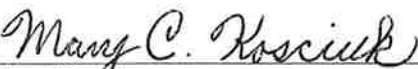
  
Philip J. Mesisca, M.B.A., C.M.P.E., Chief  
Operating Officer

Date: Feb 13, 2020

**Health Professionals and Allied Employees,  
AFT/AFL-CIO**

  
Debbie White  
HPAE President

  
Kristen Hicks

  
Mary Kosciuk

  
Dana Weiss

  
Deborah Cruz

  
Sheila Lewis

Date: 2/19/2020



## APPENDIX A: LIST OF UNIVERSITY OPERATING UNITS

For the purposes of Article 4.08, University Operating Units are defined as follows:

Unit	Organization Code
Academic & Student Affairs	V0501, V0502, V0503, V0601
CARES Institute	V1502
Compliance - Stratford	V0103
Deans Office	V0101
Department of Geriatric & Gerontology/NHSA	V1110
Department of Obstetrics Gynecology	V1801, V1803, V1804, V1802
Department of Pathology	V1301, V1303
Department of Surgery	V1401, V1403
Department of Cell Biology	V0201
Department of Family Medicine	V1701, V1704, V1708, V1709, V1711, V1713, V1714
Department of Medicine	V1601, V1607, V1610
Department of Molecular Biology	V0301
Department of Pediatrics	V1501
Department of Psychiatry	V1201, V1203
Facilities & Operations - Stratford	V0102, V0104, V0105, V0107, V0108
Faculty Practice Administration	V0790, V0795, V0801, V0803, V0804
Financial Services - Stratford	V0802, V0805
GME & House Staff	V0603, V0606
Human Resources - Stratford	V0807
Internal Audit - Stratford	V0808
IRT - Stratford	V0602, V0605, V0613, V0614
Health Sciences Library - Stratford	V0604
NeuroMusculoskeletal Institute (NMI)	V0901, V1702, V1705, V1901
Offices of the Sr. Associate Dean for Research & QSBS	V0203, V0300, V0402, V0403
Research Administration/Grants & Contracts - Stratford	V0401, V0806, V0809
Student Financial Services - Stratford	V0505
University Relations - Stratford	V0110, V0701

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

## APPENDIX B: SCALE WS GUIDELINES

### **Guidelines – Scale WS Placement:**

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

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

### **\*Experience Definition:**

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

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

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

# APPENDIX C: SALARY SCHEDULES

## HFAE SALARY SCHEDULE WK OCTOBER 2019 FY20

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-15hrs	18,3929	18,8002	19,1753	19,5719	19,9578	20,3222	20,7188	21,1154	21,4905	21,8764	22,2622	22,6374	23,0233	23,4091	23,7843	24,1701	24,5453	24,9419	25,3492	25,7457
12-17.5hrs	17,1710	17,5461	17,9105	18,2643	18,6501	18,9931	19,3575	19,7327	20,0864	20,4294	20,7938	21,1582	21,5120	21,8764	22,2301	22,5838	22,9589	23,3341	23,6985	24,0737
12-40hrs	16,0884	16,4636	16,8065	17,1174	17,4711	17,8034	18,1249	18,4679	18,8109	19,1646	19,4754	19,8184	20,1400	20,4937	20,8474	21,1690	21,4905	21,8121	22,1336	22,4552
13-15hrs	19,1753	19,5826	20,0006	20,3758	20,8153	21,1904	21,5870	22,0050	22,4016	22,8196	23,2483	23,6235	24,0308	24,4381	24,8240	25,2527	25,6600	26,0673	26,4853	26,9033
13-17.5hrs	17,9105	18,2750	18,6823	19,0467	19,4219	19,8077	20,1614	20,5366	20,9546	21,3190	21,7049	22,0800	22,4445	22,8303	23,2269	23,5806	23,9558	24,3416	24,7168	25,1348
13-40hrs	16,8065	17,1281	17,4925	17,8462	18,1999	18,5537	18,8966	19,2611	19,6469	19,9792	20,3222	20,6652	21,0296	21,3833	21,7585	22,1015	22,4445	22,8196	23,1947	23,5592
14-15hrs	20,0006	20,4723	20,9867	21,3297	21,7049	22,1122	22,5088	22,9589	23,3984	23,8057	24,2237	24,6525	25,0919	25,5207	25,9172	26,3567	26,7962	27,2678	27,7179	28,1896
14-17.5hrs	18,6823	19,0681	19,4433	19,8506	20,2365	20,6438	21,0725	21,4584	21,8442	22,2301	22,6160	23,0447	23,4413	23,8486	24,2344	24,6203	25,0062	25,4135	25,8208	26,2388
14-40hrs	17,4925	17,8570	18,2214	18,6072	18,9824	19,3468	19,7327	20,0971	20,4723	20,8474	21,2011	21,5763	21,9514	22,3158	22,6803	23,0661	23,4413	23,8164	24,2023	24,5881
15-15hrs	20,8474	21,2869	21,7370	22,1638	22,5945	23,0661	23,5163	23,9665	24,4059	24,8240	25,2848	25,7243	26,1852	26,6139	27,0427	27,5143	27,9537	28,3932	28,8434	29,3150
15-17.5hrs	19,4433	19,8720	20,2900	20,7081	21,1261	21,5441	21,9621	22,3694	22,7874	23,2269	23,6128	24,0415	24,4488	24,8454	25,2848	25,7029	26,1423	26,5603	27,0105	27,4929
15-40hrs	18,2214	18,6501	19,0145	19,4004	19,7970	20,1721	20,5580	20,9867	21,3512	21,7585	22,1336	22,5088	22,9268	23,3234	23,6985	24,0951	24,5024	24,9204	25,3492	25,7672
16-15hrs	21,7370	22,2087	22,6695	23,1626	23,6128	24,0737	24,5346	25,0062	25,4778	25,9494	26,4424	26,8926	27,3749	27,8251	28,2967	28,7576	29,2185	29,7116	30,1832	30,6548
16-17.5hrs	20,2900	20,7295	21,1690	21,6084	22,0586	22,4659	22,9161	23,3662	23,8057	24,2452	24,6739	25,1241	25,5635	26,0030	26,4424	26,8497	27,2892	27,7179	28,1681	28,6183
16-40hrs	19,0145	19,4219	19,8399	20,2472	20,6545	21,0725	21,4798	21,8978	22,3051	22,7017	23,1304	23,5270	23,9343	24,3523	24,7489	25,1884	25,5957	26,0030	26,3996	26,8176
17-15hrs	22,6695	23,1733	23,6449	24,1380	24,6203	25,1348	25,6386	26,1316	26,5925	27,0856	27,5893	28,0824	28,5861	29,0685	29,5722	30,0546	30,5476	31,0407	31,5337	32,0482
17-17.5hrs	21,1690	21,6299	22,0907	22,5516	23,0233	23,4734	23,9343	24,3845	24,8240	25,3063	25,7565	26,2388	26,6890	27,1499	27,6215	28,0824	28,5433	28,9827	29,4650	29,9367
17-40hrs	19,8399	20,2686	20,6973	21,1368	21,5763	22,0050	22,4230	22,8732	23,3127	23,7414	24,1701	24,5881	25,0169	25,4563	25,8851	26,3245	26,7533	27,1713	27,6215	28,0609
18-15hrs	23,6449	24,1701	24,6632	25,1991	25,7029	26,2388	26,7533	27,2785	27,7930	28,3075	28,8112	29,3150	29,8509	30,3761	30,8799	31,3837	31,9089	32,4233	32,9378	33,4630
18-17.5hrs	22,0907	22,5731	23,0661	23,5270	24,0094	24,4810	24,9633	25,4563	25,9387	26,4317	26,9033	27,4071	27,8787	28,3610	28,8434	29,3257	29,8402	30,3440	30,8477	31,3622
18-40hrs	20,6973	21,1582	21,6084	22,0693	22,4980	22,9804	23,4198	23,8700	24,2988	24,7489	25,2313	25,6814	26,1423	26,5711	27,0105	27,4929	27,9323	28,3718	28,8219	29,2828
19-15hrs	24,6632	25,2313	25,7886	26,3245	26,8605	27,4178	27,9323	28,4897	29,0363	29,5830	30,1189	30,6548	31,1907	31,7481	32,2840	32,8199	33,3559	33,9132	34,4491	34,9958
19-17.5hrs	23,0661	23,5699	24,0629	24,5667	25,0919	25,5957	26,0995	26,5925	27,1070	27,6322	28,1252	28,6290	29,1328	29,6580	30,1403	30,6548	31,1586	31,6945	32,2304	32,7771
19-40hrs	21,6084	22,0800	22,5516	23,0340	23,4949	23,9772	24,4595	24,9204	25,3813	25,8636	26,3460	26,8176	27,2999	27,7715	28,2539	28,7362	29,1971	29,7116	30,2153	30,7191
20-15hrs	25,7886	26,3460	26,9033	27,4821	28,0395	28,6076	29,1757	29,7652	30,3440	30,9013	31,4801	32,0482	32,6270	33,1736	33,7417	34,3312	34,9100	35,4781	36,1212	36,7107
20-17.5hrs	24,0629	24,5989	25,1669	25,6707	26,1959	26,7211	27,2678	27,7823	28,3182	28,8434	29,4007	29,9259	30,4619	30,9764	31,5123	32,0696	32,6056	33,1415	33,6988	34,2884
20-40hrs	22,5516	23,0554	23,5485	24,0522	24,5560	25,0705	25,5635	26,0566	26,5496	27,0320	27,5464	28,0395	28,5433	29,0363	29,5401	30,0331	30,5262	31,0407	31,5766	32,1232
21-15hrs	26,9033	27,5143	28,1145	28,7040	29,2936	29,9152	30,5155	31,0943	31,7052	32,2947	32,8950	33,4845	34,0954	34,6849	35,2852	35,8747	36,4856	37,1073	37,7183	38,4042
21-17.5hrs	25,1669	25,7029	26,2602	26,7962	27,3749	27,9216	28,4897	29,0363	29,6151	30,1617	30,7191	31,2550	31,8338	32,4019	32,9807	33,5059	34,0740	34,6099	35,1673	35,7246
21-40hrs	23,5485	24,0737	24,6096	25,1241	25,6386	26,1638	26,6890	27,2249	27,7608	28,2860	28,7898	29,3150	29,8616	30,3761	30,8799	31,4158	31,9732	32,4984	33,0450	33,6024
22-15hrs	28,1145	28,7362	29,3471	29,9795	30,6119	31,2336	31,8767	32,5412	33,1522	33,7846	34,3955	35,0172	35,6496	36,2927	36,9144	37,5361	38,1577	38,8008	39,4547	40,1406
22-17.5hrs	26,2602	26,8176	27,4285	27,9966	28,5969	29,1864	29,7866	30,3654	30,9228	31,5230	32,1232	32,7020	33,2808	33,8811	34,4599	35,0494	35,6389	36,2606	36,8608	37,4932
22-40hrs	24,6096	25,1777	25,7029	26,2602	26,8069	27,3749	27,9109	28,4575	28,9827	29,5508	30,0867	30,6441	31,1907	31,7588	32,2947	32,8306	33,3773	33,9668	34,5349	35,1137
23-15hrs	29,8616	30,5262	31,2014	31,8874	32,5734	33,2272	33,9346	34,5778	35,2530	35,9176	36,5928	37,2574	37,9434	38,6186	39,2832	39,9370	40,6230	41,3197	42,0056	42,7345
23-17.5hrs	27,9109	28,5325	29,1435	29,7866	30,4083	31,0299	31,6731	32,2840	32,9164	33,5273	34,1705	34,8136	35,4138	36,0569	36,6893	37,3110	37,9434	38,5865	39,2403	39,8941
23-40hrs	26,1530	26,7211	27,3106	27,9109	28,5004	29,0685	29,6901	30,2689	30,8477	31,4372	32,0482	32,6270	33,1844	33,7953	34,3848	34,9743	35,5531	36,1855	36,7858	37,3967
24-15hrs	31,2014	31,9089	32,6270	33,3130	34,0311	34,7385	35,4245	36,1855	36,8822	37,5682	38,2649	38,9938	39,6583	40,3872	41,0839	41,7806	42,5201	43,2276	43,9564	44,7067

24-37 Shrs	29.1435	29.8080	30.4619	31.1050	31.7802	32.4233	33.0772	33.7524	34.4170	35.0708	35.7246	36.3892	37.0430	37.6861	38.3614	39.0259	39.6583	40.3550	41.0303	41.7270
24-40hrs	27.3106	27.9323	28.5433	29.1435	29.7973	30.4083	30.9978	31.6302	32.2304	32.8628	33.4845	34.1169	34.7278	35.3280	35.9497	36.5821	37.2145	37.8254	38.5007	39.1331
25-35hrs	32.6270	33.3451	34.1061	34.8564	35.5853	36.3356	37.0644	37.8040	38.5757	39.3153	40.0120	40.7837	41.5126	42.2522	43.0132	43.7420	44.4709	45.2319	46.0036	46.7754
25-37 Shrs	30.4619	31.1371	31.8443	32.5520	33.2165	33.9454	34.6099	35.3066	35.9926	36.7000	37.3753	38.0720	38.7580	39.4439	40.1406	40.8481	41.5555	42.2522	42.9917	43.7206
25-40hrs	28.5433	29.1971	29.8724	30.5155	31.1586	31.8124	32.4341	33.0879	33.7524	34.4063	35.0279	35.6818	36.3356	37.0108	37.6432	38.2971	38.9402	39.6047	40.2907	40.9552
26-35hrs	34.1061	34.8993	35.6603	36.4320	37.2145	37.9969	38.7901	39.5618	40.3336	41.0946	41.8449	42.6702	43.4634	44.2137	45.0068	45.7785	46.5396	47.3542	48.1473	48.9834
26-37 Shrs	31.8443	32.5841	33.2915	34.0311	34.7385	35.4674	36.2391	36.9358	37.6540	38.4150	39.1224	39.8298	40.5387	41.2982	42.0271	42.7559	43.4741	44.1922	44.9639	45.7142
26-40hrs	29.8724	30.5369	31.2014	31.8874	32.5841	33.2487	33.9561	34.6099	35.2959	35.9712	36.6786	37.3431	38.0184	38.7044	39.4011	40.0442	40.7623	41.4376	42.1343	42.8631
27-35hrs	35.6603	36.4856	37.3110	38.1256	38.9187	39.7548	40.5694	41.3947	42.1879	43.0239	43.8278	44.6531	45.4677	46.2823	47.1184	47.9330	48.7368	49.5836	50.4089	51.2771
27-37 Shrs	33.2915	34.0740	34.8243	35.5746	36.3677	37.1287	37.8790	38.6508	39.4118	40.1621	40.9231	41.6841	42.4451	43.2168	43.9886	44.7496	45.5213	46.2716	47.0755	47.8794
27-40hrs	31.2014	31.9196	32.6484	33.3451	34.0740	34.7921	35.4995	36.2391	36.9465	37.6540	38.3721	39.0902	39.7976	40.5158	41.2339	41.9413	42.6809	43.3883	44.1065	44.8889
28-35hrs	37.3110	38.1684	39.0259	39.8620	40.7516	41.5983	42.4538	43.3240	44.1601	45.0283	45.8857	46.7325	47.5900	48.4367	49.3156	50.1731	51.0199	51.8988	52.7777	53.6888
28-37 Shrs	34.8243	35.6174	36.4213	37.2359	38.0291	38.8437	39.6261	40.4408	41.2446	42.0485	42.8524	43.6349	44.4387	45.2426	46.0465	46.8397	47.6543	48.4474	49.2835	50.1302
28-40hrs	32.6484	33.3666	34.1276	34.8993	35.6496	36.3892	37.1395	37.8790	38.6508	39.4118	40.1728	40.9124	41.6519	42.4022	43.1632	43.9028	44.6531	45.3927	46.1644	46.9576
29-35hrs	39.0259	39.9048	40.8266	41.7162	42.6166	43.5170	44.4173	45.3177	46.2180	47.1291	48.0294	48.9191	49.8301	50.7090	51.6201	52.5312	53.4422	54.3533	55.2644	56.2076
29-37 Shrs	36.4213	37.2681	38.1256	38.9509	39.7976	40.6230	41.4483	42.2843	43.1525	43.9886	44.8460	45.6714	46.4967	47.3649	48.2116	49.0477	49.8944	50.7198	51.5987	52.4776
29-40hrs	34.1276	34.9315	35.7139	36.5071	37.3002	38.1041	38.8973	39.6583	40.4408	41.2446	42.0485	42.8417	43.6134	44.3851	45.1676	45.9715	46.7646	47.5685	48.3724	49.1977
30-35hrs	40.8266	41.7484	42.7131	43.6563	44.6210	45.5642	46.4752	47.4399	48.3831	49.3371	50.2696	51.2128	52.1775	53.1100	54.0639	55.0071	55.9718	56.9043	57.8690	58.8444
30-37 Shrs	38.1256	39.0152	39.8834	40.7837	41.6412	42.5309	43.3990	44.2780	45.1676	46.0679	46.9576	47.8472	48.6940	49.5943	50.4732	51.3629	52.2418	53.1314	54.0318	54.9428
30-40hrs	35.7139	36.5500	37.3338	38.1899	39.0366	39.8512	40.7087	41.5233	42.3379	43.1740	43.9993	44.8460	45.6499	46.4645	47.3220	48.1366	48.9834	49.7980	50.6340	51.5236
31-35hrs	42.7131	43.6992	44.7067	45.6928	46.6896	47.6864	48.6618	49.6693	50.6447	51.6523	52.6491	53.6566	54.6213	55.6181	56.6149	57.5903	58.6300	59.6161	60.6129	61.6419
31-37 Shrs	39.8834	40.8266	41.7377	42.6809	43.5920	44.5138	45.4463	46.3681	47.3220	48.2331	49.1656	50.1088	51.0199	51.9524	52.8527	53.8067	54.7285	55.6610	56.6149	57.5581
31-40hrs	37.3338	38.2328	39.1224	39.9691	40.8588	41.7270	42.6059	43.4848	44.3423	45.1997	46.0679	46.9361	47.8151	48.6618	49.5514	50.3982	51.2878	52.1667	53.0242	53.9353
32-35hrs	44.7067	45.7464	46.7646	47.8258	48.8547	49.9052	50.9448	52.0060	53.0349	54.0854	55.1143	56.1647	57.2151	58.2548	59.2731	60.3342	61.3739	62.4243	63.4747	64.5573
32-37 Shrs	41.7377	42.7238	43.6992	44.6745	45.6499	46.6039	47.5685	48.5332	49.5193	50.4947	51.4915	52.4454	53.4101	54.3855	55.3823	56.3469	57.3009	58.2763	59.2517	60.2699
32-40hrs	39.1224	40.0013	40.9231	41.8342	42.7774	43.6884	44.5888	45.5320	46.4217	47.3434	48.2331	49.1549	50.0659	50.9877	51.9095	52.7991	53.7316	54.6320	55.5645	56.4970
33-35hrs	46.7646	47.8794	48.9834	50.0639	51.1592	52.2632	53.3565	54.4391	55.5431	56.6363	57.7511	58.8229	59.9269	61.0202	62.1135	63.2068	64.2893	65.3933	66.4866	67.6228
33-37 Shrs	43.6992	44.7067	45.7357	46.7432	47.7829	48.7904	49.8301	50.8269	51.8666	52.8634	53.8924	54.9214	55.9396	56.9472	57.9869	58.9944	60.0019	61.0202	62.0599	63.1210
33-40hrs	40.9231	41.8663	42.8524	43.8171	44.7710	45.7464	46.7003	47.6543	48.5868	49.5729	50.5268	51.4915	52.4454	53.3887	54.3533	55.2965	56.2826	57.2366	58.2120	59.1981
34-35hrs	48.9834	50.1302	51.2771	52.4133	53.5494	54.7070	55.8861	57.0115	58.1798	59.3052	60.4843	61.6204	62.8102	63.9356	65.0825	66.2187	67.3870	68.5231	69.6914	70.8705
34-37 Shrs	45.7357	46.7968	47.8794	48.9512	50.0338	51.0842	52.1453	53.2279	54.3212	55.4037	56.4756	57.5260	58.6193	59.6804	60.7630	61.8348	62.9066	63.9678	65.0718	66.1651
34-40hrs	42.8524	43.8492	44.8782	45.8643	46.8825	47.9008	48.8976	49.9159	50.9127	51.9202	52.9063	53.9246	54.9321	55.9504	56.9472	57.9440	58.9623	59.9484	60.9773	62.0063
35-35hrs	51.2771	52.4883	53.7209	54.8892	56.1111	57.3116	58.5228	59.7125	60.9237	62.1242	63.3247	64.5359	65.7363	66.9582	68.1587	69.4020	70.6132	71.8030	73.0249	74.2682
35-37 Shrs	47.8794	49.0048	50.1302	51.2557	52.3918	53.4958	54.6213	55.7360	56.8722	57.9976	59.1230	60.2485	61.3739	62.5101	63.6248	64.7717	65.8864	67.1083	68.3088	69.5307
35-40hrs	44.8782	45.9179	46.9790	48.0401	49.0798	50.1517	51.1914	52.2739	53.3458	54.3855	55.4466	56.4970	57.5260	58.6193	59.6590	60.7094	61.7383	62.8102	63.8499	64.9539
36-35hrs	53.7209	54.9643	56.2076	57.4831	58.7586	60.0234	61.2882	62.5637	63.8070	65.0932	66.3473	67.6228	68.9197	70.1630	71.4064	72.6819	73.9574	75.2114	76.4977	77.7946
36-37 Shrs	50.1302	51.3093	52.4990	53.6888	54.8356	56.0408	57.2366	58.4049	59.5839	60.7737	61.9420	63.1317	64.3108	65.5112	66.7117	67.8586	69.0376	70.2059	71.3957	72.6069
36-40hrs	46.9790	48.0830	49.1870	50.3017	51.4486	52.5312	53.6459	54.7392	55.8753	56.9579	58.0726	59.1766	60.2806	61.3953	62.5101	63.6033	64.7073	65.7899	66.9261	68.0515
37-35hrs	56.1969	57.5260	58.8872	60.2270	61.5454	62.8852	64.2143	65.5434	66.8832	68.1908	69.5521	70.8705	72.1996	73.5394	74.8684	76.1975	77.5159	78.8450	80.1848	81.5246
37-37 Shrs	52.4990	53.7424	54.9750	56.2076	57.4510	58.7050	59.9376	61.1703	62.4350	63.6677	64.9217	66.1651	67.3977	68.6303	69.8844	71.1277	72.3496	73.5930	74.8470	76.1332
37-40hrs	49.1870	50.3553	51.5344	52.7027	53.8603	55.0286	56.1862	57.3438	58.5228	59.6804	60.8594	62.0063	63.1960	64.3536	65.5220	66.6903	67.8479	69.0805	70.3131	71.5993

18-15hrs	58.8872	60.2806	61.6740	63.0889	64.4715	65.8542	67.2691	68.6517	70.0451	71.4707	72.8641	74.2682	75.6616	77.0657	78.4591	79.8633	81.2674	82.7251	84.2257	85.7263
18-17.5hrs	54.9750	56.2719	57.5581	58.8872	60.2163	61.5025	62.8209	64.1071	65.4148	66.7224	68.0194	69.3377	70.6347	71.9316	73.2285	74.5255	75.8438	77.1300	78.4484	79.7775
18-10hrs	51.5344	52.7455	53.9567	55.1894	56.4434	57.6439	58.8872	60.1091	61.3203	62.5637	63.7748	65.0075	66.2187	67.4406	68.6517	69.8844	71.1170	72.4032	73.7001	75.0078
19-15hrs	61.6740	63.1532	64.6216	66.0793	67.5477	69.0269	70.4739	71.9637	73.4215	74.8899	76.3583	77.8375	79.3059	80.7636	82.2213	83.6897	85.1475	86.6909	88.2558	89.8100
19-17.5hrs	57.5581	58.9408	60.3235	61.6847	63.0889	64.4394	65.8006	67.1940	68.5338	69.9165	71.2992	72.6604	74.0217	75.3937	76.7549	78.1269	79.4988	80.9244	82.4035	83.8720
19-10hrs	53.9567	55.2429	56.5292	57.8261	59.1123	60.3985	61.6633	62.9602	64.2572	65.5327	66.8082	68.0837	69.3913	70.6775	71.9745	73.2392	74.5255	75.8867	77.2372	78.6306

# HPAE SALARY SCHEDULE WL OCTOBER 2019 FY20

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
155	37896.44	38706.06	39521.87	40343.42	41172.96	41999.68	42836.40	43578.95	44399.38	45205.29	46013.74	46826.33	47638.18	48450.91	49262.54	50074.17	50885.80	51697.43	52526.47	53366.39
165	39521.87	40174.83	41228.91	42080.80	42933.77	43787.84	44641.90	45494.87	46348.94	47202.99	48055.96	48910.03	49763.01	50615.98	51470.04	52323.01	53175.99	54026.79	54891.74	55770.82
175	41238.91	42125.41	43020.80	43919.47	44814.88	45712.47	46610.05	47506.54	48403.04	49299.53	50197.10	51094.69	51991.18	52888.77	53786.35	54681.75	55579.34	56468.21	57371.23	58290.57
185	43020.80	43961.92	44901.93	45844.11	46784.13	47725.22	48665.23	49606.33	50544.18	51484.19	52425.28	53365.30	54303.31	55246.41	56187.51	57127.52	58068.62	58997.76	59941.03	60898.45
195	44901.93	45890.89	46876.60	47864.48	48851.28	49840.25	50827.05	51813.84	52800.64	53789.61	54776.41	55761.20	56752.17	57738.97	58724.67	59711.47	60700.43	61731.84	62781.74	63850.14
205	46876.60	47915.63	48952.45	49990.39	51028.32	52066.25	53104.19	54142.11	55178.96	56216.89	57254.82	58293.83	59332.59	60368.61	61405.45	62444.47	63482.40	64560.58	65659.44	66774.62
215	48952.45	50041.52	51132.76	52221.83	53313.08	54404.32	55493.38	56582.45	57671.51	58762.76	59852.91	60940.89	62032.13	63122.28	64211.35	65302.59	66391.66	67518.80	68667.70	69835.09
225	51132.76	52276.24	53420.79	54563.16	55707.72	56851.18	57995.73	59138.10	60284.84	61426.13	62570.68	63714.13	64858.69	66002.16	67145.62	68290.17	69434.73	70614.09	71815.22	73035.92
235	54330.33	55555.40	56780.46	58003.35	59227.32	60451.29	61675.27	62900.33	64124.31	65347.20	66571.16	67794.05	69020.21	70244.17	71468.16	72692.13	73916.10	75171.63	76450.00	77749.05
245	56780.46	58064.27	59348.09	60632.98	61915.71	63200.61	64484.43	65769.33	67054.23	68335.87	69620.77	70905.66	72189.48	73474.38	74759.28	76043.10	77328.00	78641.19	79979.40	81337.19
255	59348.09	60698.26	62047.36	63397.54	64746.63	66095.72	67444.99	68797.17	70147.35	71495.35	72844.44	74194.62	75543.72	76893.90	78243.16	79594.25	80945.32	82318.55	83720.95	85141.86
265	62047.36	63463.90	64880.45	66299.17	67717.90	69133.35	70549.91	71965.35	73385.18	74801.72	76218.27	77635.89	79051.36	80470.08	81886.63	83303.17	84719.72	86160.20	87626.79	89115.15
275	64880.45	66367.72	67857.15	69345.51	70833.86	72321.13	73809.49	75297.84	76786.19	78272.36	79761.72	81249.07	82736.34	84224.69	85711.95	87200.31	88688.66	90195.51	91728.47	93288.63
285	67857.15	69419.49	70982.92	72544.16	74107.59	75669.92	77231.16	78794.60	80355.84	81918.17	83481.60	85043.93	86606.28	88168.61	89730.95	91291.10	92854.52	94432.08	96036.86	97672.08
295	70982.92	72622.49	74264.26	75902.75	77544.51	79182.99	80824.76	82465.43	84103.93	85744.60	87385.26	89024.85	90665.51	92305.10	93945.77	95585.35	97227.11	98879.74	100558.50	102269.87
305	74264.26	75994.35	77704.45	79428.89	81148.97	82870.16	84592.42	86313.60	88038.05	89757.06	91480.41	93201.39	94922.78	96646.13	98367.31	100088.48	101811.84	103540.63	105302.07	107092.89
315	77704.45	79514.84	81324.14	83131.28	84940.58	86748.79	88557.01	90365.23	92173.45	93982.76	95792.06	97599.20	99407.41	101217.81	103023.85	104832.07	106643.35	108455.04	110298.06	112174.82
325	81324.14	83221.57	85121.18	87019.70	88919.31	90816.75	92717.44	94615.96	96512.30	98413.01	100311.51	102210.04	104108.36	106008.17	107906.69	109805.21	111705.91	113602.26	115534.49	117499.38
335	85121.18	87113.27	89106.45	91099.62	93092.79	95084.87	97078.05	99070.14	101061.14	103055.40	105046.39	107039.57	109033.84	111027.02	113019.10	115012.27	117003.27	118993.18	121015.73	123073.10
345	89106.45	91199.72	93292.98	95387.34	97480.60	99574.96	101668.24	103761.50	105855.85	107950.22	110042.39	112136.75	114231.10	116323.29	118417.64	120512.00	122606.35	124689.84	126810.29	128966.67
355	93292.98	95490.69	97686.23	99883.95	102078.40	104276.11	106471.65	108669.36	110864.90	113062.61	115257.07	117454.78	119650.32	121848.03	124042.49	126240.20	128435.74	130619.31	132838.78	135099.60
365	97686.23	99991.65	102299.26	104603.59	106912.29	109217.70	111525.31	113830.73	116136.15	118444.85	120750.26	123055.69	125361.11	127667.62	129973.05	132280.64	134586.08	136874.09	139201.27	141567.62
375	102299.26	104722.18	107146.19	109568.03	111992.04	114414.97	116837.89	119260.83	121683.75	124107.76	126531.77	128954.70	131377.62	133801.63	136224.57	138647.49	141070.42	143467.23	145906.47	148388.15
385	107146.19	109680.89	112232.49	114776.18	117318.79	119864.64	122407.26	124949.86	127494.63	130039.41	132580.93	135124.61	137669.40	140212.00	142756.79	145299.38	147841.99	150394.27	153214.43	155970.26
395	112232.49	114903.48	117576.64	120245.44	122917.51	125587.41	128259.48	130931.55	133603.36	136273.53	138944.51	141615.49	144287.57	146956.38	149628.45	152298.34	154971.51	157760.00	160598.53	163492.54
405	117621.24	120419.52	123219.97	126016.08	128816.52	131616.98	134415.26	137215.71	140012.91	142814.45	145614.90	148413.18	151212.54	154009.73	156811.28	159610.64	162408.92	165333.40	168307.93	171340.13
415	129183.18	132256.71	135332.42	138404.88	141480.39	144555.21	147629.83	150705.55	153777.99	156853.70	159927.24	163000.78	166077.58	169150.03	172226.82	175300.36	178374.99	181586.70	184852.81	188183.10

# HPAE SALARY SCHEDULE WS OCTOBER 2019 FY20

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
MIN	32,548.78	34,534.88	36,040.3	37,649.6	39,380.3	41,225.16	43,187.2	45,269.99	47,476.72	49,811.39	52,277.3	54,878.3	57,618.6	60,502.29	63,534.17	66,719.24	69,961.38	73,265.99	76,737.17	80,279.34						

HPAE SCHEDULE WU OCTOBER 2019 FY20

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
07S	95670.68	98009.09	100461.6	102972.5	105545.4	108185.5	110855.8	113567.5	116502.5	119417.6	122401.2	125462.1	128599.2	131814.7	135108.5	138487.4	141948.1



# HPAE SALARY SCHEDULE WK JULY 2020 FY21

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-15hrs	18.7607	19.1762	19.5588	19.9633	20.3569	20.7286	21.1332	21.5377	21.9203	22.3139	22.7075	23.0901	23.4837	23.8773	24.2600	24.6535	25.0362	25.4407	25.8561	26.2607
12-17.5hrs	17.5144	17.8970	18.2688	18.6295	19.0231	19.3730	19.7447	20.1273	20.4881	20.8380	21.2097	21.5814	21.9422	22.3139	22.6747	23.0355	23.4181	23.8008	24.1725	24.5551
12-40hrs	16.4102	16.7928	17.1427	17.4597	17.8205	18.1594	18.4874	18.8373	19.1871	19.5479	19.8650	20.2148	20.5428	20.9036	21.2644	21.5923	21.9203	22.2483	22.5763	22.9043
13-15hrs	19.5588	19.9743	20.4007	20.7833	21.2316	21.6142	22.0187	22.4451	22.8496	23.2760	23.7133	24.0960	24.5114	24.9269	25.3204	25.7577	26.1732	26.5886	27.0150	27.4414
13-17.5hrs	18.2688	18.6405	19.0559	19.4276	19.8103	20.2039	20.5647	20.9473	21.3737	21.7454	22.1390	22.5216	22.8933	23.2869	23.6914	24.0522	24.4349	24.8285	25.2111	25.6375
13-40hrs	17.1427	17.4707	17.8424	18.2032	18.5639	18.9247	19.2746	19.6463	20.0399	20.3788	20.7286	21.0785	21.4502	21.8110	22.1936	22.5435	22.8933	23.2760	23.6586	24.0304
14-15hrs	20.4007	20.8817	21.4065	21.7563	22.1390	22.5544	22.9589	23.4181	23.8664	24.2818	24.7082	25.1455	25.5938	26.0311	26.4356	26.8838	27.3321	27.8131	28.2723	28.7533
14-17.5hrs	19.0559	19.4495	19.8322	20.2476	20.6412	21.0566	21.4939	21.8875	22.2811	22.6747	23.0683	23.5056	23.9101	24.3255	24.7191	25.1127	25.5063	25.9217	26.3372	26.7636
14-40hrs	17.8424	18.2141	18.5858	18.9794	19.3620	19.7338	20.1273	20.4991	20.8817	21.2644	21.6251	22.0078	22.3904	22.7622	23.1339	23.5275	23.9101	24.2927	24.6863	25.0799
15-15hrs	21.2644	21.7126	22.1718	22.6091	23.0464	23.5275	23.9866	24.4458	24.8941	25.3204	25.7905	26.2388	26.7089	27.1462	27.5835	28.0646	28.5128	28.9611	29.4202	29.9013
15-17.5hrs	19.8322	20.2695	20.6958	21.1222	21.5486	21.9750	22.4014	22.8168	23.2432	23.6914	24.0850	24.5223	24.9378	25.3423	25.7905	26.2169	26.6652	27.0916	27.5507	28.0427
15-40hrs	18.5858	19.0231	19.3948	19.7884	20.1929	20.5756	20.9692	21.4065	21.7782	22.1936	22.5763	22.9589	23.3853	23.7898	24.1725	24.5770	24.9924	25.4188	25.8561	26.2825
16-15hrs	22.1718	22.6528	23.1229	23.6258	24.0850	24.5551	25.0252	25.5063	25.9873	26.4684	26.9713	27.4305	27.9224	28.3816	28.8627	29.3328	29.8029	30.3058	30.7868	31.2679
16-17.5hrs	19.8322	20.2695	20.6958	21.1222	21.5486	21.9750	22.4014	22.8168	23.2432	23.6914	24.0850	24.5223	24.9378	25.3423	25.7905	26.2169	26.6652	27.0916	27.5507	28.0427
16-40hrs	19.3948	19.8103	20.2367	20.6521	21.0676	21.4939	21.9094	22.3358	22.7512	23.1557	23.5930	23.9976	24.4130	24.8394	25.2439	25.6922	26.1076	26.5230	26.9276	27.3539
17-15hrs	23.1229	23.6368	24.1178	24.6207	25.1127	25.6375	26.1513	26.6542	27.1244	27.6273	28.1411	28.6440	29.1579	29.6498	30.1637	30.6557	31.1586	31.6615	32.1644	32.6892
17-17.5hrs	21.5923	22.0625	22.5326	23.0027	23.4837	23.9429	24.4130	24.8722	25.3204	25.8124	26.2716	26.7636	27.2227	27.6929	28.1739	28.6440	29.1141	29.5624	30.0543	30.5354
17-40hrs	20.2367	20.6740	21.1113	21.5595	22.0078	22.4451	22.8715	23.3307	23.7789	24.2162	24.6535	25.0799	25.5172	25.9655	26.4028	26.8510	27.2883	27.7147	28.1739	28.6221
18-15hrs	24.1178	24.6535	25.1564	25.7031	26.2169	26.7636	27.2883	27.8241	28.3488	28.8736	29.3874	29.9013	30.4479	30.9836	31.4975	32.0113	32.5470	33.0718	33.5966	34.1323
18-17.5hrs	22.5326	23.0245	23.5275	23.9976	24.4895	24.9706	25.4626	25.9655	26.4574	26.9604	27.4414	27.9552	28.4363	28.9283	29.4202	29.9122	30.4370	30.9508	31.4647	31.9895
18-40hrs	21.1113	21.5814	22.0406	22.5107	22.9180	23.4400	23.8882	24.3474	24.7847	25.2439	25.7359	26.1951	26.6652	27.1025	27.5507	28.0427	28.4910	28.9392	29.3984	29.8685
19-15hrs	25.1564	25.7359	26.3044	26.8510	27.3977	27.9662	28.4910	29.0595	29.6170	30.1746	30.7213	31.2679	31.8145	32.3830	32.9297	33.4763	34.0230	34.5915	35.1381	35.6957
19-17.5hrs	23.5275	24.0413	24.5442	25.0580	25.5938	26.1076	26.6214	27.1244	27.6491	28.1848	28.6877	29.2016	29.7154	30.2511	30.7431	31.2679	31.7817	32.3284	32.8750	33.4326
19-40hrs	22.0406	22.5216	23.0027	23.4947	23.9648	24.4567	24.9487	25.4188	25.8889	26.3809	26.8729	27.3539	27.8459	28.3270	28.8189	29.3109	29.7810	30.3058	30.8196	31.3335
20-15hrs	26.3044	26.8729	27.4414	28.0318	28.6003	29.1797	29.7592	30.3605	30.9508	31.5193	32.1097	32.6892	33.2795	33.8371	34.4165	35.0179	35.6082	36.1877	36.8436	37.4449
20-17.5hrs	24.5442	25.0908	25.6703	26.1841	26.7198	27.2555	27.8131	28.3379	28.8845	29.4202	29.9888	30.5245	31.0711	31.5959	32.1425	32.7110	33.2577	33.8043	34.3728	34.9741
20-40hrs	23.0027	23.5165	24.0194	24.5333	25.0471	25.5719	26.0748	26.5777	27.0806	27.5726	28.0974	28.6003	29.1141	29.6170	30.1309	30.6338	31.1367	31.6615	32.2081	32.7657
21-15hrs	27.4414	28.0646	28.6768	29.2781	29.8794	30.5135	31.1258	31.7161	32.3393	32.9406	33.5529	34.1542	34.7773	35.3786	35.9909	36.5922	37.2154	37.8495	38.4726	39.1723
21-17.5hrs	25.6703	26.2169	26.7854	27.3321	27.9224	28.4800	29.0595	29.6170	30.2074	30.7650	31.3335	31.8801	32.4705	33.0499	33.6403	34.1760	34.7555	35.3021	35.8706	36.4391
21-40hrs	24.0194	24.5551	25.1018	25.6266	26.1513	26.6870	27.2227	27.7694	28.3160	28.8517	29.3656	29.9013	30.4589	30.9836	31.4975	32.0441	32.6126	33.1483	33.7059	34.2744
22-15hrs	28.6768	29.3109	29.9341	30.5791	31.2242	31.8583	32.5142	33.1921	33.8152	34.4603	35.0835	35.7176	36.3626	37.0186	37.6527	38.2868	38.9209	39.5768	40.2437	40.9434
22-17.5hrs	26.7854	27.3539	27.9771	28.5566	29.1688	29.7701	30.3823	30.9727	31.5412	32.1535	32.7657	33.3561	33.9464	34.5587	35.1490	35.7504	36.3517	36.9858	37.5980	38.2430
22-40hrs	25.1018	25.6812	26.2169	26.7854	27.3430	27.9224	28.4691	29.0267	29.5624	30.1418	30.6885	31.2570	31.8145	32.3940	32.9406	33.4873	34.0448	34.6461	35.2256	35.8160
23-15hrs	30.4589	31.1367	31.8255	32.5252	33.2249	33.8918	34.6133	35.2693	35.9581	36.6359	37.3247	38.0025	38.7022	39.3910	40.0688	40.7357	41.4354	42.1461	42.8458	43.5892
23-17.5hrs	28.4691	29.1032	29.7264	30.3823	31.0164	31.6505	32.3065	32.9297	33.5747	34.1979	34.8539	35.5098	36.1221	36.7780	37.4231	38.0572	38.7022	39.3582	40.0251	40.6920
23-40hrs	26.6761	27.2555	27.8569	28.4691	29.0704	29.6498	30.2839	30.8743	31.4647	32.0660	32.6892	33.2795	33.8480	34.4712	35.0725	35.6738	36.2642	36.9092	37.5215	38.1446
24-15hrs	31.8255	32.5470	33.2795	33.9792	34.7117	35.4333	36.1330	36.9092	37.6199	38.3196	39.0302	39.7736	40.4515	41.1949	41.9055	42.6162	43.3705	44.0921	44.8355	45.6008
24-17.5hrs	29.7264	30.4042	31.0711	31.7271	32.4158	33.0718	33.7387	34.4275	35.1053	35.7722	36.4391	37.1170	37.7839	38.4398	39.1286	39.8064	40.4515	41.1621	41.8509	42.5615
24-40hrs	27.8569	28.4910	29.1141	29.7264	30.3933	31.0164	31.6177	32.2628	32.8750	33.5201	34.1542	34.7992	35.4224	36.0346	36.6687	37.3137	37.9588	38.5820	39.2707	39.9158

25-35hrs	33.2795	34.0120	34.7883	35.5536	36.2970	37.0623	37.8057	38.5601	39.3473	40.1016	40.8123	41.5994	42.3429	43.0972	43.8734	44.6169	45.3603	46.1365	46.9237	47.7109
25-37.5hrs	31.0711	31.7599	32.4814	33.2030	33.8808	34.6243	35.3021	36.0127	36.7124	37.4340	38.1228	38.8334	39.5331	40.2328	40.9434	41.6650	42.3866	43.0972	43.8516	44.5950
25-40hrs	29.1141	29.7810	30.4698	31.1258	31.7817	32.4486	33.0827	33.7496	34.4275	35.0944	35.7285	36.3954	37.0623	37.7511	38.3961	39.0630	39.7190	40.3968	41.0965	41.7743
26-35hrs	34.7883	35.5973	36.3735	37.1607	37.9588	38.7569	39.5639	40.3531	41.1402	41.9165	42.6818	43.5236	44.3326	45.0979	45.9070	46.6941	47.4703	48.3012	49.1103	49.9630
26-37.5hrs	32.4814	33.2358	33.9574	34.7117	35.4333	36.1767	36.9639	37.6745	38.4070	39.1833	39.9048	40.6264	41.3698	42.1242	42.8676	43.6111	44.3436	45.0761	45.8632	46.6285
26-40hrs	30.4698	31.1476	31.8255	32.5252	33.2358	33.9136	34.6352	35.3021	36.0018	36.6906	37.4121	38.0900	38.7787	39.4784	40.1891	40.8451	41.5776	42.2663	42.9770	43.7204
27-35hrs	36.3735	37.2154	38.0572	38.8881	39.6971	40.5499	41.3808	42.2226	43.0316	43.8844	44.7043	45.5462	46.3771	47.2080	48.0607	48.8916	49.7116	50.5753	51.4171	52.3027
27-37.5hrs	33.9574	34.7555	35.5208	36.2861	37.0951	37.8713	38.6366	39.4238	40.2000	40.9653	41.7415	42.5178	43.2940	44.0812	44.8683	45.6446	46.4317	47.1970	48.0170	48.8370
27-40hrs	31.8255	32.5380	33.3014	34.0120	34.7555	35.4880	36.2095	36.9639	37.6855	38.4070	39.1395	39.8720	40.5936	41.3261	42.0586	42.7802	43.5345	44.2561	44.9886	45.7867
28-35hrs	38.0572	38.9318	39.8064	40.6592	41.5666	42.4303	43.3049	44.1905	45.0433	45.9288	46.8034	47.6671	48.5418	49.4055	50.3020	51.1766	52.0403	52.9368	53.8333	54.7625
28-37.5hrs	35.5208	36.3298	37.1498	37.9807	38.7897	39.6206	40.4187	41.2496	42.0695	42.8895	43.7095	44.5076	45.3275	46.1475	46.9674	47.7765	48.6074	49.4164	50.2692	51.1328
28-40hrs	33.3014	34.0339	34.8101	35.5973	36.3626	37.1170	37.8823	38.6366	39.4238	40.2000	40.9762	41.7306	42.4850	43.2503	44.0265	44.7809	45.5462	46.3005	47.0877	47.8967
29-35hrs	39.8064	40.7029	41.6431	42.5506	43.4689	44.3873	45.3056	46.2240	47.1424	48.0717	48.9900	49.8974	50.8267	51.7232	52.6525	53.5818	54.5111	55.4404	56.3697	57.3318
29-37.5hrs	37.1498	38.0135	38.8881	39.7299	40.5936	41.4354	42.2773	43.1300	44.0156	44.8683	45.7430	46.5848	47.4266	48.3122	49.1759	50.0286	50.8923	51.7342	52.6306	53.5271
29-40hrs	34.8101	35.6301	36.4282	37.2372	38.0462	38.8662	39.6752	40.4515	41.2496	42.0695	42.8895	43.6985	44.4857	45.2728	46.0709	46.8909	47.6999	48.5199	49.3399	50.1817
30-35hrs	41.6431	42.5834	43.5673	44.5294	45.5134	46.4755	47.4048	48.3887	49.3508	50.3238	51.2750	52.2371	53.2210	54.1722	55.1452	56.1073	57.0912	58.0424	59.0263	60.0212
30-37.5hrs	38.8881	39.7955	40.6811	41.5994	42.4740	43.3815	44.2670	45.1635	46.0709	46.9893	47.8967	48.8042	49.6678	50.5862	51.4827	52.3901	53.2866	54.1940	55.1124	56.0417
30-40hrs	36.4282	37.2810	38.1009	38.9537	39.8174	40.6483	41.5229	42.3538	43.1847	44.0374	44.8793	45.7430	46.5629	47.3938	48.2684	49.0993	49.9630	50.7939	51.6467	52.5541
31-35hrs	43.5673	44.5731	45.6008	46.6067	47.6234	48.6402	49.6350	50.6627	51.6576	52.6853	53.7021	54.7297	55.7137	56.7305	57.7472	58.7421	59.8026	60.8084	61.8252	62.8747
31-37.5hrs	40.6811	41.6431	42.5724	43.5345	44.4638	45.4040	46.3552	47.2954	48.2684	49.1977	50.1489	51.1110	52.0403	52.9914	53.9098	54.8828	55.8230	56.7742	57.7472	58.7093
31-40hrs	38.1009	38.9974	39.9048	40.7685	41.6759	42.5615	43.4380	44.3545	45.2291	46.1037	46.9893	47.8749	48.7714	49.6350	50.5425	51.4062	52.3136	53.2101	54.0847	55.0140
32-35hrs	45.6008	46.6613	47.6999	48.7823	49.8318	50.9033	51.9637	53.0461	54.0936	55.1671	56.2166	57.2880	58.3594	59.4199	60.4586	61.5409	62.6014	63.6728	64.7442	65.8484
32-37.5hrs	42.5724	43.5783	44.5731	45.5680	46.5629	47.5359	48.5199	49.5039	50.5097	51.5046	52.5213	53.4943	54.4783	55.4732	56.4899	57.4739	58.4469	59.4418	60.4367	61.4753
32-40hrs	39.9048	40.8013	41.7415	42.6708	43.6329	44.5622	45.4806	46.4427	47.3501	48.2903	49.1977	50.1380	51.0672	52.0075	52.9477	53.8551	54.8063	55.7246	56.6758	57.6269
33-35hrs	47.6999	48.8370	49.9630	51.0672	52.1824	53.3085	54.4236	55.5278	56.6539	57.7691	58.9061	59.9994	61.1255	62.2406	63.3558	64.4709	65.5751	66.7012	67.8163	68.9752
33-37.5hrs	44.5731	45.6008	46.6504	47.6781	48.7386	49.7662	50.8267	51.8435	52.9040	53.9207	54.9703	56.0198	57.0584	58.0861	59.1466	60.1743	61.2020	62.2406	63.3011	64.3834
33-40hrs	41.7415	42.7036	43.7095	44.6934	45.6664	46.6613	47.6343	48.6074	49.5585	50.5643	51.5374	52.5213	53.4943	54.4564	55.4404	56.4025	57.4083	58.3813	59.3762	60.3820
34-35hrs	49.9630	51.1328	52.3027	53.4615	54.6204	55.8012	57.0038	58.1517	59.3434	60.4913	61.6940	62.8528	64.0664	65.2143	66.3841	67.5430	68.7347	69.8936	71.0853	72.2879
34-37.5hrs	46.6504	47.7327	48.8370	49.9302	51.0345	52.1059	53.1882	54.2924	55.4076	56.5118	57.6051	58.6765	59.7916	60.8740	61.9782	63.0715	64.1648	65.2471	66.3732	67.4884
34-40hrs	43.7095	44.7262	45.7758	46.7816	47.8202	48.8588	49.8756	50.9142	51.9309	52.9586	53.9644	55.0031	56.0308	57.0694	58.0861	59.1029	60.1415	61.1473	62.1969	63.2464
35-35hrs	52.3027	53.5381	54.7953	55.9870	57.2334	58.4578	59.6933	60.9068	62.1422	63.3667	64.5912	65.8266	67.0510	68.2974	69.5219	70.7901	72.0255	73.2390	74.4854	75.7536
35-37.5hrs	48.8370	49.9849	51.1328	52.2808	53.4397	54.5658	55.7137	56.8507	58.0096	59.1575	60.3055	61.4534	62.6014	63.7603	64.8973	67.2041	68.4504	69.6749	70.9213	72.1889
35-40hrs	45.7758	46.8362	47.9186	49.0009	50.0614	51.1547	52.2152	53.3194	54.4127	55.4732	56.5555	57.6269	58.6765	59.7916	60.8521	61.9235	62.9731	64.0664	65.1269	66.2520
36-35hrs	54.7953	56.0636	57.3318	58.6328	59.9338	61.2238	62.5139	63.8149	65.0831	66.3951	67.6742	68.9752	70.2981	71.5663	72.8345	74.1355	75.4365	76.7157	78.0276	79.3505
36-37.5hrs	51.1328	52.3355	53.5490	54.7625	55.9324	57.1678	58.3813	59.5730	60.7756	61.9891	63.1808	64.3944	65.5970	66.8215	68.0459	69.2157	70.4184	71.6100	72.8236	74.0590
36-40hrs	47.9186	49.0447	50.1708	51.3078	52.4776	53.5818	54.7188	55.8340	56.9928	58.0971	59.2341	60.3602	61.4862	62.6233	63.7603	64.8754	66.0015	67.1057	68.2646	69.4125
37-35hrs	57.3208	58.6765	60.0650	61.4316	62.7763	64.1429	65.4986	66.8543	68.2209	69.5547	70.9431	72.2879	73.6435	75.0101	76.3658	77.7215	79.0662	80.4219	81.7885	83.1551
37-37.5hrs	53.5490	54.8172	56.0745	57.3318	58.6000	59.8791	61.1364	62.3937	63.6837	64.9410	66.2202	67.4884	68.7456	70.0029	71.2821	72.5503	73.7966	75.0648	76.3440	77.6559
37-40hrs	50.1708	51.3624	52.5650	53.7567	54.9375	56.1291	57.3099	58.4906	59.6933	60.8740	62.0766	63.2464	64.4600	65.6407	66.8324	68.0241	69.2048	70.4621	71.7194	73.0313
38-35hrs	60.0650	61.4862	62.9075	64.3506	65.7610	67.1713	68.6144	70.0248	71.4460	72.9001	74.3214	75.7536	77.1748	78.6070	80.0283	81.4605	82.8927	84.3796	85.9102	87.4408
38-37.5hrs	56.0745	57.3974	58.7093	60.0650	61.4206	62.7326	64.0773	65.3893	66.7231	68.0569	69.3797	70.7245	72.0474	73.3702	74.6931	76.0160	77.3607	78.6726	80.0174	81.3731

Y8-40hrs	52.5650	53.8005	55.0359	56.2931	57.5723	58.7968	60.0650	61.3113	62.5467	63.8149	65.0503	66.3076	67.5430	68.7894	70.0248	71.2821	72.5393	73.8513	75.1741	76.5079
Y9-35hrs	62.9075	64.4162	65.9140	67.4009	68.8987	70.4074	71.8834	73.4030	74.8899	76.3877	77.8855	79.3942	80.8920	82.3789	83.8657	85.3635	86.8504	88.4247	90.0209	91.6062
Y9-37 Shrs	58.7093	60.1196	61.5300	62.9184	64.3506	65.7282	67.1166	68.5379	69.9045	71.3149	72.7252	74.1137	75.5021	76.9015	78.2900	79.6894	81.0888	82.5429	84.0516	85.5494
Y9-40hrs	55.0359	56.3478	57.6597	58.9826	60.2946	61.6065	62.8966	64.2194	65.5423	66.8433	68.1443	69.4453	70.7791	72.0911	73.4140	74.7040	76.0160	77.4044	78.7820	80.2032

# HPAE SALARY SCHEDULE WL JULY 2020 FY21

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
155	38654.33	38482.22	40112.31	41130.07	41965.82	42794.79	43623.76	44450.53	45278.39	46107.35	46933.00	47763.09	48590.94	49419.92	50247.79	51073.66	51903.51	52731.38	53577.00	54433.72
165	40312.31	41182.34	42053.49	42922.41	43792.45	44663.60	45534.73	46404.77	47275.92	48147.05	49017.08	49888.23	50758.27	51628.30	52499.41	53369.47	54239.51	55107.32	55989.57	56886.24
175	42053.49	42967.91	43881.22	44797.86	45711.18	46626.72	47542.25	48456.68	49371.10	50285.52	51201.05	52116.58	53031.00	53946.54	54862.08	55775.39	56690.92	57597.57	58518.65	59456.38
185	43881.22	44841.16	45799.96	46769.99	47719.81	48679.73	49638.54	50598.46	51555.06	52513.87	53473.78	54432.60	55391.41	56351.34	57311.26	58270.07	59230.00	60177.72	61139.85	62116.42
195	45799.96	46808.70	47814.13	48821.77	49828.31	50837.06	51843.59	52850.12	53856.65	54863.40	55871.93	56879.58	57887.21	58893.75	59899.16	60905.70	61914.44	62966.48	64037.38	65127.14
205	47814.13	48873.94	49931.50	50990.19	52048.89	53107.58	54166.27	55224.95	56282.54	57341.23	58399.92	59459.71	60516.18	61575.98	62633.56	63693.36	64752.05	65851.79	66927.63	68110.11
215	49931.50	51042.36	52155.42	53266.27	54379.34	55492.41	56603.25	57714.10	58824.95	59938.02	61049.97	62159.71	63272.77	64384.73	65495.58	66605.97	67719.49	68869.18	70041.06	71231.79
225	52155.42	53321.76	54489.20	55654.42	56821.88	57988.20	59155.64	60320.86	61490.53	62654.65	63822.09	64988.42	66155.87	67322.20	68488.53	69655.97	70823.42	72026.37	73251.53	74496.64
235	54416.94	56666.51	57916.07	59163.41	60411.87	61660.32	62908.77	64158.34	65406.79	66654.14	67902.58	69149.93	70400.61	71649.06	72897.52	74145.97	75394.43	76675.06	77979.00	79304.03
245	57916.07	59225.56	60535.05	61845.64	63151.03	64464.62	65774.11	67084.72	68395.32	69702.59	71013.18	72323.78	73633.27	74943.87	76254.47	77563.96	78874.56	80214.01	81578.99	82963.93
255	60535.05	61912.22	63288.31	64665.49	66041.56	67417.64	68793.93	70173.11	71550.30	72925.26	74301.33	75678.52	77054.60	78431.77	79810.06	81186.14	82564.43	83964.92	85395.37	86844.70
265	63288.31	64733.18	66178.06	67623.15	69072.25	70516.02	71960.90	73404.66	74852.88	76297.75	77742.63	79188.61	80632.39	82079.48	83524.36	84969.23	86414.12	87863.40	89379.33	90897.45
275	66178.06	67693.08	69214.29	70732.42	72250.54	73767.55	75283.68	76800.80	78317.91	79837.81	81355.93	82874.06	84391.06	85909.18	87426.19	88944.31	90462.43	91999.42	93563.04	95154.40
285	69214.29	70807.88	72402.58	73995.05	75589.74	77183.32	78775.79	80370.49	81962.96	83556.54	85151.23	86744.81	88338.40	89931.98	91525.56	93116.95	94711.61	96307.73	97957.60	99625.52
295	72402.58	74074.94	75749.55	77420.80	79095.40	80766.65	82441.26	84114.74	85786.00	87459.49	89132.97	90805.34	92478.82	94151.20	95824.68	97497.05	99171.65	100857.34	102569.67	104315.27
305	75749.55	77504.04	79258.54	81017.46	82771.95	84527.56	86284.27	88039.87	89798.81	91552.20	93310.02	95065.63	96821.23	98579.06	100334.66	102090.25	103848.08	105611.45	107408.11	109234.75
315	79258.54	81103.13	82950.62	84793.90	86639.39	88483.77	90328.15	92172.54	94016.92	95862.41	97707.91	99551.18	101395.56	103242.17	105084.33	106928.71	108776.42	110624.14	112504.03	114418.32
325	82950.62	84886.00	86823.61	88760.09	90697.70	92633.08	94571.79	96508.28	98442.55	100381.27	102317.74	104254.24	106190.73	108128.34	110064.82	112001.31	113940.03	115874.30	117845.18	119849.37
335	86823.61	88855.54	90888.57	92921.61	94954.65	96986.57	99019.62	101051.55	103082.36	105116.50	107147.32	109180.36	111214.52	113247.56	115279.48	117312.51	119343.33	121373.04	123436.05	125534.56
345	90888.57	93023.71	95158.84	97295.08	99430.21	101566.46	103701.60	105836.73	107972.97	110109.22	112243.23	114379.49	116515.72	118649.75	120785.99	122922.24	125058.48	127183.64	129346.50	131546.00
355	95158.84	97400.51	99639.96	101881.63	104119.97	106361.63	108601.08	110842.75	113082.20	115323.87	117562.21	119803.88	122043.32	124284.99	126523.34	128765.00	131004.45	133231.70	135495.56	137801.59
365	99639.96	101991.49	104345.25	106695.66	109050.53	111402.05	113755.81	116107.34	118458.88	120813.74	123165.26	125516.81	127868.34	130220.97	132572.51	134926.25	137277.80	139611.57	141985.30	144398.97
375	104345.25	106816.63	109289.12	111759.39	114231.88	116703.27	119174.65	121646.03	124117.42	126589.92	129062.41	131533.80	134005.17	136477.67	138949.07	141420.44	143891.83	146336.58	148824.60	151355.92
385	109289.12	111883.69	114477.14	117071.71	119665.16	122261.94	124855.40	127448.85	130044.53	132640.20	135232.55	137827.11	140422.79	143016.24	145611.93	148205.37	150798.83	153514.35	156278.72	159089.67
395	114477.14	117201.55	119928.17	122650.35	125375.86	128099.16	130824.67	133550.18	136272.37	138999.00	141723.40	144447.80	147173.32	149895.51	152621.02	155344.31	158070.94	160915.20	163810.50	166762.39
405	119973.66	122827.91	125684.37	128536.40	131392.85	134249.32	137103.56	139960.02	142813.17	145670.73	148527.20	151381.44	154236.79	157089.92	159947.50	162802.85	165657.10	168610.06	171674.09	174766.93
415	131766.84	134901.84	138039.07	141172.98	144310.20	147446.31	150582.43	153719.66	156853.55	159990.77	163125.78	166260.80	169399.13	172533.03	175671.36	178806.37	181942.49	185118.43	188549.86	191946.76

# HPAE SALARY SCHEDULE WS JULY 2020 FY21

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
010	34,2198	35,2256	35,7504	36,3626	37,0732	37,8167	38,6013	39,2598	40,1235	40,8232	41,6322	42,0039	42,7911	43,4033	43,8675	44,3217	44,7590	45,7401	45,6992	46,1584						

HPAE SCHEDULE WU JULY 2020 FY21

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
075	97533.09	99969.28	102470.79	105032.00	107656.27	110349.26	113107.57	115995.71	118832.55	121805.98	124849.25	127971.35	131171.17	134450.96	137810.71	141257.19	144787.01

# HPAE SALARY SCHEDULE WK JULY 2021 FY22

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	19.1360	19.5597	19.9500	20.3626	20.7641	21.1432	21.5558	21.9684	22.3587	22.7602	23.1616	23.5519	23.9534	24.3548	24.7451	25.1466	25.5369	25.9495	26.3733	26.7859
12-37.5hrs	17.8647	18.2550	18.6341	19.0021	19.4036	19.7604	20.1396	20.5299	20.8979	21.2547	21.6339	22.0130	22.3810	22.7602	23.1282	23.4962	23.8865	24.2768	24.6559	25.0462
12-40hrs	16.7384	17.1287	17.4855	17.8089	18.1769	18.5226	18.8572	19.2140	19.5709	19.9389	20.2623	20.6191	20.9536	21.3216	21.6896	22.0242	22.3587	22.6933	23.0278	23.3624
13-35hrs	19.9500	20.3738	20.8087	21.1990	21.6562	22.0465	22.4591	22.8940	23.3066	23.7415	24.1876	24.5779	25.0016	25.4254	25.8268	26.2729	26.6967	27.1204	27.5553	27.9902
13-37.5hrs	18.6341	19.0133	19.4370	19.8162	20.2065	20.6079	20.9759	21.3662	21.8012	22.1803	22.5818	22.9721	23.3512	23.7527	24.1653	24.5333	24.9236	25.3250	25.7153	26.1502
13-40hrs	17.4855	17.8201	18.1992	18.5672	18.9352	19.3032	19.6601	20.0392	20.4407	20.7864	21.1432	21.5001	21.8792	22.2472	22.6375	22.9944	23.3512	23.7415	24.1318	24.5110
14-35hrs	20.8087	21.2993	21.8346	22.1915	22.5818	23.0055	23.4181	23.8865	24.3437	24.7675	25.2024	25.6484	26.1056	26.5517	26.9643	27.4215	27.8787	28.3694	28.8377	29.3284
14-37.5hrs	19.4370	19.8385	20.2288	20.6526	21.0540	21.4778	21.9238	22.3253	22.7267	23.1282	23.5296	23.9757	24.3883	24.8121	25.2135	25.6150	26.0164	26.4402	26.8639	27.2988
14-40hrs	18.1992	18.5784	18.9575	19.3590	19.7493	20.1284	20.5299	20.9090	21.2993	21.6896	22.0576	22.4479	22.8382	23.2174	23.5965	23.9980	24.3883	24.7786	25.1801	25.5815
15-35hrs	21.6896	22.1469	22.6152	23.0613	23.5073	23.9980	24.4664	24.9347	25.3919	25.8268	26.3064	26.7636	27.2431	27.6891	28.1352	28.6259	29.0831	29.5403	30.0087	30.4993
15-37.5hrs	20.2288	20.6749	21.1098	21.5447	21.9796	22.4145	22.8494	23.2732	23.7081	24.1653	24.5667	25.0128	25.4365	25.8491	26.3064	26.7413	27.1985	27.6334	28.1017	28.6036
15-40hrs	18.9575	19.4036	19.7827	20.1842	20.5968	20.9871	21.3886	21.8346	22.2138	22.6375	23.0278	23.4181	23.8530	24.2656	24.6559	25.0685	25.4923	25.9272	26.3733	26.8082
16-35hrs	22.6152	23.1059	23.5854	24.0984	24.5667	25.0462	25.5258	26.0164	26.5071	26.9977	27.5107	27.9791	28.4809	28.9493	29.4399	29.9194	30.3990	30.9119	31.4026	31.8933
16-37.5hrs	21.1098	21.5670	22.0242	22.4814	22.9498	23.3735	23.8419	24.3102	24.7675	25.2247	25.6707	26.1391	26.5963	27.0535	27.5107	27.9345	28.3917	28.8377	29.3061	29.7745
16-40hrs	19.7827	20.2065	20.6414	21.0652	21.4889	21.9238	22.3476	22.7825	23.2062	23.6188	24.0649	24.4775	24.9013	25.3362	25.7488	26.2060	26.6298	27.0535	27.4661	27.9010
17-35hrs	23.5854	24.1095	24.6002	25.1131	25.6150	26.1502	26.6744	27.1873	27.6668	28.1798	28.7039	29.2169	29.7410	30.2428	30.7670	31.2688	31.7817	32.2947	32.8077	33.3429
17-37.5hrs	22.0242	22.5037	22.9832	23.4627	23.9534	24.4218	24.9013	25.3696	25.8268	26.3287	26.7970	27.2988	27.7672	28.2467	28.7374	29.2169	29.6964	30.1536	30.6554	31.1461
17-40hrs	20.6414	21.0875	21.5335	21.9907	22.4479	22.8940	23.3289	23.7973	24.2545	24.7005	25.1466	25.5815	26.0276	26.4848	26.9308	27.3881	27.8341	28.2690	28.7374	29.1946
18-35hrs	24.6002	25.1466	25.6596	26.2171	26.7413	27.2988	27.8341	28.3805	28.9158	29.4511	29.9752	30.4993	31.0509	31.6033	32.1274	32.6516	33.1980	33.7332	34.2685	34.8149
18-37.5hrs	22.9832	23.4850	23.9980	24.4775	24.9793	25.4700	25.9718	26.4848	26.9866	27.4996	27.9902	28.5144	29.0050	29.5068	30.0087	30.5105	31.0437	31.5699	32.0940	32.6293
18-40hrs	21.5335	22.0130	22.4814	22.9609	23.4070	23.9088	24.3660	24.8344	25.2804	25.7488	26.2506	26.7190	27.1985	27.6445	28.1017	28.6036	29.0608	29.5180	29.9863	30.4659
19-35hrs	25.6596	26.2506	26.8305	27.3881	27.9456	28.5255	29.0608	29.6407	30.2094	30.7781	31.3357	31.8933	32.4508	33.0307	33.5883	34.1459	34.7034	35.2833	35.8409	36.4096
19-37.5hrs	23.9980	24.5221	25.0351	25.5592	26.1056	26.6298	27.1539	27.6668	28.2021	28.7485	29.2615	29.7856	30.3097	30.8562	31.3580	31.8933	32.4174	32.9749	33.5325	34.1012
19-40hrs	22.4814	22.9721	23.4627	23.9645	24.4441	24.9459	25.4477	25.9272	26.4067	26.9085	27.4104	27.9010	28.4028	28.8935	29.3953	29.8971	30.3766	30.9119	31.4360	31.9602
20-35hrs	26.8305	27.4104	27.9902	28.5924	29.1723	29.7633	30.3543	30.9677	31.5699	32.1497	32.7519	33.3429	33.9451	34.5139	35.1049	35.7182	36.3204	36.9114	37.5805	38.1938
20-37.5hrs	25.0351	25.5927	26.1837	26.7078	27.2542	27.8007	28.3694	28.9047	29.4622	30.0087	30.5885	31.1350	31.6925	32.2278	32.7854	33.3652	33.9228	34.4804	35.0603	35.6736
20-40hrs	23.4627	23.9868	24.4998	25.0239	25.5481	26.0833	26.5963	27.1093	27.6222	28.1240	28.6593	29.1723	29.6694	30.2094	30.7335	31.2465	31.7594	32.2947	32.8523	33.4210
21-35hrs	27.9902	28.6259	29.2503	29.8637	30.4770	31.1238	31.7483	32.3505	32.9861	33.5994	34.2239	34.8372	35.4729	36.0862	36.7107	37.3240	37.9597	38.6064	39.2421	39.9558
21-37.5hrs	26.1837	26.7413	27.3211	27.8787	28.4809	29.0496	29.6407	30.2094	30.8116	31.3803	31.9602	32.5177	33.1199	33.7109	34.3131	34.8595	35.4506	36.0082	36.5880	37.1679
21-40hrs	24.4998	25.0462	25.6038	26.1391	26.6744	27.2208	27.7672	28.3248	28.8824	29.4288	29.9529	30.4993	31.0680	31.6033	32.1274	32.6850	33.2649	33.8113	34.3800	34.9599
22-35hrs	29.2503	29.8971	30.5328	31.1907	31.8486	32.4954	33.1645	33.8559	34.4915	35.1495	35.7851	36.4319	37.0898	37.7589	38.4057	39.0525	39.6993	40.3684	41.0486	41.7623
22-37.5hrs	27.3211	27.9010	28.5367	29.1277	29.7522	30.3655	30.9900	31.5922	32.1720	32.7965	33.4210	34.0232	34.6254	35.2498	35.8520	36.4654	37.0787	37.7255	38.3500	39.0079
22-40hrs	25.6038	26.1948	26.7413	27.3211	27.8899	28.4809	29.0385	29.6072	30.1536	30.7446	31.3022	31.8821	32.4508	33.0419	33.5994	34.1570	34.7257	35.3391	35.9301	36.5323
23-35hrs	31.0680	31.7594	32.4620	33.1757	33.8894	34.5696	35.3056	35.9747	36.6772	37.3686	38.0712	38.7626	39.4763	40.1788	40.8702	41.5504	42.2641	42.9890	43.7027	44.4610
23-37.5hrs	29.0385	29.6853	30.3209	30.9900	31.6368	32.2836	32.9526	33.5883	34.2462	34.8819	35.5509	36.2200	36.8445	37.5136	38.1715	38.8183	39.4763	40.1454	40.8256	41.5058
23-40hrs	27.2096	27.8007	28.4140	29.0385	29.6518	30.2428	30.8896	31.4918	32.0940	32.7073	33.3429	33.9451	34.5250	35.1606	35.7740	36.3873	36.9895	37.6474	38.2719	38.9075
24-35hrs	32.4620	33.1980	33.9451	34.6588	35.4060	36.1420	36.8557	37.6474	38.3723	39.0860	39.8108	40.5691	41.2605	42.0188	42.7436	43.4685	44.2379	44.9739	45.7322	46.5129
24-37.5hrs	30.3209	31.0123	31.6925	32.3616	33.0642	33.7332	34.4135	35.1160	35.8074	36.4877	37.1679	37.8593	38.5395	39.2086	39.9112	40.6026	41.2605	41.9853	42.6879	43.4127
24-40hrs	28.4140	29.0608	29.6964	30.3209	31.0011	31.6368	32.2501	32.9080	33.5325	34.1905	34.8372	35.4952	36.1308	36.7553	37.4021	38.0600	38.7180	39.3536	40.0561	40.7141

25-35hrs	33.9451	34.6923	35.4840	36.2646	37.0229	37.8035	38.5618	39.3313	40.1342	40.9037	41.6285	42.4314	43.1897	43.9592	44.7509	45.5092	46.2675	47.0593	47.8622	48.6651
25-37 hrs	31.6925	32.3951	33.1311	33.8671	34.5585	35.3168	36.0082	36.7330	37.4467	38.1827	38.8852	39.6101	40.3238	41.0375	41.7623	42.4983	43.2343	43.9592	44.7286	45.4869
25-40hrs	29.6964	30.3766	31.0792	31.7483	32.4174	33.0976	33.7444	34.4246	35.1160	35.7963	36.4431	37.1233	37.8035	38.5061	39.1640	39.8443	40.5134	41.2047	41.9184	42.6098
26-35hrs	35.4840	36.3092	37.1010	37.9009	38.7180	39.5320	40.3572	41.1601	41.9630	42.7548	43.5354	44.3941	45.2193	45.9909	46.8251	47.6280	48.4198	49.2673	50.0925	50.9623
26-37 hrs	33.1311	33.9005	34.6365	35.4060	36.1420	36.9003	37.7032	38.4280	39.1752	39.9669	40.7029	41.4389	42.1972	42.9667	43.7250	44.4833	45.2304	45.9776	46.7805	47.5611
26-40hrs	31.0792	31.7706	32.4620	33.1757	33.9005	34.5919	35.3279	36.0082	36.7218	37.4244	38.1604	38.8518	39.5543	40.2680	40.9929	41.6620	42.4091	43.1116	43.8365	44.5948
27-35hrs	37.1010	37.9597	38.8183	39.6658	40.4910	41.3609	42.2084	43.0670	43.8923	44.7621	45.5984	46.4571	47.3046	48.1521	49.0219	49.8694	50.7058	51.5868	52.4454	53.3487
27-37 hrs	34.6365	35.4506	36.2312	37.0118	37.8370	38.6287	39.4094	40.2123	41.0040	41.7846	42.5764	43.3681	44.1599	44.9628	45.7657	46.5575	47.3604	48.1410	48.9773	49.8137
27-40hrs	32.4620	33.2091	33.9674	34.6923	35.4506	36.1977	36.9337	37.7032	38.4392	39.1752	39.9223	40.6695	41.4055	42.1526	42.8998	43.6358	44.4052	45.1412	45.8884	46.7024
28-35hrs	38.8183	39.7104	40.6026	41.4724	42.3980	43.2789	44.1710	45.0743	45.9441	46.8474	47.7395	48.6205	49.5126	50.3936	51.3080	52.2001	53.0811	53.9955	54.9099	55.8578
28-37 hrs	36.2312	37.0564	37.8928	38.7403	39.5655	40.4130	41.2270	42.0746	42.9109	43.7473	44.5836	45.3977	46.2341	47.0704	47.9068	48.7320	49.5795	50.4047	51.2745	52.1555
28-40hrs	33.9674	34.7146	35.5063	36.3092	37.0898	37.8593	38.6399	39.4094	40.2123	41.0040	41.7958	42.5652	43.3347	44.1153	44.9070	45.6765	46.4571	47.2265	48.0295	48.8547
29-35hrs	40.6026	41.5170	42.4760	43.4016	44.3383	45.2750	46.2118	47.1485	48.0852	49.0331	49.9698	50.8954	51.8433	52.7577	53.7056	54.6534	55.6013	56.5492	57.4971	58.4784
29-37 hrs	37.8928	38.7737	39.6658	40.5245	41.4055	42.2641	43.1228	43.9926	44.8959	45.7657	46.6578	47.5165	48.3751	49.2784	50.1594	51.0292	51.9102	52.7688	53.6833	54.5977
29-40hrs	35.5063	36.3427	37.1568	37.9820	38.8072	39.6435	40.4687	41.2605	42.0746	42.9109	43.7473	44.5725	45.3754	46.1783	46.9924	47.8287	48.6539	49.4903	50.3267	51.1853
30-35hrs	42.4760	43.4350	44.4387	45.4200	46.4236	47.4050	48.3528	49.3565	50.3378	51.3303	52.3005	53.2818	54.2854	55.2556	56.2481	57.2294	58.2331	59.2032	60.2069	61.2217
30-37 hrs	39.6658	40.5914	41.4947	42.4314	43.3235	44.2491	45.1524	46.0668	46.9924	47.9291	48.8547	49.7802	50.6612	51.5979	52.5124	53.4379	54.3523	55.2779	56.2146	57.1625
30-40hrs	37.1568	38.0266	38.8629	39.7327	40.6137	41.4612	42.3533	43.2009	44.0484	44.9182	45.7769	46.6578	47.4942	48.3417	49.2338	50.0813	50.9623	51.8098	52.6796	53.6052
31-35hrs	44.4387	45.4646	46.5129	47.5388	48.5759	49.6130	50.6277	51.6760	52.6908	53.7390	54.7761	55.8243	56.8280	57.8651	58.9022	59.9169	60.9986	62.0246	63.0617	64.1322
31-37 hrs	41.4947	42.4760	43.4239	44.4052	45.3531	46.3121	47.2823	48.2413	49.2338	50.1817	51.1519	52.1332	53.0811	54.0513	54.9880	55.9805	56.9395	57.9097	58.9022	59.8835
31-40hrs	38.8629	39.7774	40.7029	41.5839	42.5095	43.4127	44.3272	45.2416	46.1337	47.0258	47.9291	48.8324	49.7468	50.6277	51.5533	52.4343	53.3599	54.2743	55.1664	56.1143
32-35hrs	46.5129	47.5945	48.6539	49.7579	50.8285	51.9213	53.0030	54.1070	55.1776	56.2704	57.3409	58.4338	59.5266	60.6083	61.6677	62.7717	63.8534	64.9463	66.0391	67.1654
32-37 hrs	43.4239	44.4498	45.4646	46.4794	47.4942	48.4867	49.4903	50.4939	51.5199	52.5347	53.5717	54.5642	55.5679	56.5826	57.6197	58.6234	59.6158	60.6306	61.6454	62.7048
32-40hrs	40.7029	41.6173	42.5764	43.5243	44.5056	45.4535	46.3902	47.3715	48.2971	49.2561	50.1817	51.1407	52.0886	53.0476	54.0067	54.9322	55.9024	56.8391	57.8093	58.7795
33-35hrs	48.6539	49.8137	50.9623	52.0886	53.2260	54.3746	55.5121	56.6384	57.7870	58.9245	60.0842	61.1994	62.3480	63.4854	64.6229	65.7603	66.8866	68.0352	69.1727	70.3547
33-37 hrs	45.4646	46.5129	47.5834	48.6316	49.7133	50.7616	51.8433	52.8804	53.9620	54.9991	56.0697	57.1402	58.1996	59.2478	60.3295	61.3778	62.4260	63.4854	64.5671	65.6711
33-40hrs	42.5764	43.5577	44.5836	45.5873	46.5798	47.5945	48.5870	49.5795	50.5497	51.5756	52.5681	53.5717	54.5642	55.5456	56.5492	57.5305	58.5565	59.5489	60.5637	61.5897
34-35hrs	50.9623	52.1555	53.3487	54.5308	55.7128	56.9172	58.1439	59.3148	60.5303	61.7012	62.9278	64.1099	65.3477	66.5186	67.7118	68.8939	70.1094	71.2915	72.5070	73.7336
34-37 hrs	47.5834	48.6874	49.8137	50.9288	52.0551	53.1480	54.2520	55.3783	56.5157	57.6420	58.7372	59.8500	60.9875	62.0915	63.2178	64.3329	65.4481	66.5521	67.7007	68.8381
34-40hrs	44.5836	45.6207	46.6913	47.7172	48.7766	49.8360	50.8731	51.9325	52.9696	54.0178	55.0437	56.1031	57.1514	58.2108	59.2478	60.2849	61.3443	62.3703	63.4408	64.5114
35-35hrs	52.3487	54.6088	55.8913	57.1068	58.3780	59.6270	60.8871	62.1249	63.3851	64.6340	65.8830	67.1431	68.3921	69.6633	70.9123	72.2059	73.4660	74.7038	75.9751	77.2687
35-37 hrs	49.8137	50.9846	52.1555	53.3264	54.5085	55.6571	56.8280	57.9877	59.1698	60.3407	61.5116	62.6825	63.8534	65.0355	66.1952	67.3884	68.5482	69.8195	71.0684	72.3397
35-40hrs	46.6913	47.7730	48.8770	49.9810	51.0627	52.1778	53.2595	54.3858	55.5009	56.5826	57.6866	58.7795	59.8500	60.9875	62.0692	63.1620	64.2326	65.3477	66.4294	67.5780
36-35hrs	55.8913	57.1848	58.4784	59.8054	61.1325	62.4483	63.7642	65.0912	66.3848	67.7230	69.0277	70.3547	71.7041	72.9976	74.2912	75.6182	76.9453	78.2500	79.5882	80.9375
36-37 hrs	52.1555	53.3822	54.6200	55.8578	57.0510	58.3111	59.5489	60.7645	61.9911	63.2289	64.4444	65.6823	66.9089	68.1579	69.4069	70.6001	71.8267	73.0422	74.2801	75.5402
36-40hrs	48.8770	50.0256	51.1742	52.3339	53.5271	54.6534	55.8132	56.9506	58.1327	59.2590	60.4188	61.5674	62.7160	63.8757	65.0355	66.1729	67.3215	68.4478	69.6299	70.8008
37-35hrs	58.4672	59.8500	61.2663	62.6602	64.0318	65.4258	66.8086	68.1913	69.5853	70.9458	72.3620	73.7336	75.1164	76.5104	77.8931	79.2759	80.6476	82.0303	83.4243	84.8182
37-37 hrs	54.6200	55.9136	57.1960	58.4784	59.7720	61.0767	62.3591	63.6415	64.9574	66.2398	67.5446	68.8381	70.1205	71.4030	72.7077	74.0013	75.2725	76.5661	77.8708	79.2090
37-40hrs	51.1742	52.3897	53.6163	54.8319	56.0362	57.2517	58.4561	59.6605	60.8871	62.0915	63.3181	64.5114	65.7492	66.9535	68.1690	69.3846	70.5889	71.8713	73.1538	74.4919
38-35hrs	61.2663	62.7160	64.1657	65.6377	67.0762	68.5147	69.9867	71.4253	72.8750	74.3581	75.8078	77.2687	78.7183	80.1792	81.6289	83.0897	84.5506	86.0672	87.6284	89.1896
38-37 hrs	57.1960	58.5453	59.8835	61.2663	62.6491	63.9872	65.3589	66.6970	68.0575	69.4180	70.7673	72.1390	73.4883	74.8376	76.1870	77.5363	78.9079	80.2461	81.6177	83.0005



18-40hrs	53,6163	54,8765	56,1366	57,4190	58,7237	59,9727	61,2663	62,5375	63,7977	65,0912	66,3513	67,6338	68,8939	70,1652	71,4253	72,7077	73,9901	75,3283	76,6776	78,0381
39-35hrs	64,1657	65,7046	67,2323	68,7489	70,2767	71,8156	73,3210	74,8711	76,3877	77,9154	79,4432	80,9821	82,5099	84,0265	85,5431	87,0708	88,5874	90,1932	91,8213	93,4383
39-37.5hrs	59,8835	61,3220	62,7606	64,1768	65,6377	67,0427	68,4590	69,9087	71,3026	72,7411	74,1797	75,5959	77,0122	78,4396	79,8558	81,2832	82,7106	84,1937	85,7326	87,2604
39-40hrs	56,1366	57,4748	58,8129	60,1623	61,5004	62,8386	64,1545	65,5038	66,8532	68,1802	69,5072	70,8342	72,1947	73,5329	74,8822	76,1981	77,5363	78,9525	80,3576	81,8073

# HPAE SALARY SCHEDULE WL JULY 2021 FY22

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
155	39427.45	40271.87	41118.55	41961.83	42805.14	43648.69	44496.34	45339.54	46183.96	47029.80	47871.66	48718.55	49562.76	50408.32	51252.75	52097.17	52941.58	53786.01	54648.34	55522.39
165	41118.55	42005.99	42894.56	43780.86	44668.29	45556.87	46445.43	47332.86	48221.44	49109.99	49997.42	50886.00	51773.43	52660.87	53549.43	54436.86	55324.30	56209.47	57109.36	58022.96
175	42894.56	43827.27	44758.84	45693.82	46625.40	47559.25	48493.10	49425.81	50358.52	51291.23	52225.07	53158.91	54091.62	55025.47	55959.32	56890.89	57824.74	58749.52	59689.02	60645.51
185	44758.84	45737.98	46715.96	47696.21	48674.21	49653.32	50631.31	51610.43	52586.16	53562.15	54543.36	55521.26	56499.24	57478.36	58457.49	59435.47	60414.60	61381.27	62362.65	63358.74
195	46715.96	47744.88	48770.41	49798.20	50824.87	51853.80	52880.46	53907.12	54933.78	55962.71	56989.37	58017.17	59044.96	60071.62	61097.14	62123.82	63152.73	64225.81	65318.13	66429.69
205	48770.41	49851.42	50930.13	52010.00	53089.86	54169.73	55249.59	56329.45	57408.19	58488.05	59567.92	60648.90	61726.50	62807.50	63886.23	64967.22	66047.09	67168.83	68312.08	69472.31
215	50930.13	52063.20	53198.52	54331.59	55466.93	56602.26	57735.32	58868.39	60001.44	61136.78	62270.97	63402.90	64538.23	65672.42	66805.49	67940.81	69073.88	70246.56	71441.88	72656.43
225	53198.52	54388.20	55578.99	56767.51	57958.31	59147.97	60338.75	61527.28	62720.24	63907.74	65098.53	66288.18	67478.98	68668.65	69858.30	71049.09	72239.89	73466.90	74716.56	75986.58
235	56325.28	57799.84	59074.39	60346.68	61620.10	62893.53	64166.95	65441.51	66714.93	67987.22	69260.64	70532.93	71808.63	73082.04	74355.47	75628.89	76902.31	78208.57	79538.58	80890.11
245	59074.39	60410.07	61745.75	63082.56	64417.11	65753.92	67089.60	68426.41	69763.22	71096.64	72433.44	73770.25	75103.93	76442.75	77779.56	79115.24	80452.06	81818.29	83210.57	84623.21
255	61745.75	63150.47	64554.07	65958.80	67362.40	68765.99	70171.85	71576.58	72981.31	74383.76	75787.55	77192.09	78595.69	80000.41	81406.27	82809.86	84215.72	85644.22	87103.28	88581.59
265	64554.07	66027.84	67501.62	68977.65	70453.70	71926.34	73400.12	74872.75	76349.94	77823.71	79297.49	80772.38	82245.04	83721.07	85194.85	86668.62	88142.40	89641.07	91166.92	92715.40
275	67501.62	69048.98	70598.38	72147.06	73695.55	75242.91	76791.39	78339.87	79888.35	81434.57	82983.05	84531.54	86078.88	87627.37	89174.71	90723.20	92271.68	93839.40	95434.30	97057.49
285	70598.38	72224.04	73850.63	75474.95	77101.54	78726.99	80351.30	81977.90	83602.22	85227.67	86854.26	88479.71	90105.17	91730.62	93356.08	94979.26	96605.84	98247.14	99916.75	101618.03
295	73850.63	75556.44	77264.54	78969.22	80677.30	82381.99	84090.08	85797.03	87501.72	89208.68	90913.63	92621.45	94328.40	96034.23	97741.18	99447.00	101155.08	102874.48	104621.06	106401.58
305	77264.54	79054.12	80843.71	82637.81	84427.39	86218.11	88009.95	89800.67	91594.79	93383.24	95176.22	96966.94	98757.66	100550.64	102341.35	104132.06	105925.04	107723.67	109536.28	111419.44
315	80843.71	82727.24	84609.63	86489.78	88372.18	90253.44	92134.71	94015.99	95897.25	97779.66	99662.06	101542.20	103423.47	105307.01	107186.02	109067.28	110951.95	112836.62	114754.11	116706.69
325	84609.63	86583.72	88560.08	90535.30	92511.65	94485.74	96463.23	98438.44	100411.40	102388.89	104364.10	106339.33	108314.55	110290.90	112266.12	114241.34	116218.83	118191.79	120202.09	122246.36
335	88560.08	90632.65	92706.35	94780.04	96853.74	98926.30	101000.01	103072.58	105144.01	107218.84	109290.27	111363.97	113438.81	115512.51	117585.07	119658.76	121730.20	123800.50	125904.77	128045.25
345	92706.35	94884.19	97062.02	99240.98	101418.81	103597.79	105775.63	107953.46	110132.43	112311.41	114488.10	116667.08	118846.03	121022.75	123201.71	125380.68	127559.65	129727.31	131933.43	134176.92
355	97062.02	99348.52	101632.75	103919.27	106202.37	108488.87	110773.10	113059.60	115343.84	117630.34	119913.45	122199.95	124484.19	126770.69	129053.80	131340.30	133624.54	135896.33	138205.47	140557.62
365	101632.75	104031.32	106432.15	108829.58	111231.54	113630.09	116030.93	118429.49	120828.05	123230.02	125628.57	128027.14	130425.70	132825.39	135223.97	137624.78	140023.35	142403.81	144825.00	147286.95
375	106432.15	108932.96	111474.90	113994.58	116516.52	119037.34	121558.14	124078.97	126599.77	129121.72	131643.66	134164.47	136685.28	139207.22	141728.05	144248.85	146769.67	149263.31	151801.10	154383.03
385	111474.90	114121.36	116766.68	119413.14	122058.46	124707.18	127352.51	129997.83	132645.42	135293.00	137937.20	140583.65	143231.25	145876.57	148524.16	151169.48	153814.81	156584.64	159404.29	162271.46
395	116766.68	119545.58	122326.74	125103.36	127883.38	130661.14	133441.17	136221.19	138997.82	141778.98	144557.87	147336.75	150116.79	152893.42	155673.44	158451.20	161232.35	164133.50	167086.71	170097.64
405	122326.74	125284.47	128198.06	131107.13	134020.71	136934.30	139845.63	142759.23	145669.43	148584.15	151497.74	154409.07	157321.53	160231.72	163146.45	166058.91	168970.24	172012.86	175107.37	178262.27
415	134402.18	137599.88	140799.85	143996.44	147196.40	150395.24	153594.08	156794.05	159990.63	163190.59	166388.30	169586.01	172787.11	175983.69	179184.79	182382.50	185581.34	188922.80	192320.86	195785.69

# HPAE SALARY SCHEDULE WS JULY 2021 FY22

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
34,9042	35,9301	36,4654	37,0898	37,8147	38,5730	39,4651	40,0450	40,9260	41,6397	42,4649	42,8440	43,6469	44,2714	44,7998	45,2081	45,6542	46,1449	46,6132	47,0816						

HPAE SCHEDULE WU JULY 2021 FY22

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
075	99483.75	101968.66	104520.20	107132.63	109809.40	112556.24	115369.72	118254.42	121209.20	124242.10	127346.23	130530.78	133794.59	137139.97	140566.92	144082.33	147682.75

## HPAE SALARY SCHEDULE WK APRIL 2022 FY22

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	19.5187	19.9509	20.3490	20.7699	21.1793	21.5661	21.9869	22.4078	22.8059	23.2154	23.6249	24.0230	24.4325	24.8419	25.2401	25.6495	26.0476	26.4468	26.9007	27.3216
12-37.5hrs	18.2220	18.6201	19.0068	19.3822	19.7917	20.1556	20.5424	20.9405	21.3158	21.6798	22.0666	22.4523	22.8287	23.2154	23.5907	23.9661	24.3642	24.7623	25.1491	25.5472
12-40hrs	17.0731	17.4713	17.8352	18.1651	18.5405	18.8931	19.2343	19.5983	19.9623	20.3376	20.6675	21.0315	21.3727	21.7481	22.1234	22.4647	22.8059	23.1471	23.4884	23.8296
13-35hrs	20.3490	20.7812	21.2248	21.6230	22.0893	22.4874	22.9083	23.3519	23.7727	24.2163	24.6713	25.0694	25.5017	25.9339	26.3434	26.7984	27.2306	27.6628	28.1064	28.5500
13-37.5hrs	19.0068	19.3936	19.8258	20.2125	20.6106	21.0201	21.3955	21.7936	22.2372	22.6239	23.0334	23.4315	23.8182	24.2277	24.6486	25.0239	25.4220	25.8315	26.2296	26.6732
13-40hrs	17.8352	18.1765	18.5632	18.9386	19.3139	19.6893	20.0533	20.4400	20.8495	21.2021	21.5661	21.9301	22.3168	22.6922	23.0903	23.4543	23.8182	24.2163	24.6145	25.0012
14-35hrs	21.2248	21.7253	22.2713	22.6953	23.0334	23.4656	23.8865	24.3642	24.8306	25.2628	25.7064	26.1614	26.6277	27.0827	27.5036	27.9699	28.4363	28.9368	29.4145	29.9150
14-37.5hrs	19.8258	20.2353	20.6334	21.0656	21.4751	21.9073	22.3623	22.7718	23.1813	23.5907	24.0002	24.4552	24.8761	25.3083	25.7178	26.1273	26.5367	26.9690	27.4012	27.8448
14-40hrs	18.5632	18.9499	19.3367	19.7462	20.1443	20.5310	20.9405	21.3272	21.7253	22.1234	22.4988	22.8969	23.2950	23.6817	24.0685	24.4780	24.8761	25.2742	25.6837	26.0931
15-35hrs	22.1234	22.5898	23.0675	23.5225	23.9775	24.4780	24.9557	25.4334	25.8998	26.3434	26.8325	27.2988	27.7879	28.2429	28.6979	29.1984	29.6647	30.1311	30.6088	31.1093
15-37.5hrs	20.6334	21.0884	21.5320	21.9756	22.4192	22.8528	23.3064	23.7386	24.1822	24.6486	25.0581	25.5130	25.9453	26.3661	26.8325	27.2761	27.7424	28.1861	28.6638	29.1756
15-40hrs	19.3367	19.7917	20.1784	20.5879	21.0087	21.4068	21.8163	22.2713	22.6580	23.0903	23.4884	23.8865	24.3301	24.7509	25.1491	25.5699	26.0021	26.4458	26.9007	27.3443
16-35hrs	23.0675	23.5680	24.0571	24.5803	25.0581	25.5472	26.0363	26.5367	27.0372	27.5377	28.0609	28.5387	29.0505	29.5282	30.0287	30.5178	31.0069	31.5302	32.0306	32.5311
16-37.5hrs	21.5320	21.9983	22.4647	22.9310	23.4088	23.8410	24.3187	24.7964	25.2628	25.7292	26.1841	26.6619	27.1282	27.5946	28.0609	28.4932	28.9595	29.4145	29.8922	30.3700
16-40hrs	20.1784	20.6106	21.0542	21.4865	21.9187	22.3623	22.7945	23.2381	23.6704	24.0912	24.5462	24.9671	25.3993	25.8429	26.2638	26.7301	27.1623	27.5946	28.0154	28.4590
17-35hrs	24.0571	24.5917	25.0922	25.6154	26.1273	26.6732	27.2078	27.7311	28.2202	28.7434	29.2780	29.8012	30.3358	30.8477	31.3823	31.8941	32.4174	32.9406	33.4638	34.0098
17-37.5hrs	22.4647	22.9538	23.4429	23.9320	24.4325	24.9102	25.3993	25.8770	26.3434	26.8552	27.3330	27.8448	28.3225	28.8117	29.3121	29.8012	30.2903	30.7567	31.2685	31.7690
17-40hrs	21.0542	21.5092	21.9642	22.4305	22.8969	23.3519	23.7955	24.2732	24.7396	25.1946	25.6495	26.0931	26.5481	27.0145	27.4695	27.9358	28.3908	28.8344	29.3121	29.7785
18-35hrs	25.0922	25.6495	26.1728	26.7415	27.2761	27.8448	28.3908	28.9481	29.4941	30.0401	30.5747	31.1093	31.6780	32.2354	32.7700	33.3046	33.8619	34.4079	34.9539	35.5112
18-37.5hrs	23.4429	23.9547	24.4780	24.9671	25.4789	25.9794	26.4912	27.0145	27.5263	28.0496	28.5500	29.0846	29.5851	30.0970	30.6088	31.1207	31.6667	32.2013	32.7359	33.2818
18-40hrs	21.9642	22.4533	22.9310	23.4201	23.8751	24.3870	24.8533	25.3310	25.7860	26.2638	26.7756	27.2533	27.7424	28.1974	28.6638	29.1756	29.6420	30.1083	30.5861	31.0752
19-35hrs	26.1728	26.7756	27.3671	27.9358	28.5045	29.0960	29.6420	30.2335	30.8136	31.3937	31.9624	32.5311	33.0998	33.6913	34.2600	34.8288	35.3975	35.9890	36.5577	37.1378
19-37.5hrs	24.4780	25.0126	25.5358	26.0704	26.6277	27.1623	27.6969	28.2202	28.7662	29.3235	29.8467	30.3813	30.9159	31.4733	31.9851	32.5311	33.0657	33.6344	34.2032	34.7833
19-40hrs	22.9310	23.4315	23.9320	24.4438	24.9329	25.4448	25.9566	26.4458	26.9349	27.4467	27.9586	28.4590	28.9709	29.4714	29.9832	30.4951	30.9842	31.5302	32.0648	32.5994
20-35hrs	27.3671	27.9586	28.5500	29.1643	29.7557	30.3586	30.9614	31.5870	32.2013	32.7927	33.4070	34.0098	34.6240	35.2041	35.8070	36.4326	37.0468	37.6496	38.3321	38.9577
20-37.5hrs	25.5358	26.1045	26.7074	27.2420	27.7993	28.3567	28.9368	29.4827	30.0515	30.6088	31.2003	31.7576	32.3264	32.8724	33.4411	34.0326	34.6013	35.1700	35.7615	36.3871
20-40hrs	23.9320	24.4666	24.9898	25.5244	26.0590	26.6050	27.1282	27.6514	28.1747	28.6865	29.2325	29.7557	30.2903	30.8136	31.3482	31.8714	32.3946	32.9406	33.5093	34.0894
21-35hrs	28.5500	29.1984	29.8354	30.4610	31.0866	31.7463	32.3832	32.9975	33.6458	34.2714	34.9084	35.5340	36.1823	36.8079	37.4449	38.0705	38.7189	39.3786	40.0269	40.7549
21-37.5hrs	26.7074	27.2761	27.8676	28.4363	29.0505	29.6306	30.2335	30.8136	31.4278	32.0079	32.5994	33.1681	33.7823	34.3854	34.9994	35.5567	36.1596	36.7283	37.3198	37.9113
21-40hrs	24.9898	25.5472	26.1159	26.6619	27.2078	27.7652	28.3225	28.8913	29.4600	30.0173	30.5520	31.1093	31.6894	32.2354	32.7700	33.3387	33.9302	34.4875	35.0676	35.6591
22-35hrs	29.8354	30.4951	31.1434	31.8145	32.4856	33.1453	33.8278	34.5330	35.1814	35.8525	36.5008	37.1605	37.8316	38.5141	39.1738	39.8336	40.4933	41.1757	41.8696	42.5976
22-37.5hrs	27.8676	28.4590	29.1074	29.7102	30.3472	30.9728	31.6098	32.2240	32.8155	33.4525	34.0894	34.7036	35.3179	35.9548	36.5691	37.1947	37.8203	38.4800	39.1170	39.7881
22-40hrs	26.1159	26.7187	27.2761	27.8676	28.4477	29.0505	29.6192	30.1993	30.7567	31.3595	31.9283	32.5197	33.0998	33.7027	34.2714	34.8401	35.4202	36.0458	36.6487	37.2629
23-35hrs	31.6894	32.3946	33.1112	33.8392	34.5672	35.2610	36.0117	36.6942	37.4108	38.1160	38.8326	39.5378	40.2658	40.9824	41.6876	42.3814	43.1094	43.8488	44.5767	45.3502
23-37.5hrs	29.6192	30.2790	30.9273	31.6098	32.2695	32.9292	33.6117	34.2600	34.9311	35.5795	36.2620	36.9444	37.5814	38.2639	38.9350	39.5947	40.2658	40.9483	41.6421	42.3360
23-40hrs	27.7538	28.3567	28.9823	29.6192	30.2448	30.8477	31.5074	32.1216	32.7359	33.3615	34.0098	34.6240	35.2155	35.8639	36.4894	37.1150	37.7293	38.4004	39.0373	39.6857
24-35hrs	33.1112	33.8619	34.6240	35.3520	36.1141	36.8648	37.5928	38.4004	39.1397	39.8677	40.6070	41.3805	42.0857	42.8592	43.5985	44.3379	45.1277	45.8734	46.6469	47.4431
24-37.5hrs	30.9273	31.6325	32.3264	33.0088	33.7254	34.4079	35.1018	35.8184	36.5236	37.2174	37.9113	38.6165	39.3103	39.9928	40.7094	41.4146	42.0857	42.8251	43.5416	44.2810

24-40hrs	28.9823	29.6420	30.2903	30.9273	31.6212	32.2695	32.8951	33.5662	34.2032	34.8743	35.5340	36.2051	36.8534	37.4904	38.1501	38.8212	39.4923	40.1407	40.8573	41.5284
25-35hrs	34.6240	35.3861	36.1937	36.9899	37.7634	38.5596	39.3331	40.1179	40.9369	41.7217	42.4611	43.2800	44.0535	44.8383	45.6459	46.4194	47.1929	48.0005	48.8194	49.6384
25-37.5hrs	32.3264	33.0430	33.7937	34.5444	35.2496	36.0231	36.7283	37.4677	38.1956	38.9463	39.6629	40.4023	41.1303	41.8582	42.5976	43.3483	44.0990	44.8383	45.6232	46.3967
25-40hrs	30.2903	30.9842	31.7008	32.3832	33.0657	33.7596	34.4193	35.1131	35.8184	36.5122	37.1719	37.8658	38.5596	39.2762	39.9473	40.6411	41.3236	42.0288	42.7568	43.4620
26-35hrs	36.1937	37.0354	37.8430	38.6620	39.4923	40.3227	41.1644	41.9833	42.8023	43.6099	44.4061	45.2820	46.1237	46.9199	47.7616	48.5806	49.3882	50.2526	51.0943	51.9815
26-37.5hrs	33.7937	34.5785	35.3292	36.1141	36.8648	37.6383	38.4572	39.1966	39.9587	40.7663	41.5170	42.2677	43.0412	43.8260	44.5995	45.3729	46.1350	46.8971	47.7161	48.5123
26-40hrs	31.7008	32.4060	33.1112	33.8392	34.5785	35.2838	36.0345	36.7283	37.4563	38.1729	38.9236	39.6288	40.3454	41.0734	41.8127	42.4952	43.2573	43.9739	44.7132	45.4867
27-35hrs	37.8430	38.7189	39.5947	40.4592	41.3009	42.1881	43.0525	43.9284	44.7701	45.6573	46.5104	47.3862	48.2507	49.1152	50.0024	50.8668	51.7199	52.6185	53.4944	54.4157
27-37.5hrs	35.3292	36.1596	36.9558	37.7520	38.5937	39.4013	40.1975	41.0165	41.8241	42.6203	43.4279	44.2355	45.0431	45.8621	46.6810	47.4886	48.3076	49.1038	49.9569	50.8100
27-40hrs	33.1112	33.8733	34.6468	35.3861	36.1596	36.9217	37.6724	38.4572	39.2080	39.9587	40.7208	41.4829	42.2336	42.9957	43.7578	44.5085	45.2933	46.0440	46.8061	47.6365
28-35hrs	39.5947	40.5047	41.4146	42.3018	43.2459	44.1445	45.0545	45.9758	46.8630	47.7843	48.6943	49.5929	50.5029	51.4014	52.3342	53.2441	54.1477	55.0754	56.0081	56.9750
28-37.5hrs	36.9558	37.7975	38.6506	39.5151	40.3568	41.2212	42.0516	42.9161	43.7691	44.6222	45.4753	46.3057	47.1587	48.0118	48.8649	49.7066	50.5711	51.4128	52.3000	53.1986
28-40hrs	34.6468	35.4089	36.2165	37.0354	37.8316	38.6165	39.4127	40.1975	41.0165	41.8241	42.6317	43.4165	44.2014	44.9976	45.8052	46.5900	47.3862	48.1711	48.9900	49.8318
29-35hrs	41.4146	42.3473	43.3255	44.2696	45.2251	46.1805	47.1360	48.0915	49.0469	50.0137	50.9692	51.9133	52.8801	53.8128	54.7797	55.7465	56.7133	57.6802	58.6470	59.6480
29-37.5hrs	38.6506	39.5492	40.4592	41.3350	42.2336	43.1094	43.9853	44.8725	45.7938	46.6810	47.5910	48.4668	49.3427	50.2640	51.1626	52.0498	52.9484	53.8242	54.7569	55.6896
29-40hrs	36.2165	37.0695	37.8999	38.7416	39.5833	40.4364	41.2781	42.0857	42.9161	43.7691	44.6222	45.4639	46.2829	47.1019	47.9322	48.7853	49.6270	50.4801	51.3332	52.2090
30-35hrs	43.3255	44.3037	45.3274	46.3284	47.3521	48.3531	49.3199	50.3436	51.3446	52.3569	53.3465	54.3474	55.3711	56.3607	57.3731	58.3740	59.3977	60.3873	61.4110	62.4461
30-37.5hrs	40.4592	41.4032	42.3246	43.2800	44.1900	45.1341	46.0554	46.9881	47.9322	48.8877	49.8318	50.7758	51.6744	52.6299	53.5626	54.5067	55.4394	56.3835	57.3389	58.3058
30-40hrs	37.8999	38.7871	39.6402	40.5274	41.4260	42.2905	43.2004	44.0649	44.9293	45.8166	46.6924	47.5910	48.4441	49.3085	50.2185	51.0830	51.9815	52.8460	53.7332	54.6773
31-35hrs	45.3274	46.3739	47.4431	48.4896	49.5474	50.6052	51.6403	52.7095	53.7446	54.8138	55.8716	56.9408	57.9645	59.0224	60.0802	61.1153	62.2186	63.2651	64.3229	65.4148
31-37.5hrs	42.3246	43.3255	44.2924	45.2933	46.2602	47.2384	48.2279	49.2062	50.2185	51.1853	52.1749	53.1759	54.1427	55.1323	56.0877	57.1001	58.0783	59.0679	60.0802	61.0812
31-40hrs	39.6402	40.5729	41.5170	42.4156	43.3597	44.2810	45.2137	46.1464	47.0564	47.9663	48.8877	49.8090	50.7417	51.6403	52.5844	53.4830	54.4271	55.3598	56.2697	57.2366
32-35hrs	47.4431	48.5464	49.6270	50.7531	51.8450	52.9597	54.0631	55.1892	56.2811	57.3958	58.4878	59.6025	60.7172	61.8205	62.9011	64.0272	65.1305	66.2452	67.3599	68.5087
32-37.5hrs	44.2924	45.3388	46.3739	47.4090	48.4441	49.4564	50.4801	51.5038	52.5503	53.5853	54.6432	55.6555	56.6792	57.7143	58.7721	59.7958	60.8082	61.8432	62.8783	63.9589
32-40hrs	41.5170	42.4497	43.4279	44.3947	45.3957	46.3625	47.3180	48.3189	49.2630	50.2412	51.1853	52.1635	53.1304	54.1086	55.0868	56.0309	57.0205	57.9759	58.9655	59.9551
33-35hrs	49.6270	50.8100	51.9815	53.1304	54.2906	55.4621	56.6223	57.7712	58.9427	60.1029	61.2859	62.4233	63.5949	64.7551	65.9153	67.0755	68.2243	69.3959	70.5561	71.7618
33-37.5hrs	46.3739	47.4431	48.5351	49.6043	50.7076	51.7768	52.8801	53.9380	55.0413	56.0991	57.1911	58.2830	59.3636	60.4328	61.5361	62.6053	63.6745	64.7551	65.8585	66.9845
33-40hrs	43.4279	44.4289	45.4753	46.4990	47.5114	48.5464	49.5588	50.5711	51.5607	52.6071	53.6195	54.6432	55.6555	56.6565	57.6802	58.6811	59.7276	60.7399	61.7750	62.8215
34-35hrs	51.9815	53.1986	54.4157	55.6214	56.8271	58.0555	59.3067	60.5011	61.7409	62.9352	64.1864	65.3921	66.6547	67.8490	69.0661	70.2718	71.5116	72.7173	73.9571	75.2083
34-37.5hrs	48.5351	49.6611	50.8100	51.9474	53.0962	54.2109	55.3370	56.4858	57.6460	58.7949	59.9323	61.0470	62.2072	63.3333	64.4821	65.6196	66.7570	67.8831	69.0547	70.2149
34-40hrs	45.4753	46.5331	47.6251	48.6716	49.7521	50.8327	51.8905	52.9711	54.0290	55.0982	56.1446	57.2252	58.2944	59.3750	60.4328	61.4906	62.5712	63.6177	64.7096	65.8016
35-35hrs	54.4157	55.7010	57.0091	58.2489	59.5456	60.8195	62.1049	63.3674	64.6528	65.9267	67.2006	68.4860	69.7599	71.0566	72.3306	73.6500	74.9353	76.1979	77.4946	78.8140
35-37.5hrs	50.8100	52.0043	53.1986	54.3929	55.5986	56.7702	57.9845	59.1475	60.3532	61.5475	62.7418	63.9362	65.1305	66.3362	67.5191	68.7362	69.9192	71.2158	72.4898	73.7865
35-40hrs	47.6251	48.7284	49.8545	50.9806	52.0839	53.2214	54.3247	55.4735	56.6110	57.7143	58.8404	59.9551	61.0470	62.2072	63.3106	64.4253	65.5172	66.6547	67.7580	68.9296
36-35hrs	57.0091	58.3285	59.6480	61.0015	62.3551	63.6973	65.0395	66.3931	67.7125	69.0774	70.4083	71.7618	73.1381	74.4576	75.7770	77.1306	78.4842	79.8150	81.1799	82.5562
36-37.5hrs	53.1986	54.4498	55.7124	56.9750	58.1920	59.4773	60.7399	61.9797	63.2309	64.4935	65.7333	66.9959	68.2471	69.5210	70.7950	72.0121	73.2633	74.5031	75.7657	77.0510
36-40hrs	49.8545	51.0261	52.1977	53.3806	54.5977	55.7465	56.9295	58.0897	59.2954	60.4442	61.6271	62.7987	63.9703	65.1532	66.3362	67.4964	68.6680	69.8168	71.0225	72.2168
37-35hrs	59.6366	61.0470	62.4916	63.9134	65.3125	66.7343	68.1447	69.5552	70.9770	72.3647	73.8092	75.2083	76.6187	78.0406	79.4510	80.8614	82.2605	83.6709	85.0928	86.5146
37-37.5hrs	55.7124	57.0318	58.3399	59.6480	60.9674	62.2982	63.6063	64.9144	66.2566	67.5646	68.8954	70.2149	71.5230	72.8310	74.1618	75.4813	76.7780	78.0974	79.4282	80.7932

37-40hrs	52.1977	53.4375	54.6887	55.9285	57.1569	58.3968	59.6252	60.8537	62.1049	63.3333	64.5845	65.8016	67.0641	68.2926	69.5324	70.7722	72.0007	73.3088	74.6168	75.9818
38-35hrs	62.4916	63.9703	65.4490	66.9504	68.4177	69.8850	71.3865	72.8538	74.3325	75.8453	77.3240	78.8140	80.2927	81.7828	83.2615	84.7515	86.2416	87.7885	89.3810	90.9734
38-37.5hrs	58.3399	59.7162	61.0812	62.4916	63.9020	65.2670	66.6660	68.0310	69.4187	70.8064	72.1827	73.5817	74.9581	76.3344	77.7107	79.0870	80.4861	81.8510	83.2501	84.6605
38-40hrs	54.6887	55.9740	57.2593	58.5674	59.8982	61.1721	62.4916	63.7883	65.0736	66.3931	67.6784	68.9864	70.2718	71.5685	72.8538	74.1618	75.4699	76.8349	78.2112	79.5989
39-35hrs	65.4490	67.0187	68.5770	70.1239	71.6822	73.2519	74.7874	76.3685	77.9154	79.4737	81.0321	82.6017	84.1600	85.7070	87.2539	88.8122	90.3592	91.9971	93.6578	95.3071
39-37.5hrs	61.0812	62.5485	64.0158	65.4603	66.9504	68.3836	69.8282	71.3068	72.7287	74.1960	75.6533	77.1078	78.5524	80.0083	81.4529	82.9089	84.3648	85.8776	87.4473	89.0056
39-40hrs	57.2593	58.6243	59.9892	61.3655	62.7305	64.0954	65.4376	66.8139	68.1902	69.5438	70.8974	72.2509	73.6386	75.0036	76.3799	77.7221	79.0870	80.5316	81.9648	83.4435

# HPAE SALARY SCHEDULE WL APRIL 2022 FY22

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
135	40216.09	41077.30	41939.92	42804.09	43661.21	44523.70	45386.16	46246.33	47107.64	47970.09	48829.09	49692.71	50554.03	51416.49	52277.80	53139.11	54000.41	54861.72	55724.51	56582.84
145	41940.92	42806.11	43672.45	44538.48	45406.66	46274.00	47141.34	48009.52	48877.92	49746.37	50614.72	51483.00	52351.48	53219.96	54088.42	54956.87	55825.36	56693.80	57562.24	58430.78
155	43752.43	44620.82	45489.02	46357.40	47225.91	48094.41	48962.96	49831.43	50699.92	51568.37	52436.87	53305.37	54173.86	55042.36	55910.85	56779.35	57647.84	58516.34	59384.83	60253.33
165	45564.02	46432.74	47301.28	48169.54	49037.69	49905.89	50774.04	51642.19	52510.34	53378.49	54246.64	55114.79	55982.94	56851.09	57719.24	58587.39	59455.49	60323.59	61191.69	62059.79
175	47375.43	48244.44	49113.45	49982.46	50851.47	51720.48	52589.49	53458.50	54327.51	55196.52	56065.53	56934.54	57803.55	58672.56	59541.57	60410.58	61279.59	62148.60	63017.61	63886.62
185	49186.84	50056.44	50926.04	51795.64	52665.24	53534.84	54404.44	55274.04	56143.64	57013.24	57882.84	58752.44	59622.04	60491.64	61361.24	62230.84	63100.44	63970.04	64839.64	65709.24
195	50998.25	51868.45	52738.65	53608.85	54479.05	55349.25	56219.45	57089.65	57959.85	58829.45	59699.05	60568.65	61438.25	62307.85	63177.45	64047.05	64916.65	65786.25	66655.85	67525.45
205	52809.66	53679.86	54549.46	55419.06	56288.66	57158.26	58027.86	58897.46	59767.06	60636.66	61506.26	62375.86	63245.46	64115.06	64984.66	65854.26	66723.86	67593.46	68463.06	69332.66
215	54621.07	55491.27	56360.87	57230.47	58100.07	58969.67	59839.27	60708.87	61578.47	62448.07	63317.67	64187.27	65056.87	65926.47	66796.07	67665.67	68535.27	69404.87	70274.47	71144.07
225	56432.48	57302.68	58172.28	59041.88	59911.48	60781.08	61650.68	62520.28	63389.88	64259.48	65129.08	65998.68	66868.28	67737.88	68607.48	69477.08	70346.68	71216.28	72085.88	72955.48
235	58243.89	59114.09	59983.69	60853.29	61722.89	62592.49	63462.09	64331.69	65201.29	66070.89	66940.49	67810.09	68679.69	69549.29	70418.89	71288.49	72158.09	73027.69	73897.29	74766.89
245	60055.30	60925.50	61795.10	62664.70	63534.30	64403.90	65273.50	66143.10	67012.70	67882.30	68751.90	69621.50	70491.10	71360.70	72230.30	73100.00	73969.60	74839.20	75708.80	76578.40
255	61866.71	62736.91	63606.51	64476.11	65345.71	66215.31	67084.91	67954.51	68824.11	69693.71	70563.31	71432.91	72302.51	73172.11	74041.71	74911.31	75780.91	76650.51	77520.11	78389.71
265	63678.12	64548.32	65417.92	66287.52	67157.12	68026.72	68896.32	69765.92	70635.52	71505.12	72374.72	73244.32	74113.92	74983.52	75853.12	76722.72	77592.32	78461.92	79331.52	80201.12
275	65489.53	66359.73	67229.33	68098.93	68968.53	69838.13	70707.73	71577.33	72446.93	73316.53	74186.13	75055.73	75925.33	76794.93	77664.53	78534.13	79403.73	80273.33	81142.93	82012.53
285	67300.94	68171.14	69040.74	69910.34	70780.00	71649.60	72519.20	73388.80	74258.40	75128.00	75997.60	76867.20	77736.80	78606.40	79476.00	80345.60	81215.20	82084.80	82954.40	83824.00
295	69112.35	69982.55	70852.15	71721.75	72591.35	73460.95	74330.55	75200.15	76069.75	76939.35	77808.95	78678.55	79548.15	80417.75	81287.35	82156.95	83026.55	83896.15	84765.75	85635.35
305	70923.76	71793.96	72663.56	73533.16	74402.76	75272.36	76141.96	77011.56	77881.16	78750.76	79620.36	80489.96	81359.56	82229.16	83098.76	83968.36	84837.96	85707.56	86577.16	87446.76
315	72735.17	73605.37	74474.97	75344.57	76214.17	77083.77	77953.37	78822.97	79692.57	80562.17	81431.77	82301.37	83170.97	84040.57	84910.17	85779.77	86649.37	87518.97	88388.57	89258.17
325	74546.58	75416.78	76286.38	77155.98	78025.58	78895.18	79764.78	80634.38	81503.98	82373.58	83243.18	84112.78	84982.38	85851.98	86721.58	87591.18	88460.78	89330.38	90200.00	91069.60
335	76357.99	77228.19	78097.79	78967.39	79836.99	80706.59	81576.19	82445.79	83315.39	84184.99	85054.59	85924.19	86793.79	87663.39	88532.99	89402.59	90272.19	91141.79	92011.39	92880.99
345	78169.40	79039.60	79909.20	80778.80	81648.40	82518.00	83387.60	84257.20	85126.80	85996.40	86866.00	87735.60	88605.20	89474.80	90344.40	91214.00	92083.60	92953.20	93822.80	94692.40
355	80000.81	80870.41	81740.01	82609.61	83479.21	84348.81	85218.41	86088.01	86957.61	87827.21	88696.81	89566.41	90436.01	91305.61	92175.21	93044.81	93914.41	94784.01	95653.61	96523.21
365	81812.22	82682.42	83552.02	84421.62	85291.22	86160.82	87030.42	87900.02	88769.62	89639.22	90508.82	91378.42	92248.02	93117.62	93987.22	94856.82	95726.42	96596.02	97465.62	98335.22
375	83623.63	84493.83	85363.43	86233.03	87102.63	87972.23	88841.83	89711.43	90581.03	91450.63	92320.23	93189.83	94059.43	94929.03	95798.63	96668.23	97537.83	98407.43	99277.03	100146.63
385	85435.04	86305.24	87174.84	88044.44	88914.04	89783.64	90653.24	91522.84	92392.44	93262.04	94131.64	95001.24	95870.84	96740.44	97610.04	98479.64	99349.24	100218.84	101088.44	101958.04
395	87246.45	88116.65	88986.25	89855.85	90725.45	91595.05	92464.65	93334.25	94203.85	95073.45	95943.05	96812.65	97682.25	98551.85	99421.45	100291.05	101160.65	102030.25	102900.00	103769.60
405	89057.86	89928.06	90797.66	91667.26	92536.86	93406.46	94276.06	95145.66	96015.26	96884.86	97754.46	98624.06	99493.66	100363.26	101232.86	102102.46	102972.06	103841.66	104711.26	105580.86
415	90869.27	91739.47	92609.07	93478.67	94348.27	95217.87	96087.47	96957.07	97826.67	98696.27	99565.87	100435.47	101305.07	102174.67	103044.27	103913.87	104783.47	105653.07	106522.67	107392.27
425	92680.68	93550.88	94420.48	95290.08	96159.68	97029.28	97898.88	98768.48	99638.08	100507.68	101377.28	102246.88	103116.48	103986.08	104855.68	105725.28	106594.88	107464.48	108334.08	109203.68



# HPAE SALARY SCHEDULE WS APRIL 2022 FY22

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
010	35,6022	36,6487	37,1947	37,8316	38,5710	39,3445	40,2544	40,8459	41,7445	42,4724	43,3142	43,7009	44,5199	45,1568	45,6346	46,1123	46,5673	47,0677	47,5455	48,0232						

HPAE SCHEDULE WU APRIL 2022 FY22

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
075	101473.43	104008.03	106610.61	109275.29	112005.59	114807.37	117677.11	120619.51	123633.39	126726.94	129893.16	133141.39	136470.68	139882.77	143378.26	146963.98	150636.41

# HPAE SALARY SCHEDULE WK JULY 2022 FY23

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	19,5187	19,9309	20,3490	20,7699	21,1793	21,5661	21,9869	22,4078	22,8059	23,2154	23,6249	24,0350	24,4325	24,8419	25,2401	25,6495	26,0476	26,4685	26,9007	27,3216
12-37.5hrs	18,2220	18,6201	19,0068	19,3822	19,7917	20,1556	20,5424	20,9405	21,3158	21,6798	22,0666	22,4533	22,8287	23,2154	23,5907	23,9661	24,3642	24,7623	25,1491	25,5472
12-40hrs	17,0731	17,4713	17,8352	18,1651	18,5405	18,8931	19,2343	19,5983	19,9623	20,3376	20,6675	21,0315	21,3727	21,7481	22,1234	22,4647	22,8059	23,1471	23,4884	23,8296
13-35hrs	20,3490	20,7812	21,2248	21,6230	22,0893	22,4874	22,9083	23,3519	23,7727	24,2163	24,6713	25,0694	25,5017	25,9339	26,3434	26,7984	27,2306	27,6628	28,1064	28,5500
13-37.5hrs	19,0068	19,3936	19,8258	20,2125	20,6106	21,0201	21,3955	21,7936	22,2372	22,6239	23,0334	23,4315	23,8182	24,2277	24,6486	25,0239	25,4220	25,8315	26,2296	26,6732
13-40hrs	17,8352	18,1765	18,5632	18,9386	19,3139	19,6893	20,0533	20,4400	20,8495	21,2021	21,5661	21,9301	22,3168	22,6922	23,0903	23,4543	23,8182	24,2163	24,6145	25,0012
14-35hrs	21,2248	21,7253	22,2713	22,6353	23,0334	23,4656	23,8865	24,3642	24,8306	25,2628	25,7064	26,1614	26,6277	27,0827	27,5036	27,9699	28,4363	28,9368	29,4145	29,9150
14-37.5hrs	19,8258	20,2353	20,6334	21,0636	21,4751	21,9073	22,3623	22,7718	23,1813	23,5907	24,0002	24,4552	24,8761	25,3083	25,7178	26,1273	26,5367	26,9690	27,4012	27,8448
14-40hrs	18,5632	18,9499	19,3367	19,7462	20,1443	20,5310	20,9405	21,3272	21,7253	22,1234	22,4988	22,8969	23,2950	23,6817	24,0685	24,4780	24,8761	25,2742	25,6837	26,0931
15-35hrs	22,1234	22,5898	23,0675	23,5225	23,9775	24,4780	24,9557	25,4334	25,8998	26,3434	26,8325	27,2988	27,7879	28,2429	28,6979	29,1984	29,6647	30,1311	30,6088	31,0993
15-37.5hrs	20,6334	21,0884	21,5320	21,9756	22,4192	22,8628	23,3064	23,7386	24,1822	24,6486	25,0581	25,5130	25,9453	26,3661	26,8325	27,2761	27,7424	28,1861	28,6638	29,1756
15-40hrs	19,3367	19,7917	20,1784	20,5879	21,0087	21,4068	21,8163	22,2713	22,6580	23,0903	23,4884	23,8865	24,3301	24,7509	25,1491	25,5699	26,0021	26,4458	26,9007	27,3443
16-35hrs	23,0675	23,5680	24,0571	24,5803	25,0581	25,5472	26,0363	26,5367	27,0372	27,5377	28,0609	28,5387	29,0505	29,5282	30,0287	30,5178	31,0069	31,5302	32,0306	32,5311
16-37.5hrs	21,5320	21,9983	22,4647	22,9310	23,4088	23,8410	24,3187	24,7964	25,2628	25,7292	26,1841	26,6619	27,1282	27,5946	28,0609	28,4932	28,9595	29,4145	29,8922	30,3700
16-40hrs	20,1784	20,6106	21,0542	21,4865	21,9187	22,3623	22,7945	23,2381	23,6704	24,0912	24,5462	24,9671	25,3993	25,8429	26,2638	26,7301	27,1623	27,5946	28,0154	28,4590
17-35hrs	24,0571	24,5917	25,0922	25,6154	26,1273	26,6732	27,2078	27,7311	28,2202	28,7434	29,2780	29,8012	30,3358	30,8477	31,3823	31,8941	32,4174	32,9406	33,4638	34,0098
17-37.5hrs	22,4647	22,9538	23,4429	23,9320	24,4325	24,9102	25,3993	25,8770	26,3434	26,8552	27,3330	27,8448	28,3225	28,8117	29,3121	29,8012	30,2903	30,7567	31,2685	31,7690
17-40hrs	21,0542	21,5092	21,9642	22,4305	22,8969	23,3519	24,7332	24,7396	25,1946	25,6495	26,0931	26,5481	26,9931	27,0145	27,4695	27,9358	28,3908	28,8344	29,3121	29,7785
18-35hrs	25,0922	25,6495	26,1728	26,7415	27,2761	27,8448	28,3908	28,9481	29,4941	30,0401	30,5747	31,1093	31,6780	32,2354	32,7700	33,3046	33,8619	34,4079	34,9539	35,5112
18-37.5hrs	23,4429	23,9547	24,4780	24,9671	25,4789	25,9794	26,4912	27,0145	27,5263	28,0496	28,5500	29,0846	29,5851	30,0970	30,6088	31,1207	31,6667	32,2013	32,7359	33,2818
18-40hrs	21,9642	22,4533	22,9310	23,4201	23,8751	24,3870	24,8533	25,3310	25,7860	26,2638	26,7756	27,2533	27,7424	28,1974	28,6638	29,1756	29,6420	30,1083	30,5861	31,0752
19-35hrs	26,1728	26,7756	27,3671	27,9358	28,5045	29,0960	29,6420	30,2335	30,8136	31,3937	31,9624	32,5311	33,0998	33,6913	34,2600	34,8288	35,3975	35,9890	36,5577	37,1378
19-37.5hrs	24,4780	25,0126	25,5358	26,0704	26,6277	27,1623	27,6969	28,2202	28,7662	29,3235	29,8467	30,3813	30,9159	31,4733	31,9851	32,5311	33,0637	33,6344	34,2032	34,7833
19-40hrs	22,9310	23,4315	23,9320	24,4438	24,9329	25,4448	25,9566	26,4458	26,9349	27,4467	27,9586	28,4590	28,9709	29,4714	29,9832	30,4951	30,9842	31,5302	32,0648	32,5994
20-35hrs	27,3671	27,9586	28,5500	29,1643	29,7557	30,3586	30,9614	31,5870	32,2013	32,7927	33,4070	34,0098	34,6240	35,2041	35,8070	36,4326	37,0468	37,6496	38,3321	38,9577
20-37.5hrs	25,5358	26,1045	26,7074	27,2420	27,7993	28,3567	28,9368	29,4827	30,0515	30,6088	31,2003	31,7576	32,3264	32,8724	33,4411	34,0326	34,6013	35,1700	35,7615	36,3871
20-40hrs	23,9320	24,4666	24,9898	25,5244	26,0590	26,6050	27,1282	27,6514	28,1747	28,6865	29,2325	29,7557	30,2903	30,8136	31,3482	31,8714	32,3946	32,9406	33,5093	34,0894
21-35hrs	28,5500	29,1984	29,8354	30,4610	31,0866	31,7463	32,3832	32,9975	33,6458	34,2714	34,9084	35,5340	36,1823	36,8079	37,4449	38,0705	38,7189	39,3786	40,0269	40,7549
21-37.5hrs	26,7074	27,2761	27,8676	28,4363	29,0505	29,6306	30,2335	30,8136	31,4278	32,0079	32,5994	33,1681	33,7823	34,3852	34,9994	35,5567	36,1596	36,7283	37,3198	37,9113
21-40hrs	24,9898	25,5472	26,1159	26,6619	27,2078	27,7652	28,3225	28,8913	29,4600	30,0173	30,5520	31,1093	31,6894	32,2354	32,7700	33,3387	33,9302	34,4875	35,0676	35,6591
22-35hrs	29,8354	30,4951	31,1434	31,8145	32,4856	33,1453	33,8278	34,5330	35,1814	35,8525	36,5008	37,1605	37,8316	38,5141	39,1738	39,8336	40,4933	41,1757	41,8696	42,5976
22-37.5hrs	27,8676	28,4590	29,1074	29,7102	30,3472	30,9728	31,6098	32,2240	32,8155	33,4525	34,0894	34,7036	35,3179	35,9548	36,5691	37,1947	37,8203	38,4800	39,1170	39,7881
22-40hrs	26,1159	26,7187	27,2761	27,8676	28,4477	29,0505	29,6192	30,1993	30,7567	31,3595	31,9283	32,5197	33,0998	33,7027	34,2714	34,8401	35,4202	36,0458	36,6487	37,2629
23-35hrs	31,6894	32,3946	33,1112	33,8392	34,5672	35,2610	36,0117	36,6942	37,4108	38,1160	38,8326	39,5378	40,2658	40,9824	41,6876	42,3814	43,1094	43,8488	44,5767	45,3502
23-37.5hrs	29,6192	30,2790	30,9273	31,6098	32,2695	32,9292	33,6117	34,2600	34,9311	35,5795	36,2620	36,9444	37,5814	38,2639	38,9350	39,5947	40,2638	40,9483	41,6421	42,3360
23-40hrs	27,7538	28,3567	28,9823	29,6192	30,2448	30,8477	31,5074	32,1216	32,7259	33,3615	34,0098	34,6240	35,2155	35,8639	36,4894	37,1150	37,7293	38,4004	39,0373	39,6857
24-35hrs	33,1112	33,8619	34,6240	35,3520	36,1141	36,8648	37,5928	38,4004	39,1397	39,8677	40,6070	41,3805	42,0857	42,8592	43,5985	44,3379	45,1227	45,8734	46,6469	47,4431
24-37.5hrs	30,9273	31,6325	32,3264	33,0088	33,7254	34,4079	35,1018	35,8184	36,5236	37,2174	37,9113	38,6165	39,3103	39,9928	40,7094	41,4146	42,0857	42,8251	43,5416	44,2810
24-40hrs	28,9823	29,6420	30,2903	30,9273	31,6212	32,2693	32,8951	33,5662	34,2032	34,8743	35,5340	36,2051	36,8534	37,4904	38,1501	38,8212	39,4923	40,1407	40,8373	41,5284

25-35Shrs	34.6240	35.3861	36.1937	36.9899	37.7634	38.5596	39.3331	40.1179	40.9369	41.7217	42.4611	43.2800	44.0535	44.8383	45.6459	46.4194	47.1929	48.0005	48.8194	49.6384
25-37 Shrs	32.3264	33.0430	33.7937	34.5444	35.2496	36.0231	36.7283	37.4677	38.1936	38.9463	39.6629	40.4023	41.1303	41.8582	42.5976	43.3483	44.0990	44.8383	45.6232	46.3967
25-40hrs	30.2903	30.9842	31.7008	32.3832	33.0657	33.7596	34.4193	35.1131	35.8184	36.5122	37.1719	37.8658	38.5596	39.2762	39.9473	40.6111	41.3236	42.0288	42.7568	43.4620
26-35hrs	36.1937	37.0354	37.8430	38.6620	39.4923	40.3227	41.1644	41.9833	42.8023	43.6099	44.4061	45.2820	46.1237	46.9199	47.7616	48.5806	49.3882	50.2526	51.0943	51.9815
26-37 Shrs	33.7937	34.5785	35.3292	36.1141	36.8648	37.6383	38.4572	39.1966	39.9587	40.7663	41.5170	42.2677	43.0412	43.8260	44.5995	45.3729	46.1350	46.8971	47.7161	48.5123
26-40hrs	31.7008	32.4060	33.1112	33.8392	34.5785	35.2838	36.0345	36.7283	37.4563	38.1729	38.9236	39.6288	40.3454	41.0734	41.8127	42.4952	43.2573	43.9739	44.7132	45.4867
27-35hrs	37.8430	38.7189	39.5947	40.4592	41.3009	42.1881	43.0525	43.9284	44.7701	45.6573	46.5104	47.3862	48.2507	49.1152	50.0024	50.8668	51.7199	52.6185	53.4944	54.4157
27-37 Shrs	35.3292	36.1596	36.9558	37.7520	38.5937	39.4013	40.1975	41.0165	41.8241	42.6203	43.4279	44.2355	45.0431	45.8621	46.6810	47.4886	48.3076	49.1038	49.9569	50.8100
27-40hrs	33.1112	33.8733	34.6468	35.3861	36.1596	36.9217	37.6724	38.4572	39.2080	39.9587	40.7208	41.4829	42.2336	42.9957	43.7578	44.5085	45.2933	46.0440	46.8061	47.6365
28-35hrs	39.5947	40.5047	41.4146	42.3018	43.2459	44.1445	45.0545	45.9758	46.8630	47.7843	48.6943	49.5929	50.5029	51.4014	52.3342	53.2441	54.1427	55.0754	56.0081	56.9750
28-37 Shrs	36.9558	37.7975	38.6506	39.5151	40.3568	41.2212	42.0516	42.9161	43.7691	44.6222	45.4753	46.3057	47.1587	48.0118	48.8649	49.7066	50.5711	51.4128	52.3000	53.1986
28-40hrs	34.6468	35.4089	36.2165	37.0354	37.8316	38.6165	39.4127	40.1975	41.0165	41.8241	42.6317	43.4165	44.2014	44.9976	45.8052	46.5906	47.3862	48.1711	48.9900	49.8318
29-35hrs	41.4146	42.3473	43.3255	44.2696	45.2251	46.1805	47.1360	48.0915	49.0469	50.0137	50.9692	51.9133	52.8801	53.8128	54.7797	55.7465	56.7133	57.6802	58.6470	59.6480
29-37 Shrs	38.6506	39.5492	40.4592	41.3350	42.2336	43.1094	43.9853	44.8725	45.7938	46.6810	47.5910	48.4668	49.3427	50.2640	51.1626	52.0498	52.9484	53.8242	54.7569	55.6896
29-40hrs	36.2165	37.0695	37.8999	38.7416	39.5833	40.4364	41.2781	42.0857	42.9161	43.7691	44.6222	45.4639	46.2829	47.1019	47.9322	48.7853	49.6270	50.4801	51.3332	52.2090
30-35hrs	43.3255	44.3037	45.3274	46.3284	47.3521	48.3531	49.3199	50.3436	51.3446	52.3569	53.3465	54.3474	55.3711	56.3607	57.3731	58.3740	59.3977	60.3873	61.4110	62.4461
30-37 Shrs	40.4592	41.4032	42.3246	43.2800	44.1900	45.1341	46.0554	46.9881	47.9322	48.8877	49.8318	50.7758	51.6744	52.6299	53.5626	54.5067	55.4394	56.3835	57.3389	58.3058
30-40hrs	37.8999	38.7871	39.6402	40.5274	41.4260	42.2905	43.2004	44.0649	44.9293	45.8166	46.6924	47.5910	48.4441	49.3085	50.2185	51.0830	51.9815	52.8460	53.7332	54.6773
31-35hrs	45.3274	46.3739	47.4431	48.4896	49.5474	50.6052	51.6403	52.7095	53.7446	54.8138	55.8716	56.9408	57.9645	59.0224	60.0802	61.1153	62.2186	63.2651	64.3229	65.4148
31-37 Shrs	42.3246	43.3255	44.2924	45.2933	46.2602	47.2384	48.2279	49.2062	50.2185	51.1853	52.1749	53.1759	54.1427	55.1323	56.0877	57.1001	58.0783	59.0679	60.0802	61.0812
31-40hrs	39.6402	40.5729	41.5170	42.4156	43.3597	44.2810	45.2137	46.1464	47.0564	47.9663	48.8877	49.8090	50.7417	51.6403	52.5844	53.4830	54.4271	55.3598	56.2697	57.2366
32-35hrs	47.4431	48.5464	49.6270	50.7531	51.8450	52.9597	54.0631	55.1892	56.2811	57.3958	58.4878	59.6025	60.7172	61.8205	62.9011	64.0272	65.1305	66.2452	67.3599	68.5087
32-37 Shrs	44.2924	45.3388	46.3739	47.4090	48.4441	49.4564	50.4801	51.5038	52.5503	53.5853	54.6432	55.6555	56.6792	57.7143	58.7721	59.7958	60.8082	61.8432	62.8783	63.9589
32-40hrs	41.5170	42.4497	43.4279	44.3947	45.3957	46.3625	47.3180	48.3189	49.2630	50.2412	51.1853	52.1635	53.1304	54.1086	55.0868	56.0309	57.0205	57.9759	58.9655	59.9551
33-35hrs	49.6270	50.8100	51.9815	53.1304	54.2906	55.4621	56.6223	57.7712	58.9427	60.1029	61.2859	62.4233	63.5949	64.7551	65.9153	67.0755	68.2243	69.3959	70.5561	71.7618
33-37 Shrs	46.3739	47.4431	48.5351	49.6043	50.7076	51.7768	52.8801	53.9380	55.0413	56.0991	57.1911	58.2830	59.3636	60.4328	61.5361	62.6053	63.6745	64.7551	65.8585	66.9845
33-40hrs	43.4279	44.4289	45.4753	46.4990	47.5114	48.5464	49.5588	50.5711	51.5607	52.6071	53.6195	54.6432	55.6555	56.6565	57.6802	58.6811	59.7276	60.7399	61.7750	62.8215
34-35hrs	51.9815	53.1986	54.4157	55.6214	56.8271	58.0555	59.3067	60.5011	61.7409	62.9352	64.1864	65.3921	66.6547	67.8490	69.0661	70.2718	71.5116	72.7173	73.9571	75.2083
34-37 Shrs	48.5351	49.6611	50.8100	51.9474	53.0962	54.2109	55.3370	56.4858	57.6460	58.7949	59.9323	61.0470	62.2072	63.3333	64.4821	65.6196	66.7570	67.8831	69.0547	70.2149
34-40hrs	45.4753	46.5331	47.6251	48.6716	49.7521	50.8327	51.8905	52.9711	54.0290	55.0982	56.1446	57.2252	58.2944	59.3750	60.4328	61.4906	62.5712	63.6177	64.7096	65.8016
35-35hrs	54.4157	55.7010	57.0091	58.2489	59.5456	60.8195	62.1049	63.3674	64.6528	65.9267	67.2006	68.4860	69.7599	71.0566	72.3306	73.6500	74.9353	76.1979	77.4946	78.8140
35-37 Shrs	50.8100	52.0043	53.1986	54.3929	55.5986	56.7702	57.9645	59.1475	60.3532	61.5475	62.7418	63.9362	65.1305	66.3362	67.5191	68.7362	69.9192	71.2158	72.4898	73.7865
35-40hrs	47.6251	48.7284	49.8545	50.9806	52.0839	53.2214	54.3247	55.4735	56.6110	57.7143	58.8404	59.9551	61.0470	62.2072	63.3106	64.4253	65.5172	66.6547	67.7580	68.9296
36-35hrs	57.0091	58.3285	59.6480	61.0015	62.3551	63.6973	65.0395	66.3931	67.7125	69.0774	70.4083	71.7618	73.1381	74.4576	75.7770	77.1306	78.4842	79.8150	81.1799	82.5562
36-37 Shrs	53.1986	54.4498	55.7124	56.9750	58.1920	59.4773	60.7399	61.9797	63.2309	64.4935	65.7333	66.9959	68.2471	69.5210	70.7950	72.0121	73.2633	74.5031	75.7657	77.0510
36-40hrs	49.8545	51.0261	52.1977	53.3806	54.5977	55.7465	56.9295	58.0897	59.2954	60.4442	61.6271	62.7987	63.9703	65.1532	66.3362	67.4964	68.6680	69.8168	71.0225	72.2168
37-35hrs	59.6366	61.0470	62.4916	63.9134	65.3125	66.7343	68.1447	69.5552	70.9770	72.3647	73.8092	75.2083	76.6187	78.0406	79.4510	80.8614	82.2605	83.6709	85.0928	86.5146
37-37 Shrs	55.7124	57.0318	58.3399	59.6480	60.9674	62.2982	63.6063	64.9144	66.2566	67.5646	68.8954	70.2149	71.5230	72.8310	74.1618	75.4813	76.7780	78.0974	79.4282	80.7932
37-40hrs	52.1977	53.4375	54.6887	55.9285	57.1569	58.3968	59.6252	60.8537	62.1049	63.3333	64.5845	65.8016	67.0641	68.2926	69.5324	70.7722	72.0007	73.3088	74.6168	75.9818
38-35hrs	62.4916	63.9703	65.4490	66.9504	68.4177	69.8850	71.3865	72.8538	74.3325	75.8453	77.3240	78.8140	80.2927	81.7828	83.2615	84.7515	86.2416	87.7885	89.3810	90.9734
38-37 Shrs	58.3399	59.7162	61.0812	62.4916	63.9020	65.2670	66.6660	68.0310	69.4187	70.8064	72.1827	73.5817	74.9581	76.3344	77.7107	79.0870	80.4861	81.8510	83.2501	84.6605

38-40lbs	54.6887	55.9740	57.2593	58.5674	59.8982	61.1721	62.4916	63.7883	65.0736	66.3931	67.6784	68.9864	70.2718	71.5683	72.8538	74.1618	75.4699	76.8349	78.2112	79.5989
39-35lbs	63.4490	67.0187	68.5770	70.1239	71.6822	73.2519	74.7874	76.3685	77.9154	79.4737	81.0321	82.6017	84.1600	85.7070	87.2539	88.8122	90.3592	91.9971	93.6578	95.3071
39-37.5lbs	61.0812	62.5485	64.0158	65.4603	66.9504	68.3836	69.8282	71.3068	72.7287	74.1960	75.6633	77.1078	78.5524	80.0083	81.4529	82.9089	84.3648	85.8776	87.4473	89.0056
39-40lbs	57.2593	58.6243	59.9892	61.3653	62.7305	64.0954	65.4376	66.8139	68.1902	69.5438	70.8974	72.2509	73.6386	75.0036	76.3799	77.7221	79.0870	80.5316	81.9648	83.4435

# HPAE SALARY SCHEDULE WL JULY 2022 FY23

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15S	40216.00	41077.30	41940.92	42801.09	43661.24	44523.70	45386.16	46248.33	47107.64	47970.09	48829.09	49692.71	50554.02	51416.49	52277.80	53139.11	54000.41	54861.73	55741.51	56632.84
16S	41940.92	42846.11	43752.45	44656.48	45561.66	46468.00	47374.34	48279.52	49185.87	50092.19	50997.37	51903.72	52808.90	53714.08	54620.42	55525.60	56430.78	57333.66	58251.55	59184.44
17S	43752.45	44703.82	45654.02	46607.70	47557.91	48510.44	49462.96	50414.33	51365.69	52317.05	53269.57	54222.09	55173.46	56125.98	57078.51	58028.71	58981.24	59924.51	60882.80	61858.42
18S	45654.02	46652.74	47650.28	48650.14	49647.09	50646.39	51643.93	52642.64	53637.89	54635.43	55634.12	56631.68	57629.23	58627.93	59626.64	60624.18	61622.89	62608.90	63609.90	64625.92
19S	47650.28	48699.78	49745.82	50794.17	51841.37	52890.88	53938.07	54985.27	56032.46	57081.96	58129.16	59177.51	60225.86	61273.05	62319.09	63366.29	64415.79	65510.32	66624.49	67758.28
20S	49745.82	50848.44	51948.74	53050.20	54151.66	55253.12	56354.59	57456.04	58556.35	59657.81	60759.28	61861.88	62964.03	64063.65	65163.96	66266.57	67368.03	68512.20	69678.32	70861.76
21S	51948.74	53104.47	54262.49	55418.23	56576.26	57734.30	58890.02	60045.75	61201.47	62359.51	63516.39	64670.96	65828.99	66985.87	68141.60	69299.63	70455.36	71651.49	72870.71	74109.56
22S	54262.49	55475.96	56690.57	57902.86	59117.48	60330.92	61545.53	62757.83	63974.75	65185.90	66400.50	67613.95	68828.56	70042.02	71255.46	72470.07	73684.69	74936.24	76210.89	77507.91
23S	57655.79	58955.84	60255.88	61553.62	62852.51	64151.40	65450.29	66750.34	68049.23	69346.97	70645.85	71943.59	73244.80	74543.68	75842.58	77141.47	78440.36	79772.74	81129.35	82507.91
24S	60255.88	61618.27	62980.66	64344.21	65705.45	67068.99	68431.39	69794.94	71158.49	72518.57	73882.11	75245.66	76608.05	77971.61	79335.15	80697.54	82061.10	83454.66	84874.78	86315.68
25S	62980.66	64413.48	65845.15	67277.98	68709.64	70141.31	71575.28	73008.11	74440.93	75871.44	77303.10	78735.93	80167.60	81600.42	83034.39	84466.06	85900.03	87357.11	88845.35	90353.22
26S	65845.15	67348.40	68851.65	70357.21	71862.77	73364.87	74868.13	76370.21	77876.93	79380.18	80883.44	82387.83	83889.94	85395.49	86898.75	88401.99	89905.25	91433.89	92990.25	94569.71
27S	68851.65	70429.96	72010.55	73590.00	75169.46	76747.76	78327.22	79906.67	81486.11	83063.26	84642.71	86222.17	87800.46	89379.92	90958.21	92537.66	94117.12	95716.19	97342.99	98998.64
28S	72010.55	73668.52	75327.64	76984.44	78643.57	80301.53	81958.33	83617.46	85274.26	86932.22	88591.34	90249.30	91907.28	93565.24	95223.20	96878.85	98537.96	100212.08	101915.09	103650.39
29S	75327.64	77067.57	78809.83	80548.60	82290.85	84029.63	85771.88	87512.97	89251.76	90992.86	92733.94	94473.88	96214.96	97954.91	99696.00	101435.94	103178.18	104931.97	106713.48	108529.61
30S	78809.83	80635.20	82460.58	84290.57	86115.94	87942.47	89770.15	91596.68	93426.68	95250.91	97079.75	98906.28	100732.81	102561.65	104388.18	106214.70	108043.54	109878.15	111747.40	113647.83
31S	82460.58	84381.78	86301.82	88219.58	90139.62	92058.51	93977.40	95896.31	97815.20	99735.25	101655.30	103573.05	105491.94	107413.15	109329.74	111248.63	113170.99	115093.35	117049.19	119040.82
32S	86301.82	88315.40	90331.28	92346.00	94361.89	96375.46	98392.49	100407.21	102419.63	104436.67	106451.38	108466.11	110480.84	112496.72	114511.44	116526.17	118543.21	120555.62	122606.13	124691.28
33S	90331.28	92445.30	94560.47	96675.64	98790.81	100904.83	103020.01	105134.03	107246.89	109363.21	111476.07	113591.24	115707.59	117822.76	119936.77	122051.94	124164.80	126276.51	128422.86	130606.16
34S	94560.47	96781.87	99003.26	101225.80	103447.19	105669.75	107891.14	110112.53	112335.08	114557.63	116777.86	119000.42	121222.95	123443.20	125665.75	127888.30	130110.84	132321.85	134572.10	136860.46
35S	99003.26	101335.48	103665.41	105997.65	108326.41	110658.64	112988.57	115320.80	117650.72	119982.95	122311.72	124643.95	126973.88	129306.11	131634.88	133967.11	136297.03	138614.26	140969.58	143366.77
36S	103665.41	106111.94	108560.80	111006.17	113456.17	115902.69	118351.55	120798.08	123244.61	125694.62	128141.14	130587.68	133034.22	135481.90	137928.44	140377.98	142823.82	145251.88	147721.50	150232.69
37S	108560.80	111132.02	113704.40	116274.47	118846.85	121418.08	123989.30	126560.55	129131.77	131704.15	134276.53	136847.76	139418.98	141991.36	144562.61	147133.83	149705.06	152248.57	154837.12	157470.69
38S	113704.40	116403.79	119102.02	121804.40	124499.63	127201.32	129899.56	132597.79	135298.33	137998.86	140695.94	143395.32	146095.87	148794.10	151494.65	154192.87	156891.11	159716.33	162592.38	165516.89
39S	119102.02	121936.49	124773.27	127605.42	130441.04	133274.37	136109.99	138945.61	141777.77	144614.56	147448.03	150283.49	153119.12	155951.29	158786.91	161620.22	164457.00	167416.17	170428.44	173498.59
40S	124820.60	127790.16	130762.02	133729.27	136701.12	139672.99	142642.54	145614.41	148582.82	151555.83	154527.70	157497.25	160467.96	163436.35	166409.38	169380.09	172349.64	175453.12	178609.72	181827.51
42S	137090.22	140351.88	143615.85	146876.37	150140.33	153403.14	156665.96	159929.33	163190.44	166454.40	169716.07	172977.73	176242.85	179503.36	182768.48	186030.15	189292.96	192701.26	196167.28	199701.41

# HPAE SALARY SCHEDULE WS JULY 2022 FY23

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
QTD	35,6022	36,6487	37,1947	37,8316	38,5710	39,3445	40,2544	40,8459	41,7445	42,4724	43,3142	43,7009	44,5199	45,1568	45,6346	46,1123	46,5673	47,0677	47,5455	48,0232						

HPAE SCHEDULE WU JULY 2022 FY23

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
07S	101473.43	104008.03	106610.61	109275.29	112005.59	114807.37	117677.11	120619.51	123633.39	126726.94	129893.16	133141.39	136470.48	139882.77	143378.26	146963.98	150636.41



SIDE LETTERS



University of Medicine & Dentistry of New Jersey

April 23, 1997

Human Resources

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

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

RE: Layoff Notice

Dear Ms. Twomey:

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

Very truly yours,

Howard J. Pripas, Esq.  
Director of Labor Relations

HJP/mp

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

c: Karen Kavanagh

Ann Twomey, President

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

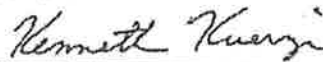
RE: Bumping Rights

Dear Ms. Twomey:

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


Please indicate your agreement by signature below.

Very truly yours,



Kenneth Kuerzi  
Assistant Vice President Labor Relations

c: Ronald A. Brooks



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

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