



HPAE

Representing Registered Nurses and Professionals
at Rowan University

Agreement between

Health Professionals and Allied Employees

AFT/AFL-CIO

and

Rowan University

July 1, 2023 through June 30, 2027

Health Professionals and Allied Employees

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PREAMBLE

This Agreement is effective July 1, 2023 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” or “HPAE”).

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 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 HPAAE 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 HPAAE 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
- years of service at Rowan
- 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
- health plan/coverage description (e.g., single, family, etc.)
- retirement plan
- separation date

Upon request, the University shall provide a list of all employees on the recall list.

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. The final decision on which a negotiations unit employee is to be reassigned resides with management and is grievable to step 2 of Article 14.02, and shall not be subject to arbitration. The Department shall notify the negotiations unit employee in writing of the reason and status (permanent or temporary) for the reassignment. The University will advise the negotiations unit employee and the Union of the duties of the new assignment and, if the new assignment is temporary, the anticipated duration. 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 ($37\frac{1}{2}$) 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 must review all resumes of negotiations unit employees who held a research title on the recall list prior to posting a position.

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 thirty-five (35) days' notice of layoff, where practicable, but in any event no less than twenty-eight (28) days' notice, 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 (7^{1/2}) 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 employee's overtime or granting compensatory time off as provided for in the Fair Labor Standards Act (F.L.S.A.) for public employment and such compensation will be at the rate of time and one-half (1^{1/2}).

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.

5.07 Flexible Work Arrangements:

Negotiations unit employees shall be eligible for flexible work arrangements pursuant to University Policy, and any changes thereto. This provision shall not be subject to the grievance/arbitration provision of Article 14.

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 1/2) 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) hours, or thirty-seven-and-one-half (37.5) hours, or forty (40) hours, 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 prorated for part-time negotiations unit employees (e.g., twenty-four (24) hours 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 sixteen (16) 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 sixteen (16) 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 (7)

The seven (7) 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 1/2) 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

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

Registered Nurses

Length of Service	Accrual Rate Per Month
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. For the purposes of this paragraph only, "for cause" shall not include performance based discharge.

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:

Beginning January 1, 2024, bargaining unit members will be entitled one (1) bereavement day annually. The bereavement day does not accumulate and unused time will not be carried over or paid out upon separation.

In addition to the above, 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:

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

8.02 Procedure:

A. Family and Medical Leave:

Family and medical leave will be governed by applicable State and Federal Statutes. This provision outlines the procedure the University follows for 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:

\$500 per each fiscal year during the term of this Agreement.

Part-time professional staff will receive an annual uniform allowance equal to one half ($1/2$) 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, within two (2) business days, acknowledge receipt of any health and safety problems reported by the Union and/or negotiations unit employees. After the University develops a timeline and explanation of how the condition(s) will be remedied, it will communicate same to the Union and the negotiations unit employee(s).
- 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.

This Article will no longer be in effect as of July 1, 2024.

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 13.02, 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 shall follow all applicable laws regarding subcontracting.

ARTICLE 18. SUCCESSORSHIP

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

ARTICLE 19. LABOR-MANAGEMENT COMMITTEE

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

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

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

ARTICLE 20. WAGES

Compensation Plan:

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

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

2. Job descriptions for all HPAE positions which are in the database shall be provided to the HPAE within one 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, 2023 to June 30, 2027, 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 July 1, 2023, there will be a three and one half percent across-the-board increase to each step on the applicable salary scale.
- Except as stated below, employees hired prior to July 1, 2022 will move one step on the applicable salary scale appended to this Agreement for fiscal year 2024, which will be effective the first full pay period after July 1, 2023. 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, 2024, there will be a three and one half percent across-the-board increase to each step on the applicable salary scale.
- Except as stated below, employees hired prior to July 1, 2023 will move one step on the applicable salary scale appended to this Agreement for fiscal year 2025, which will be effective the first full pay period after July 1, 2024.

- Effective the first full pay period after July 1, 2025, there will be a three and one half percent across-the-board increase to each step on the applicable salary scale.
- Except as stated below, employees hired prior to July 1, 2024 will move one step on the applicable salary scale appended to this Agreement for fiscal year 2026, which will be effective the first full pay period after July 1, 2025.
- Effective the first full pay period after July 1, 2026, there will be a three and one half percent across-the-board increase to each step on the applicable salary scale.
- Except as stated below, employees hired prior to July 1, 2025 will move one step on the applicable salary scale appended to this Agreement for fiscal year 2027, which will be effective the first full pay period after July 1, 2026.

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 2027 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 and range on or before July 1, 2025 and who remain in that same title and range as of July 1, 2025 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 and range as of July 1, 2025 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 and range on or before July 1, 2026 and who remain in that same title and range as of July 1, 2026 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, 2027.

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 20: 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, 2023 and shall remain in effect through June 30, 2027.

This Agreement shall remain in full force and effect from the date of execution thereof through June 30, 2027. 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, 2027 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, 225 West State Street, 4th Floor, P.O. Box 228, Trenton, New Jersey 08625 Official notice to HPAE shall be made in writing to the President of HPAE, Health Professionals and Allied Employees, AFT/AFL-CIO, 110 Kinderkamack Road, Emerson, New Jersey 07630.

IN WITNESS WHEREOF, the State of New Jersey/Rowan University—School of Osteopathic Medicine and the Health Professionals and Allied Employees, ATF/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
Yvonne D. Catley (Sep 26, 2024 13:07 EDT)

Yvonne D. Catley, Director – Governor’s
Office of Employee Relations

Ali A. Houshmand

Dr. Ali A. Houshmand, President – Rowan
University

Dated: _____

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

Debbie White
Debbie White (Sep 25, 2024 15:27 EDT)

Debbie White, HPAE President

Cheryl Riddick

Cheryl Riddick

Joanie Page
Joanie Page (Sep 26, 2024 10:32 EDT)

Joanie Page

09/25/2024
Dated: _____

APPENDIX A: LIST OF UNIVERSITY OPERATING UNITS

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

Org	Dep't
V0101	Deans Office
V0103	Compliance
V0104	Emergency Management
V0105	Environmental Services
V0107	Logistical Services
V0108	Facilities Oper & Plant Mgmt
V0109	Public Safety
V0201	Cell Biology
V0203	Clinical & Translation Research
V0301	Molecular Biology
V0401	Research Administration
V0402	Vivarium
V0403	Office of Clinical Trials Management
V0501, V0502, V0601	Student Affairs
V0505	Student Financial Services
V0603	Graduate Medical Education
V0604	Library
V0605	IST User Support
V0606	House Staff
V0613	E SOM
V0614	IST - Revenue Cycle
V0701	Marketing
V0790	Finance Decision Support
V0795	Faculty Practice Administration
V0796	DMAHS
V0801	Faculty Practice Business Office
V0802	Business Office - Finance
V0805	Financial Services
V0807	Human Resources
V0808	Internal Audit
V0809	IRB
V0901	Wellness Center
V1110	Geriatric - NJISA
V1201	Psychiatry
V1203	RISN
V1301	Pathology
V1401	Surgery - Stratford
V1501	Pediatrics

V1502	Pediatrics - CCS
V1601, V1610	General Internal Medicine
V1701, V1708, V1713, V1715, V1802	Family Medicine
V1702	Osteopathic Science
V1801, V1803	Obstetrics Gynecology
V1901	Rehabilitation Medicine

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

HPAE SALARY SCHEDULE WK JULY 2023 FY24																				
RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	20.201824	20.649183	21.061225	21.496812	21.920627	22.320896	22.756483	23.192070	23.604112	24.027927	24.451741	24.863783	25.287597	25.711412	26.123454	26.547268	26.959310	27.394897	27.842257	28.277844
12-37.5hrs	18.859744	19.271786	19.672056	20.060552	20.484367	20.861091	21.261360	21.673402	22.061898	22.438622	22.838892	23.239161	23.627657	24.027927	24.416423	24.804920	25.216962	25.629004	26.029273	26.441315
12-40hrs	17.670709	18.082751	18.459475	18.800881	19.189378	19.554329	19.907508	20.284232	20.660956	21.049453	21.390859	21.767583	22.120761	22.509258	22.897755	23.250933	23.604112	23.957291	24.310470	24.663648
13-35hrs	21.061225	21.508585	21.967717	22.379759	22.862437	23.274479	23.710066	24.169198	24.604785	25.063918	25.534823	25.946864	26.394224	26.841584	27.265398	27.736303	28.183663	28.631023	29.090155	29.549288
13-37.5hrs	19.672056	20.072325	20.519685	20.919954	21.331996	21.755810	22.144307	22.556349	23.015481	23.415750	23.839565	24.251607	24.651876	25.075690	25.511277	25.899774	26.311816	26.735630	27.147672	27.606805
13-40hrs	18.459475	18.812654	19.212923	19.601420	19.989916	20.378413	20.755137	21.155406	21.579221	21.944172	22.320896	22.697620	23.097889	23.486386	23.898428	24.275152	24.651876	25.063918	25.475959	25.876229
14-35hrs	21.967717	22.485713	23.050799	23.427523	23.839565	24.286924	24.722512	25.216962	25.699639	26.146999	26.606131	27.077036	27.559714	28.030619	28.466206	28.948884	29.431561	29.949557	30.444007	30.962003
14-37.5hrs	20.519685	20.943499	21.355541	21.802901	22.226715	22.674075	23.144980	23.568794	23.992609	24.416423	24.840238	25.311143	25.746730	26.194090	26.617904	27.041719	27.465533	27.912893	28.360252	28.819385
14-40hrs	19.212923	19.613192	20.013462	20.437276	20.849318	21.249587	21.673402	22.073671	22.485713	22.897755	23.286251	23.698293	24.110335	24.510604	24.910874	25.334688	25.746730	26.158772	26.582586	27.006401
15-35hrs	22.897755	23.380432	23.874883	24.345788	24.816693	25.334688	25.829138	26.323588	26.806266	27.265398	27.771621	28.254299	28.760522	29.231427	29.702332	30.220327	30.703005	31.185682	31.680133	32.198128
15-37.5hrs	21.355541	21.826446	22.285578	22.744711	23.203843	23.662975	24.122108	24.569467	25.028600	25.511277	25.935092	26.405997	26.853357	27.288944	27.771621	28.230754	28.713431	29.172564	29.667014	30.196782
15-40hrs	20.013462	20.484367	20.884636	21.308450	21.744038	22.156079	22.579894	23.050799	23.451068	23.898428	24.310470	24.722512	25.181644	25.617231	26.029273	26.464860	26.912220	27.371352	27.842257	28.301389
16-35hrs	23.874883	24.392878	24.899101	25.440642	25.935092	26.441315	26.947538	27.465533	27.983529	28.501524	29.043065	29.537515	30.067283	30.561733	31.079729	31.585952	32.092174	32.633715	33.151711	33.669706
16-37.5hrs	22.285578	22.768256	23.250933	23.733611	24.228061	24.675421	25.169871	25.664321	26.146999	26.629677	27.100582	27.595032	28.077710	28.560387	29.043065	29.490424	29.973102	30.444007	30.938457	31.432907
16-40hrs	20.884636	21.331996	21.791128	22.238488	22.685847	23.144980	23.592340	24.051472	24.498832	24.934419	25.405324	25.840911	26.288271	26.747403	27.182990	27.665668	28.113027	28.560387	28.995974	29.455107
17-35hrs	24.899101	25.452414	25.970410	26.511950	27.041719	27.606805	28.160118	28.701659	29.207881	29.749422	30.302736	30.844276	31.397590	31.927358	32.480671	33.010439	33.551980	34.093521	34.635061	35.200147
17-37.5hrs	23.250933	23.757156	24.263379	24.769602	25.287597	25.782048	26.288271	26.782721	27.265398	27.795167	28.289617	28.819385	29.313835	29.820058	30.338053	30.844276	31.350499	31.833177	32.362945	32.880940
17-40hrs	21.791128	22.262033	22.732938	23.215616	23.698293	24.169198	24.628331	25.122781	25.605458	26.076363	26.547268	27.006401	27.477306	27.959983	28.430888	28.913566	29.384471	29.843603	30.338053	30.820731
18-35hrs	25.970410	26.547268	27.088809	27.677440	28.230754	28.819385	29.384471	29.961329	30.526415	31.091501	31.644815	32.198128	32.786759	33.363618	33.916931	34.470245	35.047103	35.612189	36.177275	36.754134
18-37.5hrs	24.263379	24.793147	25.334688	25.840911	26.370679	26.888674	27.418443	27.959983	28.489751	29.031292	29.549288	30.102601	30.620596	31.150365	31.680133	32.209901	32.774987	33.328300	33.881613	34.446699
18-40hrs	22.732938	23.239161	23.733611	24.239834	24.710739	25.240507	25.723185	26.217635	26.688540	27.182990	27.712758	28.207208	28.713431	29.184336	29.667014	30.196782	30.679460	31.162137	31.656587	32.162810

HPAE SALARY SCHEDULE WK JULY 2023 FY24

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
19-35hrs	27.088809	27.712758	28.324935	28.913566	29.502197	30.114374	30.679460	31.291636	31.892040	32.492444	33.081075	33.669706	34.258337	34.870514	35.459145	36.047776	36.636408	37.248584	37.837215	38.437619
19-37.5hrs	25.334688	25.888001	26.429542	26.982855	27.559714	28.113027	28.666341	29.207881	29.772967	30.349826	30.891367	31.444680	31.997993	32.574852	33.104620	33.669706	34.223020	34.811651	35.400282	36.000686
19-40hrs	23.733611	24.251607	24.769602	25.299370	25.805593	26.335361	26.865129	27.371352	27.877575	28.407343	28.937111	29.455107	29.984875	30.502870	31.032638	31.562406	32.068629	32.633715	33.187029	33.740342
20-35hrs	28.324935	28.937111	29.549288	30.185009	30.797186	31.421135	32.045084	32.692578	33.328300	33.940477	34.576198	35.200147	35.835869	36.436273	37.060222	37.707716	38.343438	38.967387	39.673745	40.321239
20-37.5hrs	26.429542	27.018173	27.642122	28.195436	28.772294	29.349153	29.949557	30.514643	31.103274	31.680133	32.292309	32.869168	33.457799	34.022885	34.611516	35.223693	35.812324	36.400955	37.013132	37.660626
20-40hrs	24.769602	25.322915	25.864456	26.417769	26.971083	27.536169	28.077710	28.619250	29.160791	29.690559	30.255645	30.797186	31.350499	31.892040	32.445353	32.986894	33.528435	34.093521	34.682152	35.282556
21-35hrs	29.549288	30.220327	30.879594	31.527088	32.174583	32.857395	33.516662	34.152384	34.823423	35.470918	36.130185	36.777679	37.448719	38.096213	38.75548	39.402974	40.074014	40.756826	41.427866	42.181314
21-37.5hrs	27.642122	28.230754	28.84293	29.431561	30.067283	30.667687	31.291636	31.89204	32.527762	33.128165	33.740342	34.328973	34.964695	35.588644	36.224366	36.801224	37.425173	38.013805	38.625981	39.238158
21-40hrs	25.864456	26.441315	27.029946	27.595032	28.160118	28.736976	29.313835	29.902466	30.491098	31.067956	31.621269	32.198128	32.798532	33.363618	33.916931	34.505562	35.117739	35.694598	36.295001	36.907178
22-35hrs	30.879594	31.562406	32.233446	32.928031	33.622616	34.305428	35.011785	35.741688	36.412728	37.107313	37.778352	38.461164	39.155749	39.862107	40.544919	41.227731	41.910543	42.616901	43.335031	44.088479
22-37.5hrs	28.84293	29.455107	30.126146	30.750095	31.409362	32.056857	32.716124	33.351845	33.964022	34.623289	35.282556	35.918277	36.553999	37.213266	37.848988	38.496482	39.143977	39.826789	40.486056	41.180641
22-40hrs	27.029946	27.653895	28.230754	28.84293	29.443334	30.067283	30.655914	31.256318	31.833177	32.457126	33.045757	33.657934	34.258337	34.882286	35.470918	36.059549	36.659953	37.307447	37.931396	38.567118
23-35hrs	32.798532	33.528435	34.27011	35.023558	35.777006	36.495136	37.272129	37.978487	38.720162	39.450065	40.19174	40.921643	41.675091	42.416766	43.146669	43.864799	44.618247	45.383468	46.136916	46.937454
23-37.5hrs	30.655914	31.338727	32.009766	32.716124	33.398936	34.081748	34.788105	35.459145	36.15373	36.82477	37.531127	38.237484	38.896751	39.603109	40.297694	40.980506	41.675091	42.381448	43.099578	43.817709
23-40hrs	28.725204	29.349153	29.996647	30.655914	31.303409	31.927358	32.61017	33.245892	33.881613	34.529108	35.200147	35.835869	36.448046	37.119085	37.766579	38.414074	39.049796	39.74438	40.403647	41.074687
24-35hrs	34.27011	35.047103	35.835869	36.589317	37.378083	38.155076	38.908524	39.74438	40.509601	41.263049	42.02827	42.828808	43.558711	44.359249	45.12447	45.88969	46.702002	47.478995	48.279533	49.103617
24-37.5hrs	32.009766	32.739669	33.457799	34.164156	34.905832	35.612189	36.330319	37.071995	37.801897	38.520027	39.238158	39.96806	40.68619	41.392548	42.134223	42.864126	43.558711	44.323931	45.065607	45.830827
24-40hrs	29.996647	30.67946	31.350499	32.009766	32.727896	33.398936	34.04643	34.741015	35.400282	36.094867	36.777679	37.472264	38.143303	38.80257	39.485383	40.179968	40.874552	41.545592	42.287267	42.981852
25-35hrs	35.835869	36.624635	37.460491	38.284575	39.085113	39.909197	40.709736	41.522047	42.369676	43.181987	43.947207	44.794836	45.595375	46.407686	47.243542	48.044081	48.844619	49.680476	50.528104	51.375733
25-37.5hrs	33.457799	34.199474	34.976467	35.753461	36.483363	37.283902	38.013805	38.779025	39.532473	40.309466	41.051142	41.816362	42.56981	43.323258	44.088479	44.865472	45.642465	46.407686	47.219997	48.020535
25-40hrs	31.350499	32.068629	32.810305	33.516662	34.22302	34.94115	35.623962	36.342092	37.071995	37.790125	38.472937	39.191067	39.909197	40.650873	41.345457	42.063587	42.769945	43.499848	44.253296	44.983198

HPAE SALARY SCHEDULE WK JULY 2023 FY24

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
26-35hrs	37.460491	38.331665	39.167522	40.015151	40.874552	41.733954	42.605128	43.452757	44.300386	45.136242	45.960326	46.866818	47.737992	48.562076	49.43325	50.280879	51.116736	52.011455	52.882629	53.800894
26-37.5hrs	34.976467	35.788779	36.565772	37.378083	38.155076	38.955615	39.803244	40.568464	41.35723	42.193086	42.97008	43.747073	44.547611	45.359922	46.160461	46.960999	47.749765	48.538531	49.38616	50.210244
26-40hrs	32.810305	33.540207	34.27011	35.023558	35.788779	36.518681	37.295675	38.013805	38.767253	39.508928	40.285921	41.015824	41.757499	42.510947	43.276168	43.982525	44.771291	45.512966	46.278187	47.078725
27-35hrs	39.167522	40.074014	40.980506	41.875225	42.7464	43.664664	44.559384	45.465876	46.33705	47.255315	48.138262	49.044754	49.939473	50.834193	51.752457	52.647177	53.530124	54.460161	55.366653	56.320236
27-37.5hrs	36.565772	37.425173	38.249257	39.073341	39.944515	40.780371	41.604455	42.452084	43.28794	44.112024	44.94788	45.783737	46.619593	47.467222	48.314851	49.150707	49.998336	50.82242	51.705367	52.588314
27-40hrs	34.27011	35.058876	35.859414	36.624635	37.425173	38.213939	38.990932	39.803244	40.580237	41.35723	42.145996	42.934762	43.711755	44.500521	45.289287	46.06628	46.878591	47.655584	48.44435	49.303752
28-35hrs	40.980506	41.922316	42.864126	43.782391	44.759518	45.689556	46.631366	47.584948	48.503213	49.456796	50.398606	51.328643	52.270453	53.20049	54.165845	55.107655	56.037693	57.003048	57.968403	58.969076
28-37.5hrs	38.249257	39.120431	40.003378	40.898098	41.769272	42.663991	43.523393	44.418112	45.301059	46.184006	47.066953	47.926354	48.809301	49.692248	50.575195	51.446369	52.341089	53.212263	54.130528	55.060565
28-40hrs	35.859414	36.64818	37.484037	38.331665	39.155749	39.96806	40.792144	41.604455	42.452084	43.28794	44.123797	44.936108	45.748419	46.572503	47.408359	48.22067	49.044754	49.857065	50.704694	51.575868
29-35hrs	42.864126	43.829481	44.841927	45.819055	46.807955	47.796856	48.785756	49.774657	50.763557	51.76423	52.753131	53.730258	54.730931	55.696287	56.69696	57.697633	58.698306	59.698979	60.699652	61.735643
29-37.5hrs	40.003378	40.933415	41.875225	42.781718	43.711755	44.618247	45.524739	46.443004	47.396586	48.314851	49.256661	50.163153	51.069645	52.023228	52.953265	53.87153	54.801567	55.708059	56.673414	57.63877
29-40hrs	37.484037	38.366983	39.226385	40.097559	40.968733	41.85168	42.722854	43.558711	44.418112	45.301059	46.184006	47.05518	47.902809	48.750438	49.60984	50.492787	51.363961	52.246908	53.129855	54.036347
30-35hrs	44.841927	45.854373	46.913909	47.9499	49.009436	50.045427	51.0461	52.105636	53.141627	54.189391	55.213609	56.2496	57.309136	58.333355	59.381118	60.417109	61.476645	62.500864	63.5604	64.631709
30-37.5hrs	41.875225	42.852353	43.805936	44.794836	45.736646	46.713774	47.667357	48.632712	49.60984	50.59874	51.575868	52.552996	53.483033	54.471934	55.437289	56.414417	57.379772	58.3569	59.3458	60.346473
30-40hrs	39.226385	40.14465	41.027596	41.945861	42.875899	43.770618	44.712428	45.607147	46.501867	47.420132	48.326624	49.256661	50.139608	51.034327	51.976137	52.870857	53.800894	54.695614	55.613878	56.591006
31-35hrs	46.913909	47.99699	49.103617	50.186698	51.281552	52.376407	53.447715	54.554342	55.625651	56.732278	57.827132	58.933758	59.993295	61.088149	62.183003	63.254312	64.396256	65.479338	66.574192	67.704364
31-37.5hrs	43.805936	44.841927	45.8426	46.878591	47.879264	48.89171	49.915928	50.928374	51.976137	52.97681	54.001029	55.03702	56.037693	57.061911	58.050812	59.098575	60.111021	61.135239	62.183003	63.218994
31-40hrs	41.027596	41.992952	42.97008	43.900117	44.877245	45.830827	46.796183	47.761538	48.703348	49.645158	50.59874	51.552323	52.517678	53.447715	54.424843	55.354881	56.332008	57.297364	58.239174	59.239847
32-35hrs	49.103617	50.245561	51.363961	52.529451	53.659623	54.81334	55.955284	57.120774	58.250946	59.404663	60.534835	61.688553	62.84227	63.984214	65.102614	66.268103	67.410048	68.563765	69.717482	70.906518
32-37.5hrs	45.8426	46.925681	47.99699	49.068299	50.139608	51.187371	52.246908	53.306444	54.389525	55.460834	56.555688	57.603452	58.662988	59.734297	60.829151	61.888687	62.936451	64.00776	65.079068	66.197468
32-40hrs	42.97008	43.935435	44.94788	45.948554	46.984545	47.985218	48.974118	50.010109	50.987237	51.999683	52.97681	53.989256	54.989929	56.002375	57.014821	57.991948	59.016167	60.005067	61.029286	62.053504

HPAE SALARY SCHEDULE WK JULY 2023 FY24

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33-35hrs	51.363961	52.588314	53.800894	54.989929	56.190737	57.403317	58.604125	59.79316	61.00574	62.206548	63.430901	64.608163	65.820744	67.021551	68.222359	69.423167	70.612202	71.824782	73.02559	74.273488
33-37.5hrs	47.99699	49.103617	50.233789	51.340416	52.48236	53.588987	54.730931	55.825786	56.96773	58.062584	59.192756	60.322928	61.441327	62.547954	63.689899	64.796525	65.903152	67.021551	68.163496	69.328986
33-40hrs	44.94788	45.983871	47.066953	48.126489	49.174253	50.245561	51.293325	52.341089	53.365307	54.448388	55.496152	56.555688	57.603452	58.639443	59.698979	60.73497	61.818051	62.865815	63.937124	65.020205
34-35hrs	53.800894	55.060565	56.320236	57.568134	58.816032	60.087476	61.382464	62.61859	63.901806	65.137932	66.43292	67.680818	68.98758	70.223705	71.483376	72.731274	74.01449	75.262389	76.545605	77.840593
34-37.5hrs	50.233789	51.399279	52.588314	53.765576	54.954611	56.108329	57.273818	58.462853	59.663661	60.852696	62.029959	63.183676	64.384484	65.549973	66.739008	67.916271	69.093533	70.259023	71.471604	72.672411
34-40hrs	47.066953	48.161807	49.291979	50.37506	51.49346	52.611859	53.706713	54.825112	55.919967	57.026593	58.109675	59.228074	60.334701	61.4531	62.547954	63.642808	64.761208	65.844289	66.974461	68.104633
35-35hrs	56.320236	57.650542	59.004394	60.28761	61.629689	62.948223	64.27853	65.585291	66.915598	68.234132	69.552666	70.882972	72.201506	73.543585	74.862119	76.227744	77.55805	78.864812	80.206891	81.572515
35-37.5hrs	52.588314	53.824439	55.060565	56.296691	57.544589	58.757169	59.993295	61.217648	62.465546	63.701671	64.937797	66.173922	67.410048	68.657946	69.882299	71.14197	72.366323	73.708402	75.026936	76.369015
35-40hrs	49.291979	50.433923	51.599413	52.764903	53.906848	55.08411	56.226055	57.41509	58.592352	59.734297	60.899787	62.053504	63.183676	64.384484	65.526428	66.680145	67.810317	68.98758	70.129524	71.342105
36-35hrs	59.004394	60.370019	61.735643	63.136585	64.537528	65.926697	67.315867	68.716809	70.082434	71.495149	72.872546	74.273488	75.697976	77.0636	78.429225	79.830167	81.231109	82.608506	84.021221	85.445709
36-37.5hrs	55.060565	56.355554	57.662315	58.969076	60.228747	61.559054	62.865815	64.149031	65.44402	66.750781	68.033997	69.340758	70.635747	71.954281	73.272815	74.532486	75.827475	77.110691	78.417452	79.747759
36-40hrs	51.599413	52.811994	54.024574	55.248927	56.508598	57.697633	58.921986	60.122793	61.370692	62.559727	63.78408	64.99666	66.20924	67.433593	68.657946	69.858754	71.071334	72.260369	73.508268	74.744393
37-35hrs	61.72387	63.183676	64.678799	66.150377	67.59841	69.069988	70.529794	71.989599	73.461177	74.897437	76.392561	77.840593	79.300399	80.771977	82.231782	83.691588	85.139621	86.599426	88.071004	89.542582
37-37.5hrs	57.662315	59.027939	60.381791	61.735643	63.101267	64.478665	65.832516	67.186368	68.575538	69.92939	71.306787	72.672411	74.026263	75.380115	76.757512	78.123136	79.465216	80.83084	82.208237	83.620952
37-40hrs	54.024574	55.30779	56.602779	57.885995	59.157438	60.440654	61.712098	62.983541	64.27853	65.549973	66.844962	68.104633	69.411394	70.682838	71.966054	73.24927	74.520713	75.874565	77.228417	78.641132
38-35hrs	64.678799	66.20924	67.739682	69.293668	70.812337	72.331005	73.884992	75.40366	76.934101	78.49986	80.030302	81.572515	83.102957	84.64517	86.175612	87.717825	89.260039	90.861116	92.509284	94.157451
38-37.5hrs	60.381791	61.806279	63.218994	64.678799	66.138605	67.55132	68.999352	70.412067	71.848328	73.284588	74.709075	76.157108	77.581596	79.006083	80.430571	81.855058	83.303091	84.715806	86.163839	87.623644
38-40hrs	56.602779	57.933085	59.263392	60.617244	61.994641	63.313175	64.678799	66.020878	67.351185	68.716809	70.047116	71.400968	72.731274	74.073354	75.40366	76.757512	78.111364	79.524079	80.948566	82.384826
39-35hrs	67.739682	69.364304	70.977153	72.57823	74.19108	75.815702	77.405006	79.041401	80.642478	82.255328	83.868177	85.492799	87.105649	88.706726	90.307803	91.920652	93.521729	95.216987	96.93579	98.642821
39-37.5hrs	63.218994	64.737662	66.256331	67.751454	69.293668	70.777019	72.272142	73.802583	75.274161	76.79283	78.311498	79.806622	81.301745	82.808641	84.303764	85.81066	87.317556	88.883315	90.507937	92.120787
39-40hrs	59.263392	60.676107	62.088822	63.513309	64.926024	66.338739	67.727909	69.152396	70.576884	71.977826	73.378769	74.779711	76.215971	77.628686	79.053174	80.442343	81.855058	83.350182	84.833532	86.363974

HPAE SALARY SCHEDULE WL JULY 2023 FY24

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15S	41,623.56	42,515.01	43,408.86	44,299.13	45,189.38	46,082.03	46,974.68	47,864.95	48,756.41	49,649.04	50,538.11	51,431.96	52,323.41	53,216.07	54,107.52	54,998.98	55,890.43	56,781.89	57,692.46	58,614.99
16S	43,408.86	44,345.72	45,283.79	46,219.45	47,156.32	48,094.39	49,032.44	49,969.31	50,907.37	51,845.41	52,782.28	53,720.35	54,657.21	55,594.08	56,532.13	57,469.00	58,405.86	59,340.34	60,290.35	61,255.90
17S	45,283.79	46,268.45	47,251.91	48,238.96	49,222.44	50,208.30	51,194.16	52,178.83	53,163.49	54,148.15	55,134.00	56,119.87	57,104.53	58,090.39	59,076.25	60,059.72	61,045.58	62,021.87	63,013.70	64,023.46
18S	47,251.91	48,285.58	49,318.04	50,352.89	51,385.36	52,419.01	53,451.47	54,485.13	55,515.21	56,547.67	57,581.32	58,613.79	59,646.25	60,679.91	61,713.57	62,746.03	63,779.69	64,800.21	65,836.25	66,887.83
19S	49,318.04	50,404.27	51,486.93	52,571.96	53,655.82	54,742.06	55,825.90	56,909.75	57,993.60	59,079.83	60,163.68	61,248.73	62,333.76	63,417.61	64,500.26	65,584.11	66,670.34	67,803.18	68,956.35	70,129.82
20S	51,486.93	52,628.14	53,766.94	54,906.96	56,046.97	57,186.98	58,327.00	59,467.00	60,605.82	61,745.84	62,885.85	64,027.04	65,164.67	66,305.88	67,444.69	68,585.90	69,725.91	70,910.13	72,117.06	73,341.92
21S	53,766.94	54,963.12	56,161.68	57,357.86	58,556.43	59,755.00	60,951.17	62,147.36	63,343.52	64,542.10	65,739.47	66,934.45	68,133.00	69,330.38	70,526.56	71,725.12	72,921.30	74,159.29	75,421.19	76,703.39
22S	56,161.68	57,417.62	58,674.74	59,929.46	61,186.59	62,442.51	63,699.62	64,954.35	66,213.87	67,467.40	68,724.52	69,980.44	71,237.56	72,493.49	73,749.41	75,006.52	76,263.65	77,559.00	78,878.27	80,219.03
23S	59,673.74	61,019.29	62,364.83	63,707.99	65,052.34	66,396.70	67,741.05	69,086.60	70,430.95	71,774.11	73,118.45	74,461.61	75,808.37	77,152.71	78,497.07	79,841.42	81,185.77	82,564.78	83,968.88	85,395.69
24S	62,364.83	63,774.91	65,184.99	66,596.25	68,005.14	69,416.41	70,826.49	72,237.77	73,649.03	75,056.72	76,467.99	77,879.25	79,289.33	80,700.61	82,111.88	83,521.96	84,933.23	86,375.57	87,845.39	89,336.73
25S	65,184.99	66,667.95	68,149.73	69,632.71	71,114.48	72,596.25	74,080.42	75,563.39	77,046.37	78,526.94	80,008.71	81,491.68	82,973.47	84,456.43	85,940.59	87,422.37	88,906.53	90,414.60	91,954.93	93,515.58
26S	68,149.73	69,705.59	71,261.46	72,819.71	74,377.97	75,932.64	77,488.51	79,043.17	80,602.63	82,158.49	83,714.36	85,271.40	86,826.08	88,384.33	89,940.20	91,496.06	93,051.93	94,634.08	96,244.91	97,879.65
27S	71,261.46	72,895.01	74,530.92	76,165.66	77,800.39	79,433.94	81,068.67	82,703.41	84,338.13	85,970.47	87,605.21	89,239.94	90,873.48	92,508.21	94,141.75	95,776.48	97,411.22	99,066.26	100,749.99	102,463.59
28S	74,530.92	76,246.92	77,964.11	79,678.90	81,396.09	83,112.08	84,826.87	86,544.07	88,258.86	89,974.85	91,692.04	93,408.03	95,124.03	96,840.02	98,556.01	100,269.61	101,986.79	103,719.51	105,482.12	107,278.16
29S	77,964.11	79,764.93	81,568.17	83,367.81	85,171.03	86,970.66	88,773.90	90,575.92	92,375.57	94,177.61	95,979.63	97,780.46	99,582.49	101,383.33	103,185.36	104,986.19	106,789.42	108,604.59	110,448.46	112,328.14
30S	81,568.17	83,457.43	85,346.70	87,240.74	89,130.00	91,020.46	92,912.11	94,802.57	96,696.62	98,584.69	100,477.54	102,368.00	104,258.46	106,151.31	108,041.77	109,932.21	111,825.06	113,723.88	115,658.56	117,625.51
31S	85,346.70	87,335.14	89,322.39	91,307.26	93,294.51	95,280.56	97,266.61	99,252.68	101,238.73	103,225.99	105,213.24	107,198.10	109,184.16	111,172.61	113,156.28	115,142.33	117,131.97	119,121.62	121,145.91	123,207.25
32S	89,322.39	91,406.44	93,492.87	95,578.11	97,664.55	99,748.60	101,836.23	103,921.47	106,004.31	108,091.95	110,177.18	112,262.43	114,347.67	116,434.11	118,519.34	120,604.58	122,692.22	124,775.07	126,897.34	129,055.48
33S	93,492.87	95,680.89	97,870.09	100,059.29	102,248.49	104,436.49	106,625.71	108,813.72	111,000.53	113,190.92	115,377.74	117,566.94	119,757.35	121,946.55	124,134.56	126,323.76	128,510.57	130,696.19	132,917.66	135,177.37
34S	97,870.09	100,169.24	102,468.37	104,768.71	107,067.84	109,368.19	111,667.33	113,966.47	116,266.80	118,567.15	120,865.09	123,165.43	125,465.76	127,763.71	130,064.05	132,364.39	134,664.72	136,953.12	139,282.12	141,650.57
35S	102,468.37	104,882.23	107,293.70	109,707.57	112,117.84	114,531.70	116,943.17	119,357.02	121,768.49	124,182.35	126,592.63	129,006.49	131,417.96	133,831.82	136,242.10	138,655.96	141,067.43	143,465.76	145,903.52	148,386.68
36S	107,293.70	109,825.86	112,360.42	114,891.39	117,427.14	119,959.29	122,493.85	125,026.01	127,558.18	130,093.93	132,626.08	135,158.25	137,690.42	140,223.77	142,755.94	145,290.48	147,822.65	150,335.70	152,891.76	155,490.84
37S	112,360.42	115,021.64	117,684.05	120,344.08	123,006.49	125,667.72	128,328.93	130,990.17	133,651.38	136,313.79	138,976.21	141,637.43	144,298.65	146,961.06	149,622.30	152,283.51	154,944.74	157,577.27	160,256.42	162,982.17
38S	117,684.05	120,477.92	123,270.59	126,064.45	128,857.12	131,653.37	134,446.04	137,238.71	140,033.77	142,828.82	145,620.30	148,414.16	151,209.23	154,001.89	156,796.96	159,589.62	162,382.29	165,306.40	168,283.11	171,309.98
39S	123,270.59	126,204.27	129,140.33	132,071.61	135,006.48	137,938.97	140,873.84	143,808.71	146,740.00	149,676.07	152,609.74	155,543.41	158,478.29	161,409.58	164,344.45	167,276.93	170,213.00	173,275.74	176,393.44	179,572.08
40S	129,189.32	132,262.81	135,338.69	138,409.79	141,485.66	144,561.54	147,635.03	150,710.91	153,783.22	156,860.29	159,936.17	163,009.66	166,084.34	169,156.63	172,233.71	175,308.39	178,381.88	181,593.98	184,861.06	188,191.48
42S	141,888.38	145,264.19	148,642.41	152,017.04	155,395.24	158,772.25	162,149.27	165,527.48	168,902.10	172,280.30	175,656.13	179,031.95	182,411.35	185,785.98	189,165.38	192,541.20	195,918.22	199,445.80	203,033.13	206,690.96

HPAE SALARY SCHEDULE WS JULY 2023 FY24

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
01D	36.8483	37.9314	38.4965	39.1557	39.9210	40.7215	41.6633	42.2755	43.2055	43.9590	44.8302	45.2304	46.0781	46.7373	47.2318	47.7262	48.1971	48.7151	49.2096	49.7040

HPAE SCHEDULE WU JULY 2023 FY24

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
07S	105,025.00	107,648.32	110,341.98	113,099.92	115,925.78	118,825.63	121,795.81	124,841.19	127,960.55	131,162.39	134,439.42	137,801.34	141,246.95	144,778.67	148,396.50	152,107.72	155,908.68

HPAE SALARY SCHEDULE WK JULY 2024 FY25

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	20.90889	21.3719	21.79837	22.2492	22.68785	23.10213	23.55296	24.00379	24.43026	24.8689	25.30755	25.73402	26.17266	26.61131	27.03777	27.47642	27.90289	28.35372	28.81674	29.26757
12-37.5hrs	19.51984	19.9463	20.36058	20.76267	21.20132	21.59123	22.00551	22.43197	22.83406	23.22397	23.63825	24.05253	24.45463	24.8689	25.271	25.67309	26.09956	26.52602	26.9403	27.36676
12-40hrs	18.28918	18.71565	19.10556	19.45891	19.86101	20.23873	20.60427	20.99418	21.38409	21.78618	22.13954	22.52945	22.89499	23.29708	23.69918	24.06472	24.43026	24.7958	25.16134	25.52688
13-35hrs	21.79837	22.26139	22.73659	23.16305	23.66262	24.08909	24.53992	25.01512	25.46595	25.94115	26.42854	26.855	27.31802	27.78104	28.21969	28.70707	29.17009	29.63311	30.10831	30.58351
13-37.5hrs	20.36058	20.77486	21.23787	21.65215	22.07862	22.51726	22.91936	23.34582	23.82102	24.2353	24.67395	25.10041	25.51469	25.95334	26.40417	26.80627	27.23273	27.67138	28.09784	28.57304
13-40hrs	19.10556	19.4711	19.88538	20.28747	20.68956	21.09166	21.48157	21.89585	22.33449	22.71222	23.10213	23.49204	23.90632	24.30841	24.73487	25.12478	25.51469	25.94115	26.36762	26.7819
14-35hrs	22.73659	23.27271	23.85758	24.24749	24.67395	25.13697	25.5878	26.09956	26.59913	27.06214	27.53735	28.02473	28.5243	29.01169	29.46252	29.96209	30.46167	30.99779	31.50955	32.04567
14-37.5hrs	21.23787	21.67652	22.10298	22.566	23.00465	23.46767	23.95505	24.3937	24.83235	25.271	25.70965	26.19703	26.64787	27.11088	27.54953	27.98818	28.42683	28.88984	29.35286	29.82806
14-40hrs	19.88538	20.29965	20.71393	21.15258	21.57904	21.99332	22.43197	22.84625	23.27271	23.69918	24.10127	24.52773	24.9542	25.36848	25.78275	26.2214	26.64787	27.07433	27.51298	27.95162
15-35hrs	23.69918	24.19875	24.7105	25.19789	25.68528	26.2214	26.73316	27.24491	27.74449	28.21969	28.74363	29.2432	29.76714	30.25453	30.74191	31.27804	31.77761	32.27718	32.78894	33.32506
15-37.5hrs	22.10298	22.59037	23.06557	23.54078	24.01598	24.49118	24.96638	25.4294	25.9046	26.40417	26.84282	27.33021	27.79322	28.24406	28.74363	29.21883	29.7184	30.1936	30.70536	31.25367
15-40hrs	20.71393	21.20132	21.6156	22.05425	22.50508	22.93154	23.37019	23.85758	24.27186	24.73487	25.16134	25.5878	26.063	26.51383	26.9403	27.39113	27.85415	28.32935	28.81674	29.29194
16-35hrs	24.7105	25.24663	25.77057	26.33106	26.84282	27.36676	27.8907	28.42683	28.96295	29.49908	30.05957	30.57133	31.11964	31.63139	32.16752	32.69146	33.2154	33.7759	34.31202	34.84815
16-37.5hrs	23.06557	23.56514	24.06472	24.56429	25.07604	25.53906	26.05082	26.56257	27.06214	27.56172	28.0491	28.56086	29.06043	29.56	30.05957	30.52259	31.02216	31.50955	32.0213	32.53306
16-40hrs	21.6156	22.07862	22.55382	23.01683	23.47985	23.95505	24.41807	24.89327	25.35629	25.80712	26.29451	26.74534	27.20836	27.68356	28.13439	28.63397	29.09698	29.56	30.01083	30.48604
17-35hrs	25.77057	26.34325	26.87937	27.43987	27.98818	28.57304	29.14572	29.70622	30.23016	30.79065	31.36333	31.92383	32.49651	33.04482	33.61749	34.1658	34.7263	35.28679	35.84729	36.43215
17-37.5hrs	24.06472	24.58866	25.1126	25.63654	26.17266	26.68442	27.20836	27.72012	28.21969	28.768	29.27975	29.82806	30.33982	30.86376	31.39989	31.92383	32.44777	32.94734	33.49565	34.03177
17-40hrs	22.55382	23.0412	23.52859	24.02816	24.52773	25.01512	25.49032	26.00208	26.50165	26.98904	27.47642	27.95162	28.43901	28.93858	29.42597	29.92554	30.41293	30.88813	31.39989	31.89946
18-35hrs	26.87937	27.47642	28.03692	28.64615	29.21883	29.82806	30.41293	31.00998	31.59484	32.1797	32.75238	33.32506	33.9343	34.53134	35.10402	35.6767	36.27375	36.85862	37.44348	38.04053
18-37.5hrs	25.1126	25.66091	26.2214	26.74534	27.29365	27.82978	28.37809	28.93858	29.48689	30.04739	30.58351	31.15619	31.69232	32.24063	32.78894	33.33725	33.92211	34.49479	35.06747	35.65233
18-40hrs	23.52859	24.05253	24.56429	25.08823	25.57561	26.12392	26.6235	27.13525	27.62264	28.13439	28.6827	29.19446	29.7184	30.20579	30.70536	31.25367	31.75324	32.25281	32.76457	33.28851

HPAE SALARY SCHEDULE WK JULY 2024 FY25

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
19-35hrs	28.03692	28.6827	29.31631	29.92554	30.53477	31.16838	31.75324	32.38684	33.00826	33.62968	34.23891	34.84815	35.45738	36.09098	36.70022	37.30945	37.91868	38.55228	39.16152	39.78294
19-37.5hrs	26.2214	26.79408	27.35458	27.92726	28.5243	29.09698	29.66966	30.23016	30.81502	31.41207	31.97256	32.54524	33.11792	33.71497	34.26328	34.84815	35.42083	36.03006	36.63929	37.26071
19-40hrs	24.56429	25.10041	25.63654	26.18485	26.70879	27.2571	27.80541	28.32935	28.85329	29.4016	29.94991	30.48604	31.03435	31.57047	32.11878	32.66709	33.19103	33.7759	34.34857	34.92125
20-35hrs	29.31631	29.94991	30.58351	31.24148	31.87509	32.52087	33.16666	33.83682	34.49479	35.12839	35.78637	36.43215	37.09012	37.71154	38.35733	39.02749	39.68546	40.33125	41.06233	41.73248
20-37.5hrs	27.35458	27.96381	28.6096	29.18228	29.77932	30.37637	30.99779	31.58266	32.19189	32.78894	33.42254	34.01959	34.62882	35.21369	35.82292	36.45652	37.06576	37.67499	38.30859	38.97875
20-40hrs	25.63654	26.20922	26.76971	27.34239	27.91507	28.49993	29.06043	29.62092	30.18142	30.72973	31.31459	31.87509	32.44777	33.00826	33.58094	34.14144	34.70193	35.28679	35.89603	36.51745
21-35hrs	30.5835	31.2780	31.9604	32.6305	33.3007	34.0074	34.6897	35.3477	36.0422	36.7124	37.3947	38.0649	38.7594	39.4296	40.1119	40.7821	41.4766	42.1833	42.8778	43.6577
21-37.5hrs	28.6096	29.2188	29.8524	30.4617	31.1196	31.7411	32.3868	33.0083	33.6662	34.2877	34.9213	35.5305	36.1885	36.8342	37.4922	38.0893	38.7351	39.3443	39.9779	40.6115
21-40hrs	26.7697	27.3668	27.9760	28.5609	29.1457	29.7428	30.3398	30.9491	31.5583	32.1553	32.7280	33.3251	33.9465	34.5313	35.1040	35.7133	36.3469	36.9439	37.5653	38.1989
22-35hrs	31.9604	32.6671	33.3616	34.0805	34.7994	35.5061	36.2372	36.9926	37.6872	38.4061	39.1006	39.8073	40.5262	41.2573	41.9640	42.6707	43.3774	44.1085	44.8518	45.6316
22-37.5hrs	29.8524	30.4860	31.1806	31.8263	32.5087	33.1788	33.8612	34.5192	35.1528	35.8351	36.5174	37.1754	37.8334	38.5157	39.1737	39.8439	40.5140	41.2207	41.9031	42.6220
22-40hrs	27.9760	28.6218	29.2188	29.8524	30.4739	31.1196	31.7289	32.3503	32.9473	33.5931	34.2024	34.8360	35.4574	36.1032	36.7124	37.3216	37.9431	38.6132	39.2590	39.9170
23-35hrs	33.9465	34.7019	35.4696	36.2494	37.0292	37.7725	38.5767	39.3077	40.0754	40.8308	41.5985	42.3539	43.1337	43.9014	44.6568	45.4001	46.1799	46.9719	47.7517	48.5803
23-37.5hrs	31.7289	32.4356	33.1301	33.8612	34.5679	35.2746	36.0057	36.7002	37.4191	38.1136	38.8447	39.5758	40.2581	40.9892	41.7081	42.4148	43.1337	43.8648	44.6081	45.3513
23-40hrs	29.7306	30.3764	31.0465	31.7289	32.3990	33.0448	33.7515	34.4095	35.0675	35.7376	36.4322	37.0901	37.7237	38.4183	39.0884	39.7586	40.4165	41.1354	41.8178	42.5123
24-35hrs	35.4696	36.2738	37.0901	37.8699	38.6863	39.4905	40.2703	41.1354	41.9274	42.7073	43.4993	44.3278	45.0833	45.9118	46.7038	47.4958	48.3366	49.1408	49.9693	50.8222
24-37.5hrs	33.1301	33.8856	34.6288	35.3599	36.1275	36.8586	37.6019	38.3695	39.1250	39.8682	40.6115	41.3669	42.1102	42.8413	43.6089	44.3644	45.0833	45.8753	46.6429	47.4349
24-40hrs	31.0465	31.7532	32.4478	33.1301	33.8734	34.5679	35.2381	35.9570	36.6393	37.3582	38.0649	38.7838	39.4783	40.1607	40.8674	41.5863	42.3052	42.9997	43.7673	44.4862
25-35hrs	37.0901	37.9065	38.7716	39.6245	40.4531	41.3060	42.1346	42.9753	43.8526	44.6934	45.4854	46.3627	47.1912	48.0320	48.8971	49.7256	50.5542	51.4193	52.2966	53.1739
25-37.5hrs	34.6288	35.3965	36.2006	37.0048	37.7603	38.5888	39.3443	40.1363	40.9161	41.7203	42.4879	43.2799	44.0598	44.8396	45.6316	46.4358	47.2400	48.0320	48.8727	49.7013
25-40hrs	32.4478	33.1910	33.9587	34.6897	35.4208	36.1641	36.8708	37.6141	38.3695	39.1128	39.8195	40.5628	41.3060	42.0737	42.7925	43.5358	44.2669	45.0223	45.8022	46.5576

HPAE SALARY SCHEDULE WK JULY 2024 FY25

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
26-35hrs	38.7716	39.6733	40.5384	41.4157	42.3052	43.1946	44.0963	44.9736	45.8509	46.7160	47.5689	48.5072	49.4088	50.2617	51.1634	52.0407	52.9058	53.8319	54.7335	55.6839
26-37.5hrs	36.2006	37.0414	37.8456	38.6863	39.4905	40.3191	41.1964	41.9884	42.8047	43.6698	44.4740	45.2782	46.1068	46.9475	47.7761	48.6046	49.4210	50.2374	51.1147	51.9676
26-40hrs	33.9587	34.7141	35.4696	36.2494	37.0414	37.7968	38.6010	39.3443	40.1241	40.8917	41.6959	42.4514	43.2190	43.9988	44.7908	45.5219	46.3383	47.1059	47.8979	48.7265
27-35hrs	40.5384	41.4766	42.4148	43.3409	44.2425	45.1929	46.1190	47.0572	47.9588	48.9093	49.8231	50.7613	51.6874	52.6134	53.5638	54.4898	55.4037	56.3663	57.3045	58.2914
27-37.5hrs	37.8456	38.7351	39.5880	40.4409	41.3426	42.2077	43.0606	43.9379	44.8030	45.6559	46.5211	47.3862	48.2513	49.1286	50.0059	50.8710	51.7483	52.6012	53.5151	54.4289
27-40hrs	35.4696	36.2859	37.1145	37.9065	38.7351	39.5514	40.3556	41.1964	42.0005	42.8047	43.6211	44.4375	45.2417	46.0580	46.8744	47.6786	48.5193	49.3235	50.1399	51.0294
28-35hrs	42.4148	43.3896	44.3644	45.3148	46.3261	47.2887	48.2635	49.2504	50.2008	51.1878	52.1626	53.1251	54.0999	55.0625	56.0617	57.0364	57.9990	58.9982	59.9973	61.0330
28-37.5hrs	39.5880	40.4896	41.4035	42.3295	43.2312	44.1572	45.0467	45.9727	46.8866	47.8004	48.7143	49.6038	50.5176	51.4315	52.3453	53.2470	54.1730	55.0747	56.0251	56.9877
28-40hrs	37.1145	37.9309	38.7960	39.6733	40.5262	41.3669	42.2199	43.0606	43.9379	44.8030	45.6681	46.5089	47.3496	48.2025	49.0677	49.9084	50.7613	51.6021	52.4794	53.3810
29-35hrs	44.3644	45.3635	46.4114	47.4227	48.4462	49.4697	50.4933	51.5168	52.5403	53.5760	54.5995	55.6108	56.6465	57.6457	58.6814	59.7170	60.7527	61.7884	62.8241	63.8964
29-37.5hrs	41.4035	42.3661	43.3409	44.2791	45.2417	46.1799	47.1181	48.0685	49.0555	50.0059	50.9806	51.9189	52.8571	53.8440	54.8066	55.7570	56.7196	57.6578	58.6570	59.6561
29-40hrs	38.7960	39.7098	40.5993	41.5010	42.4026	43.3165	44.2182	45.0833	45.9727	46.8866	47.8004	48.7021	49.5794	50.4567	51.3462	52.2600	53.1617	54.0755	54.9894	55.9276
30-35hrs	46.4114	47.4593	48.5559	49.6281	50.7248	51.7970	52.8327	53.9293	55.0016	56.0860	57.1461	58.2183	59.3150	60.3750	61.4595	62.5317	63.6283	64.6884	65.7850	66.8938
30-37.5hrs	43.3409	44.3522	45.3391	46.3627	47.3374	48.3488	49.3357	50.3349	51.3462	52.3697	53.3810	54.3924	55.3549	56.3785	57.3776	58.3889	59.3881	60.3994	61.4229	62.4586
30-40hrs	40.5993	41.5497	42.4636	43.4140	44.3766	45.3026	46.2774	47.2034	48.1294	49.0798	50.0181	50.9806	51.8945	52.8205	53.7953	54.7213	55.6839	56.6100	57.5604	58.5717
31-35hrs	48.5559	49.6769	50.8222	51.9432	53.0764	54.2096	55.3184	56.4637	57.5725	58.7179	59.8511	60.9964	62.0931	63.2262	64.3594	65.4682	66.6501	67.7711	68.9043	70.0740
31-37.5hrs	45.3391	46.4114	47.4471	48.5193	49.5550	50.6029	51.6630	52.7109	53.7953	54.8310	55.8911	56.9633	57.9990	59.0591	60.0826	61.1670	62.2149	63.2750	64.3594	65.4317
31-40hrs	42.4636	43.4627	44.4740	45.4366	46.4479	47.4349	48.4340	49.4332	50.4080	51.3827	52.3697	53.3567	54.3558	55.3184	56.3297	57.2923	58.3036	59.3028	60.2775	61.3132
32-35hrs	50.8222	52.0042	53.1617	54.3680	55.5377	56.7318	57.9137	59.1200	60.2897	61.4838	62.6536	63.8477	65.0417	66.2237	67.3812	68.5875	69.7694	70.9635	72.1576	73.3882
32-37.5hrs	47.4471	48.5681	49.6769	50.7857	51.8945	52.9789	54.0755	55.1722	56.2932	57.4020	58.5351	59.6196	60.7162	61.8250	62.9582	64.0548	65.1392	66.2480	67.3568	68.5144
32-40hrs	44.4740	45.4732	46.5211	47.5568	48.6290	49.6647	50.6882	51.7605	52.7718	53.8197	54.8310	55.8789	56.9146	57.9625	59.0103	60.0217	61.0817	62.1052	63.1653	64.2254

HPAE SALARY SCHEDULE WK JULY 2024 FY25

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33-35hrs	53.1617	54.4289	55.6839	56.9146	58.1574	59.4124	60.6553	61.8859	63.1409	64.3838	65.6510	66.8694	68.1245	69.3673	70.6101	71.8530	73.0836	74.3386	75.5815	76.8731
33-37.5hrs	49.6769	50.8222	51.9920	53.1373	54.3192	55.4646	56.6465	57.7797	58.9616	60.0948	61.2645	62.4342	63.5918	64.7371	65.9190	67.0644	68.2098	69.3673	70.5492	71.7555
33-40hrs	46.5211	47.5933	48.7143	49.8109	50.8954	52.0042	53.0886	54.1730	55.2331	56.3541	57.4385	58.5351	59.6196	60.6918	61.7884	62.8607	63.9817	65.0661	66.1749	67.2959
34-35hrs	55.6839	56.9877	58.2914	59.5830	60.8746	62.1905	63.5309	64.8102	66.1384	67.4178	68.7581	70.0496	71.4021	72.6815	73.9853	75.2769	76.6050	77.8966	79.2247	80.5650
34-37.5hrs	51.9920	53.1983	54.4289	55.6474	56.8780	58.0721	59.2784	60.5091	61.7519	62.9825	64.2010	65.3951	66.6379	67.8442	69.0749	70.2933	71.5118	72.7181	73.9731	75.2159
34-40hrs	48.7143	49.8475	51.0172	52.1382	53.2957	54.4533	55.5864	56.7440	57.8772	59.0225	60.1435	61.3011	62.4464	63.6040	64.7371	65.8703	67.0278	68.1488	69.3186	70.4883
35-35hrs	58.2914	59.6683	61.0695	62.3977	63.7867	65.1514	66.5283	67.8808	69.2576	70.6223	71.9870	73.3639	74.7286	76.1176	77.4823	78.8957	80.2726	81.6251	83.0141	84.4276
35-37.5hrs	54.4289	55.7083	56.9877	58.2671	59.5586	60.8137	62.0931	63.3603	64.6518	65.9312	67.2106	68.4900	69.7694	71.0610	72.3282	73.6319	74.8991	76.2882	77.6529	79.0419
35-40hrs	51.0172	52.1991	53.4054	54.6117	55.7936	57.0121	58.1940	59.4246	60.6431	61.8250	63.0313	64.2254	65.3951	66.6379	67.8199	69.0140	70.1837	71.4021	72.5841	73.8391
36-35hrs	61.0695	62.4830	63.8964	65.3464	66.7963	68.2341	69.6719	71.1219	72.5353	73.9975	75.4231	76.8731	78.3474	79.7608	81.1742	82.6242	84.0742	85.4998	86.9620	88.4363
36-37.5hrs	56.9877	58.3280	59.6805	61.0330	62.3368	63.7136	65.0661	66.3942	67.7346	69.0871	70.4152	71.7677	73.1080	74.4727	75.8374	77.1411	78.4814	79.8096	81.1621	82.5389
36-40hrs	53.4054	54.6604	55.9154	57.1826	58.4864	59.7170	60.9843	62.2271	63.5187	64.7493	66.0165	67.2715	68.5266	69.7938	71.0610	72.3038	73.5588	74.7895	76.0811	77.3604
37-35hrs	63.8842	65.3951	66.9426	68.4656	69.9644	71.4874	72.9983	74.5092	76.0323	77.5188	79.0663	80.5650	82.0759	83.5990	85.1099	86.6208	88.1195	89.6304	91.1535	92.6766
37-37.5hrs	59.6805	61.0939	62.4952	63.8964	65.3098	66.7354	68.1367	69.5379	70.9757	72.3769	73.8025	75.2159	76.6172	78.0184	79.4440	80.8574	82.2465	83.6599	85.0855	86.5477
37-40hrs	55.9154	57.2436	58.5839	59.9120	61.2279	62.5561	63.8720	65.1880	66.5283	67.8442	69.1845	70.4883	71.8408	73.1567	74.4849	75.8130	77.1289	78.5302	79.9314	81.3936
38-35hrs	66.9426	68.5266	70.1106	71.7189	73.2908	74.8626	76.4710	78.0428	79.6268	81.2474	82.8314	84.4276	86.0116	87.6078	89.1918	90.7879	92.3841	94.0413	95.7471	97.4530
38-37.5hrs	62.4952	63.9695	65.4317	66.9426	68.4535	69.9156	71.4143	72.8765	74.3630	75.8495	77.3239	78.8226	80.2970	81.7713	83.2456	84.7200	86.2187	87.6809	89.1796	90.6905
38-40hrs	58.5839	59.9607	61.3376	62.7388	64.1645	65.5291	66.9426	68.3316	69.7085	71.1219	72.4988	73.9000	75.2769	76.6659	78.0428	79.4440	80.8453	82.3074	83.7818	85.2683
39-35hrs	70.1106	71.7921	73.4614	75.1185	76.7878	78.4693	80.1142	81.8079	83.4650	85.1343	86.8036	88.4850	90.1543	91.8115	93.4686	95.1379	96.7950	98.5496	100.3285	102.0953
39-37.5hrs	65.4317	67.0035	68.5753	70.1228	71.7189	73.2542	74.8017	76.3857	77.9088	79.4806	81.0524	82.5999	84.1473	85.7069	87.2544	88.8140	90.3737	91.9942	93.6757	95.3450
39-40hrs	61.3376	62.7998	64.2619	65.7363	67.1984	68.6606	70.0984	71.5727	73.0471	74.4971	75.9470	77.3970	78.8835	80.3457	81.8200	83.2578	84.7200	86.2674	87.8027	89.3867

HPAE SALARY SCHEDULE WL JULY 2024 FY25

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15S	43,080.39	44,003.03	44,928.17	45,849.60	46,771.01	47,694.90	48,618.79	49,540.22	50,462.88	51,386.76	52,306.95	53,232.08	54,154.73	55,078.63	56,001.29	56,923.95	57,846.59	58,769.25	59,711.70	60,666.52
16S	44,928.17	45,897.82	46,868.72	47,837.13	48,806.79	49,777.69	50,748.58	51,718.23	52,689.13	53,660.00	54,629.66	55,600.56	56,570.21	57,539.87	58,510.76	59,480.41	60,450.07	61,417.25	62,400.52	63,399.85
17S	46,868.72	47,887.85	48,905.73	49,927.33	50,945.22	51,965.59	52,985.96	54,005.09	55,024.21	56,043.34	57,063.69	58,084.06	59,103.19	60,123.55	61,143.92	62,161.81	63,182.17	64,192.64	65,219.18	66,264.29
18S	48,905.73	49,975.58	51,044.18	52,115.24	53,183.85	54,253.68	55,322.27	56,392.11	57,458.24	58,526.84	59,596.67	60,665.27	61,733.87	62,803.71	63,873.54	64,942.14	66,011.98	67,068.22	68,140.52	69,228.90
19S	51,044.18	52,168.42	53,288.97	54,411.98	55,533.77	56,658.03	57,779.81	58,901.59	60,023.37	61,147.63	62,269.41	63,392.43	64,515.44	65,637.23	66,757.76	67,879.56	69,003.80	70,176.29	71,369.82	72,584.36
20S	53,288.97	54,470.13	55,648.78	56,828.70	58,008.61	59,188.53	60,368.44	61,548.34	62,727.03	63,906.94	65,086.86	66,267.99	67,445.43	68,626.59	69,805.26	70,986.40	72,166.32	73,391.99	74,641.16	75,908.89
21S	55,648.78	56,886.83	58,127.34	59,365.39	60,605.91	61,846.43	63,084.47	64,322.51	65,560.55	66,801.07	68,040.35	69,277.15	70,517.66	71,756.94	72,994.99	74,235.49	75,473.54	76,754.87	78,060.93	79,388.01
22S	58,127.34	59,427.24	60,728.35	62,026.99	63,328.12	64,627.99	65,929.11	67,227.75	68,531.35	69,828.76	71,129.88	72,429.75	73,730.88	75,030.76	76,330.64	77,631.75	78,932.88	80,273.57	81,639.01	83,026.69
23S	61,762.32	63,154.97	64,547.60	65,937.77	67,329.18	68,720.58	70,111.98	71,504.63	72,896.03	74,286.21	75,677.60	77,067.77	78,461.66	79,853.05	81,244.47	82,635.87	84,027.27	85,454.55	86,907.79	88,384.54
24S	64,547.60	66,007.03	67,466.46	68,927.12	70,385.32	71,845.98	73,305.41	74,766.09	76,226.75	77,683.71	79,144.37	80,605.03	82,064.46	83,525.13	84,985.79	86,445.22	87,905.90	89,398.71	90,919.98	92,463.51
25S	67,466.46	69,001.33	70,534.97	72,069.85	73,603.49	75,137.12	76,673.23	78,208.11	79,742.99	81,275.38	82,809.02	84,343.89	85,877.54	87,412.41	88,948.52	90,482.15	92,018.26	93,579.12	95,173.36	96,788.63
26S	70,534.97	72,145.29	73,755.61	75,368.40	76,981.20	78,590.28	80,200.61	81,809.68	83,423.72	85,034.03	86,644.36	88,255.90	89,865.00	91,477.78	93,088.11	94,698.42	96,308.75	97,946.27	99,613.49	101,305.44
27S	73,755.61	75,446.33	77,139.50	78,831.45	80,523.40	82,214.12	83,906.07	85,598.02	87,289.96	88,979.44	90,671.39	92,363.34	94,054.05	95,746.00	97,436.71	99,128.66	100,820.61	102,533.58	104,276.24	106,049.82
28S	77,139.50	78,915.56	80,692.86	82,467.66	84,244.95	86,021.00	87,795.81	89,573.11	91,347.92	93,123.97	94,901.26	96,677.31	98,453.37	100,229.42	102,005.47	103,779.05	105,556.33	107,349.69	109,173.99	111,032.89
29S	80,692.86	82,556.71	84,423.06	86,285.68	88,152.02	90,014.64	91,880.99	93,746.08	95,608.72	97,473.82	99,338.92	101,202.78	103,067.88	104,931.75	106,796.85	108,660.71	110,527.05	112,405.75	114,314.15	116,259.63
30S	84,423.06	86,378.44	88,333.84	90,294.17	92,249.55	94,206.17	96,164.03	98,120.66	100,081.00	102,035.15	103,994.25	105,950.88	107,907.50	109,866.60	111,823.23	113,779.84	115,738.94	117,704.22	119,706.61	121,742.40
31S	88,333.84	90,391.87	92,448.67	94,503.02	96,559.81	98,615.38	100,670.94	102,726.52	104,782.09	106,838.90	108,895.70	110,950.04	113,005.60	115,063.66	117,116.75	119,172.31	121,231.59	123,290.88	125,386.02	127,519.50
32S	92,448.67	94,605.66	96,765.13	98,923.35	101,082.81	103,239.80	105,400.50	107,558.72	109,714.46	111,875.17	114,033.38	116,191.61	118,349.84	120,509.30	122,667.52	124,825.74	126,986.45	129,142.20	131,338.75	133,572.42
33S	96,765.13	99,029.72	101,295.54	103,561.37	105,827.19	108,091.77	110,357.61	112,622.20	114,885.55	117,152.61	119,415.96	121,681.78	123,948.86	126,214.68	128,479.27	130,745.09	133,008.44	135,270.56	137,569.78	139,908.58
34S	101,295.54	103,675.16	106,054.76	108,435.61	110,815.22	113,196.07	115,575.69	117,955.30	120,336.14	122,717.00	125,095.36	127,476.22	129,857.06	132,235.44	134,616.29	136,997.14	139,377.99	141,746.48	144,157.00	146,608.34
35S	106,054.76	108,553.11	111,048.98	113,547.33	116,041.96	118,540.31	121,036.18	123,534.52	126,030.39	128,528.73	131,023.37	133,521.72	136,017.59	138,515.93	141,010.57	143,508.92	146,004.79	148,487.06	151,010.14	153,580.21
36S	111,048.98	113,669.77	116,293.04	118,912.58	121,537.09	124,157.86	126,781.14	129,401.92	132,022.71	134,647.22	137,267.99	139,888.79	142,509.58	145,131.60	147,752.40	150,375.65	152,996.45	155,597.45	158,242.97	160,933.01
37S	116,293.04	119,047.40	121,802.99	124,556.12	127,311.72	130,066.09	132,820.44	135,574.82	138,329.18	141,084.78	143,840.38	146,594.74	149,349.10	152,104.70	154,859.08	157,613.44	160,367.80	163,092.48	165,865.39	168,686.54
38S	121,802.99	124,694.65	127,585.06	130,476.71	133,367.12	136,261.23	139,151.66	142,042.07	144,934.95	147,827.83	150,717.01	153,608.65	156,501.55	159,391.96	162,284.85	165,175.25	168,065.67	171,092.13	174,173.02	177,305.83
39S	127,585.06	130,621.41	133,660.25	136,694.12	139,731.71	142,766.83	145,804.42	148,842.01	151,875.90	154,914.73	157,951.09	160,987.43	164,025.03	167,058.92	170,096.51	173,131.62	176,170.45	179,340.39	182,567.21	185,857.10
40S	133,710.95	136,892.01	140,075.55	143,254.14	146,437.66	149,621.20	152,802.26	155,985.80	159,165.63	162,350.40	165,533.93	168,715.00	171,897.29	175,077.11	178,261.89	181,444.18	184,625.25	187,949.77	191,331.20	194,778.18
42S	146,854.47	150,348.44	153,844.89	157,337.64	160,834.07	164,329.28	167,824.49	171,320.94	174,813.68	178,310.12	181,804.09	185,298.07	188,795.75	192,288.49	195,786.17	199,280.15	202,775.35	206,426.40	210,139.29	213,925.14

HPAE SALARY SCHEDULE WS JULY 2024 FY25

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
01D	38.13801	39.259	39.84386	40.5262	41.3182	42.14676	43.12153	43.75514	44.71773	45.49754	46.39921	46.81349	47.69078	48.37313	48.88488	49.39664	49.88402	50.42015	50.93191	51.44366

HPAE SALARY SCHEDULE WU JULY 2024 FY25

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
075	108,700.87	111416	114203.9	117058.4	119983.2	122984.5	126058.7	129210.6	132439.2	135753.1	139144.8	142624.4	146190.6	149845.9	153590.4	157431.5	161365.5

HPAE SALARY SCHEDULE WK JULY 2025 FY26

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	21.6407	22.11992	22.56131	23.02792	23.48192	23.9107	24.37731	24.84393	25.28532	25.73932	26.19332	26.63471	27.08871	27.54271	27.9841	28.4381	28.87949	29.3461	29.82532	30.29193
12-37.5hrs	20.20303	20.64442	21.0732	21.48937	21.94337	22.34692	22.7757	23.21709	23.63326	24.03681	24.46559	24.89437	25.31054	25.73932	26.15548	26.57165	27.01304	27.45443	27.88321	28.3246
12-40hrs	18.92931	19.3707	19.77425	20.13997	20.55614	20.94709	21.32542	21.72898	22.13253	22.5487	22.91442	23.31798	23.69631	24.11248	24.52865	24.90698	25.28532	25.66365	26.04198	26.42032
13-35hrs	22.56131	23.04053	23.53237	23.97376	24.49081	24.9322	25.39882	25.89065	26.35726	26.8491	27.35354	27.79493	28.27415	28.75338	29.20738	29.71182	30.19104	30.67027	31.1621	31.65394
13-37.5hrs	21.0732	21.50198	21.9812	22.40998	22.85137	23.30537	23.72153	24.16292	24.65476	25.08354	25.53754	25.97893	26.40771	26.86171	27.32832	27.74449	28.18587	28.63988	29.08127	29.5731
13-40hrs	19.77425	20.15259	20.58136	20.99753	21.4137	21.82987	22.23342	22.6622	23.1162	23.50715	23.9107	24.31426	24.74304	25.1592	25.60059	26.00415	26.40771	26.8491	27.29048	27.71926
14-35hrs	23.53237	24.08726	24.69259	25.09615	25.53754	26.01676	26.48337	27.01304	27.5301	28.00932	28.50115	29.0056	29.52265	30.0271	30.49371	31.01077	31.52782	32.08271	32.61238	33.16727
14-37.5hrs	21.9812	22.4352	22.87659	23.35581	23.80981	24.28904	24.79348	25.24748	25.70148	26.15548	26.60948	27.11393	27.58054	28.05976	28.51376	28.96776	29.42177	29.90099	30.38021	30.87205
14-40hrs	20.58136	21.01014	21.43892	21.89292	22.33431	22.76309	23.21709	23.64587	24.08726	24.52865	24.94481	25.3862	25.82759	26.25637	26.68515	27.13915	27.58054	28.02193	28.47593	28.92993
15-35hrs	24.52865	25.0457	25.57537	26.07982	26.58426	27.13915	27.66882	28.19849	28.71554	29.20738	29.74965	30.26671	30.80899	31.31344	31.81788	32.37277	32.88983	33.40688	33.93655	34.49144
15-37.5hrs	22.87659	23.38103	23.87287	24.3647	24.85654	25.34837	25.8402	26.31943	26.81126	27.32832	27.8232	28.28676	28.76599	29.2326	29.74965	30.24149	30.75855	31.25038	31.78005	32.34755
15-40hrs	21.43892	21.94337	22.37214	22.82614	23.29276	23.73415	24.18815	24.69259	25.12137	25.60059	26.04198	26.48337	26.97521	27.44182	27.88321	28.34982	28.82904	29.32088	29.82532	30.31716
16-35hrs	25.57537	26.13026	26.67254	27.25265	27.78232	28.3246	28.86688	29.42177	29.97666	30.53155	31.11166	31.64132	32.20883	32.73849	33.29338	33.83566	34.37794	34.95805	35.51294	36.06783
16-37.5hrs	23.87287	24.38992	24.90698	25.42404	25.9537	26.43293	26.9626	27.49226	28.00932	28.52638	29.03082	29.56049	30.07754	30.5946	31.11166	31.59088	32.10794	32.61238	33.14205	33.67172
16-40hrs	22.37214	22.85137	23.3432	23.82242	24.30165	24.79348	25.2727	25.76454	26.24376	26.71037	27.21482	27.68143	28.16065	28.65249	29.1191	29.63615	30.11538	30.5946	31.06121	31.55305
17-35hrs	26.67254	27.26526	27.82015	28.40026	28.96776	29.5731	30.16582	30.74593	31.28821	31.86832	32.46105	33.04116	33.6388	34.20138	34.79411	35.36161	35.94172	36.52183	37.10194	37.70728
17-37.5hrs	24.90698	25.44926	25.99154	26.53382	27.08871	27.61837	28.16065	28.69032	29.20738	29.77488	30.30454	30.87205	31.40171	31.94399	32.49888	33.04116	33.58344	34.10049	34.668	35.22289
17-40hrs	23.3432	23.84765	24.35209	24.86915	25.3862	25.89065	26.38248	26.91215	27.42921	27.93365	28.4381	28.92993	29.43438	29.95143	30.45588	30.97293	31.47738	31.96921	32.49888	33.01594
18-35hrs	27.82015	28.4381	29.01821	29.64877	30.24149	30.87205	31.47738	32.09533	32.70066	33.30599	33.89872	34.49144	35.122	35.73994	36.33266	36.92539	37.54333	38.14867	38.754	39.37195
18-37.5hrs	25.99154	26.55904	27.13915	27.68143	28.24893	28.80382	29.37132	29.95143	30.51893	31.09905	31.65394	32.24666	32.80155	33.36905	33.93655	34.50405	35.10939	35.70211	36.29483	36.90017
18-40hrs	24.35209	24.89437	25.42404	25.96632	26.47076	27.03826	27.55532	28.08499	28.58943	29.1191	29.6866	30.21627	30.75855	31.26299	31.78005	32.34755	32.8646	33.38166	33.91133	34.45361

HPAE SALARY SCHEDULE WK JULY 2025 FY26

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
19-35hrs	29.01821	29.6866	30.34238	30.97293	31.60349	32.25927	32.8646	33.52038	34.16355	34.80672	35.43727	36.06783	36.69839	37.35417	37.98472	38.61528	39.24584	39.90161	40.53217	41.17534
19-37.5hrs	27.13915	27.73187	28.31199	28.90471	29.52265	30.11538	30.7081	31.28821	31.89355	32.51149	33.0916	33.68433	34.27705	34.895	35.4625	36.06783	36.66055	37.29111	37.92167	38.56483
19-40hrs	25.42404	25.97893	26.53382	27.10132	27.6436	28.2111	28.7786	29.32088	29.86316	30.43066	30.99816	31.55305	32.12055	32.67544	33.24294	33.81044	34.35272	34.95805	35.55077	36.1435
20-35hrs	30.34238	30.99816	31.65394	32.33494	32.99072	33.65911	34.3275	35.02111	35.70211	36.35789	37.03889	37.70728	38.38828	39.03145	39.69984	40.39345	41.07445	41.74284	42.49951	43.19312
20-37.5hrs	28.31199	28.94254	29.61093	30.20366	30.8216	31.43955	32.08271	32.68805	33.3186	33.93655	34.59233	35.21027	35.84083	36.44616	37.07672	37.7325	38.36306	38.99361	39.64939	40.343
20-40hrs	26.53382	27.12654	27.70665	28.29938	28.8921	29.49743	30.07754	30.65766	31.23777	31.80527	32.4106	32.99072	33.58344	34.16355	34.75627	35.33639	35.9165	36.52183	37.15239	37.79556
21-35hrs	31.65394	32.37277	33.07899	33.77261	34.46622	35.19766	35.90389	36.58489	37.30372	37.99733	38.70356	39.39717	40.116	40.80962	41.51584	42.20945	42.92829	43.65973	44.37857	45.18568
21-37.5hrs	29.61093	30.24149	30.89727	31.52782	32.20883	32.85199	33.52038	34.16355	34.84455	35.48772	36.1435	36.77405	37.45506	38.12345	38.80445	39.42239	40.09078	40.72134	41.37712	42.0329
21-40hrs	27.70665	28.3246	28.95515	29.56049	30.16582	30.78377	31.40171	32.03227	32.66283	33.28077	33.87349	34.49144	35.13461	35.73994	36.33266	36.96322	37.619	38.23695	38.88011	39.53589
22-35hrs	33.07899	33.81044	34.52927	35.27333	36.01739	36.74883	37.5055	38.28739	39.00622	39.75028	40.46912	41.20056	41.94462	42.70129	43.43273	44.16418	44.89562	45.65229	46.42157	47.22868
22-37.5hrs	30.89727	31.55305	32.27188	32.94027	33.64649	34.34011	35.04633	35.72733	36.38311	37.08933	37.79556	38.47656	39.15756	39.86378	40.54478	41.23839	41.93201	42.66345	43.36968	44.11373
22-40hrs	28.95515	29.62354	30.24149	30.89727	31.54044	32.20883	32.83938	33.48255	34.10049	34.76888	35.39944	36.05522	36.69839	37.36678	37.99733	38.62789	39.27106	39.96467	40.63306	41.31406
23-35hrs	35.13461	35.9165	36.711	37.51811	38.32522	39.0945	39.92684	40.6835	41.47801	42.2599	43.0544	43.83629	44.6434	45.4379	46.21979	46.98907	47.79618	48.61591	49.42302	50.28057
23-37.5hrs	32.83938	33.57083	34.28966	35.04633	35.77777	36.50922	37.26589	37.98472	38.72878	39.44761	40.20428	40.96095	41.66717	42.42384	43.1679	43.89934	44.6434	45.40007	46.16935	46.93862
23-40hrs	30.77116	31.43955	32.13316	32.83938	33.53299	34.20138	34.93283	35.61383	36.29483	36.98844	37.70728	38.38828	39.04406	39.76289	40.4565	41.15012	41.83112	42.57517	43.2814	44.00023
24-35hrs	36.711	37.54333	38.38828	39.19539	40.04034	40.87267	41.67978	42.57517	43.3949	44.20201	45.02173	45.87929	46.66118	47.51874	48.33846	49.15818	50.02835	50.86069	51.71824	52.60102
24-37.5hrs	34.28966	35.07155	35.84083	36.5975	37.392	38.14867	38.91795	39.71245	40.49434	41.26362	42.0329	42.81479	43.58406	44.34073	45.13523	45.91712	46.66118	47.4809	48.2754	49.09513
24-40hrs	32.13316	32.8646	33.58344	34.28966	35.05894	35.77777	36.47139	37.21544	37.92167	38.66572	39.39717	40.14123	40.86006	41.56628	42.29773	43.04179	43.78584	44.50468	45.29918	46.04323
25-35hrs	38.38828	39.23322	40.12861	41.01139	41.86895	42.75173	43.60929	44.47945	45.38746	46.25762	47.07735	47.98535	48.84291	49.71307	50.60846	51.46602	52.32358	53.21897	54.12697	55.03497
25-37.5hrs	35.84083	36.63533	37.46767	38.3	39.08189	39.93945	40.72134	41.54106	42.34817	43.18051	43.97501	44.79473	45.60185	46.40896	47.22868	48.06102	48.89335	49.71307	50.58324	51.4408
25-40hrs	33.58344	34.35272	35.14722	35.90389	36.66055	37.42983	38.16128	38.93056	39.71245	40.48173	41.21317	41.98245	42.75173	43.54623	44.29029	45.05957	45.81623	46.59812	47.40524	48.18713

HPAE SALARY SCHEDULE WK JULY 2025 FY26

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
26-35hrs	40.12861	41.06184	41.95723	42.86523	43.78584	44.70645	45.63968	46.54768	47.45568	48.35107	49.23385	50.20491	51.13813	52.02091	52.95413	53.86214	54.75753	55.71597	56.64919	57.63286
26-37.5hrs	37.46767	38.33783	39.17017	40.04034	40.87267	41.73023	42.63823	43.45795	44.3029	45.19829	46.03062	46.86296	47.72051	48.59068	49.44824	50.3058	51.15074	51.99569	52.90369	53.78647
26-40hrs	35.14722	35.92911	36.711	37.51811	38.33783	39.11972	39.95206	40.72134	41.52845	42.32295	43.15529	43.93718	44.73168	45.53879	46.35851	47.11518	47.96013	48.75463	49.57435	50.43191
27-35hrs	41.95723	42.92829	43.89934	44.85779	45.79101	46.77468	47.73313	48.70418	49.63741	50.62107	51.56691	52.53797	53.49641	54.45486	55.43853	56.39697	57.34281	58.33909	59.31014	60.33164
27-37.5hrs	39.17017	40.09078	40.97356	41.85634	42.78956	43.68495	44.56773	45.47573	46.37112	47.2539	48.14929	49.04468	49.94007	50.84808	51.75608	52.65147	53.55947	54.44225	55.38808	56.33392
27-40hrs	36.711	37.55594	38.4135	39.23322	40.09078	40.93573	41.76806	42.63823	43.47056	44.3029	45.14784	45.99279	46.82512	47.67007	48.51502	49.34735	50.21752	51.04985	51.8948	52.81541
28-35hrs	43.89934	44.90823	45.91712	46.90079	47.94752	48.94379	49.95268	50.97419	51.95785	52.97936	53.98825	54.98453	55.99342	56.9897	58.02381	59.0327	60.02898	61.06309	62.0972	63.16915
28-37.5hrs	40.97356	41.90678	42.85262	43.81106	44.74429	45.70273	46.62335	47.58179	48.52763	49.47346	50.4193	51.33991	52.28574	53.23158	54.17741	55.11064	56.06908	57.00231	57.98597	58.98225
28-40hrs	38.4135	39.25845	40.15384	41.06184	41.94462	42.81479	43.69756	44.56773	45.47573	46.37112	47.26651	48.13668	49.00685	49.88963	50.78502	51.65519	52.53797	53.40813	54.31614	55.24936
29-35hrs	45.91712	46.95124	48.03579	49.08252	50.14185	51.20119	52.26052	53.31986	54.37919	55.45114	56.51047	57.5572	58.62914	59.66325	60.7352	61.80715	62.87909	63.95104	65.02298	66.13276
29-37.5hrs	42.85262	43.8489	44.85779	45.82885	46.82512	47.79618	48.76724	49.75091	50.77241	51.75608	52.76497	53.73602	54.70708	55.72858	56.72486	57.70853	58.70481	59.67587	60.70998	61.74409
29-40hrs	40.15384	41.09967	42.02028	42.95351	43.88673	44.83257	45.76579	46.66118	47.58179	48.52763	49.47346	50.40669	51.31469	52.22269	53.1433	54.08914	55.02236	55.96819	56.91403	57.88509
30-35hrs	48.03579	49.12035	50.25535	51.36513	52.50013	53.60991	54.68186	55.81686	56.92664	58.04903	59.1462	60.25598	61.39098	62.48815	63.61054	64.72032	65.85532	66.95249	68.08749	69.2351
30-37.5hrs	44.85779	45.90451	46.92601	47.98535	48.99424	50.04096	51.06246	52.09658	53.1433	54.20264	55.24936	56.29608	57.29236	58.3517	59.38581	60.43253	61.46665	62.51337	63.5727	64.64465
30-40hrs	42.02028	43.00395	43.94979	44.93346	45.92973	46.88818	47.89707	48.85552	49.81396	50.79763	51.76869	52.76497	53.7108	54.66925	55.67814	56.63658	57.63286	58.59131	59.57498	60.6217
31-35hrs	50.25535	51.41558	52.60102	53.76125	54.93408	56.10692	57.25453	58.43998	59.58759	60.77303	61.94587	63.13132	64.26632	65.43915	66.61199	67.7596	68.98288	70.1431	71.31594	72.52661
31-37.5hrs	46.92601	48.03579	49.10774	50.21752	51.28946	52.37402	53.47119	54.55575	55.67814	56.75008	57.84725	58.95703	60.02898	61.12615	62.18548	63.30787	64.39243	65.4896	66.61199	67.72177
31-40hrs	43.94979	44.9839	46.03062	47.0269	48.07363	49.09513	50.12924	51.16335	52.17224	53.18113	54.20264	55.22414	56.25825	57.25453	58.30125	59.29753	60.34426	61.37837	62.38726	63.4592
32-35hrs	52.60102	53.8243	55.02236	56.27086	57.48153	58.71742	59.9407	61.1892	62.39987	63.63576	64.84643	66.08232	67.31821	68.54149	69.73955	70.98805	72.21133	73.44722	74.68311	75.95683
32-37.5hrs	49.10774	50.26796	51.41558	52.56319	53.7108	54.83319	55.96819	57.1032	58.26342	59.41103	60.58387	61.70626	62.84126	63.98887	65.16171	66.29671	67.4191	68.56671	69.71433	70.91238
32-40hrs	46.03062	47.06474	48.14929	49.22124	50.33102	51.40296	52.4623	53.57208	54.6188	55.70336	56.75008	57.83464	58.90659	59.99114	61.0757	62.12242	63.21959	64.27893	65.3761	66.47326

HPAE SALARY SCHEDULE WK JULY 2025 FY26

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33-35hrs	55.02236	56.33392	57.63286	58.90659	60.19292	61.49187	62.7782	64.05193	65.35087	66.63721	67.94877	69.20988	70.50883	71.79516	73.0815	74.36783	75.64156	76.9405	78.22684	79.56362
33-37.5hrs	51.41558	52.60102	53.81169	54.99714	56.22042	57.40586	58.62914	59.80198	61.02526	62.19809	63.40876	64.61943	65.81749	67.00293	68.22621	69.41166	70.5971	71.79516	73.01844	74.26694
33-40hrs	48.14929	49.25907	50.4193	51.5543	52.67669	53.8243	54.94669	56.06908	57.16625	58.32647	59.44887	60.58387	61.70626	62.81604	63.95104	65.06082	66.22104	67.34343	68.49105	69.65127
34-35hrs	57.63286	58.98225	60.33164	61.66842	63.0052	64.36721	65.75443	67.0786	68.45321	69.77738	71.1646	72.50138	73.90122	75.22539	76.57478	77.91156	79.28617	80.62295	81.99757	83.38479
34-37.5hrs	53.81169	55.06019	56.33392	57.59503	58.86875	60.10464	61.35315	62.62687	63.91321	65.18693	66.44804	67.68393	68.97027	70.21877	71.49249	72.75361	74.01472	75.26322	76.56217	77.8485
34-40hrs	50.4193	51.59213	52.8028	53.96302	55.16108	56.35914	57.53197	58.73003	59.90287	61.08831	62.24854	63.44659	64.63204	65.8301	67.00293	68.17577	69.37382	70.53405	71.74472	72.95539
35-35hrs	60.33164	61.7567	63.20698	64.5816	66.01926	67.43171	68.85677	70.2566	71.68166	73.09411	74.50655	75.93161	77.34406	78.78173	80.19417	81.65706	83.08212	84.48196	85.91963	87.38252
35-37.5hrs	56.33392	57.65809	58.98225	60.30642	61.6432	62.94215	64.26632	65.57787	66.91465	68.23882	69.56299	70.88716	72.21133	73.54811	74.85967	76.20906	77.52061	78.95828	80.37073	81.8084
35-40hrs	52.8028	54.02608	55.27458	56.52308	57.74636	59.00748	60.23076	61.50448	62.76559	63.98887	65.23737	66.47326	67.68393	68.97027	70.19355	71.42944	72.64011	73.90122	75.1245	76.42345
36-35hrs	63.20698	64.66987	66.13276	67.63349	69.13421	70.62233	72.11044	73.61116	75.07406	76.58739	78.06289	79.56362	81.08956	82.55246	84.01535	85.51607	87.0168	88.4923	90.00563	91.53158
36-37.5hrs	58.98225	60.36948	61.76931	63.16915	64.51854	65.9436	67.34343	68.71805	70.10527	71.50511	72.87972	74.27955	75.66678	77.07922	78.49167	79.84106	81.22829	82.6029	84.00274	85.42779
36-40hrs	55.27458	56.57353	57.87247	59.18403	60.53342	61.80715	63.1187	64.40504	65.74182	67.01554	68.3271	69.62605	70.92499	72.23655	73.54811	74.83444	76.13339	77.40711	78.74389	80.06806
37-35hrs	66.12015	67.68393	69.28555	70.86194	72.41311	73.9895	75.55328	77.11706	78.69345	80.23201	81.83362	83.38479	84.94857	86.52496	88.08874	89.65252	91.20369	92.76747	94.34386	95.92025
37-37.5hrs	61.76931	63.2322	64.68248	66.13276	67.59566	69.07116	70.52144	71.97172	73.45983	74.91011	76.38561	77.8485	79.29878	80.74906	82.22457	83.68746	85.12513	86.58802	88.06352	89.57685
37-40hrs	57.87247	59.24709	60.63431	62.00892	63.37093	64.74554	66.10754	67.46954	68.85677	70.21877	71.60599	72.95539	74.35522	75.71722	77.09184	78.46645	79.82845	81.27873	82.72901	84.24235
38-35hrs	69.28555	70.92499	72.56444	74.22911	75.85595	77.48278	79.14745	80.77429	82.41373	84.09101	85.73046	87.38252	89.02196	90.67402	92.31347	93.96553	95.61759	97.3327	99.09826	100.8638
38-37.5hrs	64.68248	66.20843	67.72177	69.28555	70.84933	72.36266	73.91383	75.42717	76.96572	78.50428	80.03023	81.5814	83.10734	84.63329	86.15924	87.68518	89.23635	90.74969	92.30086	93.86464
38-40hrs	60.63431	62.05937	63.48443	64.93471	66.41021	67.82266	69.28555	70.72322	72.14827	73.61116	75.03622	76.4865	77.91156	79.34923	80.77429	82.22457	83.67485	85.18818	86.71413	88.25269
39-35hrs	72.56444	74.30478	76.0325	77.74761	79.47534	81.21568	82.91818	84.67112	86.38624	88.11396	89.84169	91.58202	93.30975	95.02486	96.73998	98.4677	100.1828	101.9988	103.84	105.6687
39-37.5hrs	67.72177	69.3486	70.97544	72.57705	74.22911	75.81811	77.41973	79.05917	80.63556	82.2624	83.88923	85.49085	87.09246	88.70669	90.3083	91.92252	93.53675	95.1403	96.95437	98.68209
39-40hrs	63.48443	64.99776	66.5111	68.03704	69.55038	71.06372	72.55183	74.07778	75.60372	77.10445	78.60517	80.1059	81.64445	83.15779	84.68374	86.17185	87.68518	89.2868	90.8758	92.51525

HPAE SALARY SCHEDULE WL JULY 2025 FY26

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15S	44,588.20	45,543.14	46,500.65	47,454.33	48,408.00	49,364.22	50,320.45	51,274.13	52,229.08	53,185.30	54,137.69	55,095.20	56,050.14	57,006.38	57,961.33	58,916.28	59,871.22	60,826.18	61,801.61	62,789.84
16S	46,500.65	47,504.25	48,509.13	49,511.43	50,515.03	51,519.91	52,524.78	53,528.37	54,533.25	55,538.10	56,541.70	57,546.58	58,550.17	59,553.76	60,558.63	61,562.23	62,565.82	63,566.85	64,584.53	65,618.85
17S	48,509.13	49,563.92	50,617.43	51,674.78	52,728.31	53,784.39	54,840.47	55,895.26	56,950.06	58,004.85	59,060.92	60,117.00	61,171.80	62,227.88	63,283.96	64,337.47	65,393.55	66,439.38	67,501.85	68,583.54
18S	50,617.43	51,724.73	52,830.72	53,939.28	55,045.29	56,152.56	57,258.55	58,365.83	59,469.28	60,575.28	61,682.55	62,788.56	63,894.55	65,001.84	66,109.12	67,215.11	68,322.40	69,415.61	70,525.44	71,651.91
19S	52,830.72	53,994.31	55,154.08	56,316.40	57,477.46	58,641.06	59,802.10	60,963.15	62,124.19	63,287.79	64,448.84	65,611.17	66,773.49	67,934.53	69,094.29	70,255.34	71,418.93	72,632.46	73,867.76	75,124.81
20S	55,154.08	56,376.58	57,596.49	58,817.70	60,038.92	61,260.13	62,481.34	63,702.54	64,922.47	66,143.69	67,364.90	68,587.37	69,806.02	71,028.52	72,248.44	73,470.93	74,692.14	75,960.71	77,253.60	78,565.70
21S	57,596.49	58,877.87	60,161.80	61,443.18	62,727.12	64,011.06	65,292.42	66,573.80	67,855.17	69,139.11	70,421.76	71,701.85	72,985.78	74,268.43	75,549.81	76,833.74	78,115.12	79,441.29	80,793.06	82,166.59
22S	60,161.80	61,507.19	62,853.85	64,197.94	65,544.61	66,889.97	68,236.63	69,580.72	70,929.95	72,272.77	73,619.42	74,964.79	76,311.46	77,656.84	79,002.21	80,348.86	81,695.53	83,083.14	84,496.37	85,932.63
23S	63,924.00	65,365.39	66,806.77	68,245.60	69,685.70	71,125.80	72,565.90	74,007.29	75,447.40	76,886.22	78,326.31	79,765.14	81,207.82	82,647.91	84,088.02	85,528.13	86,968.23	88,445.46	89,949.56	91,477.99
24S	66,806.77	68,317.28	69,827.79	71,339.57	72,848.81	74,360.59	75,871.10	77,382.90	78,894.69	80,402.64	81,914.42	83,426.20	84,936.72	86,448.51	87,960.30	89,470.81	90,982.60	92,527.67	94,102.18	95,699.73
25S	69,827.79	71,416.37	73,003.70	74,592.30	76,179.61	77,766.92	79,356.79	80,945.39	82,533.99	84,120.02	85,707.33	87,295.93	88,883.25	90,471.84	92,061.71	93,649.03	95,238.90	96,854.38	98,504.42	100,176.23
26S	73,003.70	74,670.37	76,337.06	78,006.29	79,675.54	81,340.94	83,007.63	84,673.02	86,343.55	88,010.22	89,676.91	91,344.86	93,010.27	94,679.51	96,346.19	98,012.87	99,679.55	101,374.39	103,099.96	104,851.13
27S	76,337.06	78,086.95	79,839.38	81,590.55	83,341.72	85,091.62	86,842.79	88,593.96	90,345.11	92,093.72	93,844.89	95,596.06	97,345.94	99,097.11	100,846.99	102,598.16	104,349.33	106,122.25	107,925.91	109,761.56
28S	79,839.38	81,677.61	83,517.11	85,354.03	87,193.53	89,031.74	90,868.66	92,708.17	94,545.10	96,383.31	98,222.81	100,061.02	101,899.24	103,737.45	105,575.66	107,411.31	109,250.80	111,106.93	112,995.08	114,919.05
29S	83,517.11	85,446.19	87,377.86	89,305.68	91,237.34	93,165.15	95,096.82	97,027.19	98,955.02	100,885.41	102,815.78	104,744.88	106,675.25	108,604.36	110,534.74	112,463.84	114,395.49	116,339.95	118,315.15	120,328.72
30S	87,377.86	89,401.69	91,425.52	93,454.46	95,478.28	97,503.39	99,529.77	101,554.88	103,583.83	105,606.38	107,634.05	109,659.16	111,684.27	113,711.93	115,737.04	117,762.14	119,789.80	121,823.87	123,896.34	126,003.38
31S	91,425.52	93,555.59	95,684.37	97,810.62	99,939.41	102,066.92	104,194.43	106,321.95	108,449.46	110,578.26	112,707.05	114,833.29	116,960.80	119,090.88	121,215.83	123,343.34	125,474.70	127,606.06	129,774.53	131,982.69
32S	95,684.37	97,916.86	100,151.90	102,385.66	104,620.71	106,853.19	109,089.51	111,323.27	113,554.47	115,790.80	118,024.55	120,258.32	122,492.08	124,727.12	126,960.88	129,194.64	131,430.97	133,662.17	135,935.61	138,247.45
33S	100,151.90	102,495.76	104,840.89	107,186.01	109,531.14	111,874.98	114,220.12	116,563.98	118,906.55	121,252.95	123,595.52	125,940.64	128,287.07	130,632.20	132,976.04	135,321.17	137,663.74	140,005.03	142,384.72	144,805.38
34S	104,840.89	107,303.79	109,766.68	112,230.86	114,693.75	117,157.94	119,620.84	122,083.73	124,547.91	127,012.10	129,473.70	131,937.89	134,402.06	136,863.69	139,327.86	141,792.04	144,256.22	146,707.61	149,202.49	151,739.63
35S	109,766.68	112,352.47	114,935.69	117,521.49	120,103.43	122,689.22	125,272.44	127,858.23	130,441.45	133,027.24	135,609.19	138,194.98	140,778.20	143,363.99	145,945.94	148,531.73	151,114.96	153,684.11	156,295.49	158,955.52
36S	114,935.69	117,648.21	120,363.30	123,074.52	125,790.89	128,503.39	131,218.48	133,930.99	136,643.51	139,359.87	142,072.37	144,784.90	147,497.41	150,211.20	152,923.73	155,638.79	158,351.32	161,043.36	163,781.47	166,565.67
37S	120,363.30	123,214.05	126,066.10	128,915.58	131,767.63	134,618.40	137,469.16	140,319.94	143,170.70	146,022.74	148,874.79	151,725.56	154,576.32	157,428.36	160,279.15	163,129.91	165,980.68	168,800.72	171,670.68	174,590.57
38S	126,066.10	129,058.96	132,050.53	135,043.39	138,034.97	141,030.38	144,021.96	147,013.54	150,007.67	153,001.81	155,992.11	158,984.96	161,979.10	164,970.68	167,964.82	170,956.39	173,947.97	177,080.35	180,269.07	183,511.54
39S	132,050.53	135,193.16	138,338.35	141,478.41	144,622.32	147,763.67	150,907.58	154,051.48	157,191.55	160,336.74	163,479.37	166,621.99	169,765.91	172,905.98	176,049.88	179,191.23	182,336.42	185,617.30	188,957.06	192,362.10
40S	138,390.83	141,683.23	144,978.19	148,268.03	151,562.98	154,857.94	158,150.34	161,445.30	164,736.43	168,032.66	171,327.62	174,620.02	177,913.69	181,204.81	184,501.05	187,794.73	191,087.13	194,528.01	198,027.79	201,595.42
42S	151,994.38	155,610.63	159,229.46	162,844.45	166,463.27	170,080.81	173,698.35	177,317.18	180,932.16	184,550.97	188,167.24	191,783.50	195,403.60	199,018.58	202,638.68	206,254.95	209,872.49	213,651.33	217,494.17	221,412.52

HPAE SALARY SCHEDULE WS JULY 2025 FY26

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
01D	39.47284	40.63306	41.23839	41.94462	42.76434	43.6219	44.63079	45.28657	46.28285	47.08996	48.02318	48.45196	49.35996	50.06618	50.59585	51.12552	51.62997	52.18485	52.71452	53.24419

HPAE SALARY SCHEDULE WU JULY 2025 FY26

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
07S	112,505.40	115,315.57	118,201.09	121,155.46	124,182.60	127,288.98	130,470.72	133,733.01	137,074.54	140,504.43	144,014.86	147,616.24	151,307.27	155,090.53	158,966.04	162,941.59	167,013.28

HPAE SALARY SCHEDULE WK JULY 2026 FY27

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12-35hrs	22.39812	22.89412	23.35096	23.8339	24.30379	24.74758	25.23052	25.71346	26.1703	26.64019	27.11008	27.56692	28.03681	28.5067	28.96354	29.43343	29.89027	30.37321	30.86921	31.35215
12-37.5hrs	20.91014	21.36697	21.81076	22.24149	22.71138	23.12906	23.57285	24.02969	24.46042	24.8781	25.32189	25.76567	26.19641	26.64019	27.07092	27.50166	27.9585	28.41533	28.85912	29.31596
12-40hrs	19.59183	20.04867	20.46635	20.84487	21.27561	21.68023	22.07181	22.48949	22.90717	23.3379	23.71643	24.13411	24.52568	24.95642	25.38715	25.77873	26.1703	26.56188	26.95345	27.34503
13-35hrs	23.35096	23.84695	24.356	24.81284	25.34799	25.80483	26.28777	26.79682	27.27977	27.78881	28.31091	28.76775	29.26375	29.75974	30.22963	30.75174	31.24773	31.74373	32.25278	32.76182
13-37.5hrs	21.81076	22.25455	22.75054	23.19433	23.65116	24.12106	24.55179	25.00863	25.51768	25.96146	26.43135	26.88819	27.33198	27.80187	28.28481	28.71554	29.17238	29.64227	30.09911	30.60816
13-40hrs	20.46635	20.85793	21.30171	21.73244	22.16318	22.59391	23.01159	23.45538	23.92527	24.3299	24.74758	25.16526	25.60904	26.03978	26.49661	26.91429	27.33198	27.78881	28.24565	28.68944
14-35hrs	24.356	24.93031	25.55683	25.97451	26.43135	26.92735	27.41029	27.9585	28.49365	28.98965	29.49869	30.02079	30.55595	31.07805	31.56099	32.09614	32.6313	33.20561	33.75381	34.32813
14-37.5hrs	22.75054	23.22043	23.67727	24.17327	24.64316	25.13915	25.66125	26.13114	26.60103	27.07092	27.54082	28.06292	28.54586	29.04186	29.51175	29.98164	30.45153	30.94752	31.44352	31.95257
14-40hrs	21.30171	21.7455	22.18928	22.65917	23.11601	23.5598	24.02969	24.47347	24.93031	25.38715	25.81788	26.27472	26.73156	27.17535	27.61913	28.08902	28.54586	29.0027	29.47259	29.94248
15-35hrs	25.38715	25.9223	26.47051	26.99261	27.51471	28.08902	28.63723	29.18543	29.72059	30.22963	30.79089	31.32605	31.8873	32.40941	32.93151	33.50582	34.04097	34.57612	35.12433	35.69864
15-37.5hrs	23.67727	24.19937	24.70842	25.21747	25.72652	26.23556	26.74461	27.24061	27.74966	28.28481	28.7547	29.2768	29.7728	30.25574	30.79089	31.29994	31.83509	32.34414	32.89235	33.47971
15-40hrs	22.18928	22.71138	23.15517	23.62506	24.108	24.56484	25.03473	25.55683	26.00062	26.49661	26.95345	27.41029	27.91934	28.40228	28.85912	29.34206	29.83806	30.34711	30.86921	31.37826
16-35hrs	26.47051	27.04482	27.60608	28.20649	28.7547	29.31596	29.87722	30.45153	31.02584	31.60015	32.20056	32.74877	33.33613	33.88434	34.45865	35.01991	35.58117	36.18158	36.75589	37.33021
16-37.5hrs	24.70842	25.24357	25.77873	26.31388	26.86208	27.35808	27.90629	28.45449	28.98965	29.5248	30.0469	30.59511	31.13026	31.66541	32.20056	32.69656	33.23171	33.75381	34.30202	34.85023
16-40hrs	23.15517	23.65116	24.16021	24.65621	25.1522	25.66125	26.15725	26.6663	27.16229	27.64524	28.16734	28.65028	29.14628	29.65532	30.13827	30.67342	31.16942	31.66541	32.14835	32.6574
17-35hrs	27.60608	28.21955	28.79386	29.39427	29.98164	30.60816	31.22163	31.82204	32.3833	32.98372	33.59718	34.1976	34.81107	35.39843	36.0119	36.59926	37.19968	37.8001	38.40051	39.02703
17-37.5hrs	25.77873	26.33998	26.90124	27.4625	28.03681	28.58502	29.14628	29.69448	30.22963	30.817	31.3652	31.95257	32.50077	33.06203	33.63634	34.1976	34.75886	35.29401	35.88138	36.45569
17-40hrs	24.16021	24.68231	25.20441	25.73957	26.27472	26.79682	27.30587	27.85408	28.38923	28.91133	29.43343	29.94248	30.46458	30.99973	31.52183	32.05699	32.57909	33.08814	33.63634	34.1715
18-35hrs	28.79386	29.43343	30.03385	30.68647	31.29994	31.95257	32.57909	33.21866	33.84518	34.4717	35.08517	35.69864	36.35127	36.99084	37.60431	38.21778	38.85735	39.48387	40.11039	40.74997
18-37.5hrs	26.90124	27.48861	28.08902	28.65028	29.23764	29.81195	30.39932	30.99973	31.5871	32.18751	32.76182	33.37529	33.9496	34.53697	35.12433	35.71169	36.33821	36.95168	37.56515	38.19167
18-40hrs	25.20441	25.76567	26.31388	26.87514	27.39724	27.9846	28.51975	29.06796	29.59006	30.13827	30.72563	31.27384	31.83509	32.3572	32.89235	33.47971	34.01487	34.55002	35.09822	35.65948

HPAE SALARY SCHEDULE WK JULY 2026 FY27

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
19-35hrs	30.03385	30.72563	31.40436	32.05699	32.70961	33.38834	34.01487	34.6936	35.35927	36.02495	36.67758	37.33021	37.98283	38.66156	39.31419	39.96681	40.61944	41.29817	41.9508	42.61648
19-37.5hrs	28.08902	28.70249	29.30291	29.91637	30.55595	31.16942	31.78288	32.3833	33.00982	33.64939	34.24981	34.86328	35.47675	36.11632	36.70368	37.33021	37.94367	38.5963	39.24893	39.9146
19-40hrs	26.31388	26.88819	27.4625	28.04986	28.61112	29.19849	29.78585	30.34711	30.90837	31.49573	32.08309	32.6574	33.24477	33.81908	34.40644	34.9938	35.55506	36.18158	36.79505	37.40852
20-35hrs	31.40436	32.08309	32.76182	33.46666	34.14539	34.83717	35.52896	36.24685	36.95168	37.63041	38.33525	39.02703	39.73187	40.39755	41.08933	41.80722	42.51206	43.20384	43.98699	44.70488
20-37.5hrs	29.30291	29.95553	30.64732	31.26078	31.90036	32.53993	33.20561	33.83213	34.48476	35.12433	35.80306	36.44263	37.09526	37.72178	38.37441	39.05314	39.70576	40.35839	41.03712	41.75501
20-40hrs	27.4625	28.07597	28.67638	29.28985	29.90332	30.52984	31.13026	31.73067	32.33109	32.91845	33.54497	34.14539	34.75886	35.35927	35.97274	36.57316	37.17357	37.8001	38.45272	39.1184
21-35hrs	32.7618	33.5058	34.2368	34.9546	35.6725	36.4296	37.1605	37.8654	38.6094	39.3272	40.0582	40.7761	41.5201	42.2380	42.9689	43.6868	44.4308	45.1878	45.9318	46.7672
21-37.5hrs	30.6473	31.2999	31.9787	32.6313	33.3361	34.0018	34.6936	35.3593	36.0641	36.7298	37.4085	38.0611	38.7660	39.4578	40.1626	40.8022	41.4940	42.1466	42.8253	43.5040
21-40hrs	28.6764	29.3160	29.9686	30.5951	31.2216	31.8612	32.5008	33.1534	33.8060	34.4456	35.0591	35.6986	36.3643	36.9908	37.6043	38.2569	38.9357	39.5752	40.2409	40.9196
22-35hrs	34.2368	34.9938	35.7378	36.5079	37.2780	38.0350	38.8182	39.6274	40.3714	41.1415	41.8855	42.6426	43.4127	44.1958	44.9529	45.7099	46.4670	47.2501	48.0463	48.8817
22-37.5hrs	31.9787	32.6574	33.4014	34.0932	34.8241	35.5420	36.2730	36.9778	37.6565	38.3875	39.1184	39.8232	40.5281	41.2590	41.9638	42.6817	43.3996	44.1567	44.8876	45.6577
22-40hrs	29.9686	30.6604	31.2999	31.9787	32.6444	33.3361	33.9888	34.6544	35.2940	35.9858	36.6384	37.3172	37.9828	38.6746	39.3272	39.9799	40.6455	41.3634	42.0552	42.7601
23-35hrs	36.3643	37.1736	37.9959	38.8312	39.6666	40.4628	41.3243	42.1074	42.9297	43.7390	44.5613	45.3706	46.2059	47.0282	47.8375	48.6337	49.4690	50.3175	51.1528	52.0404
23-37.5hrs	33.9888	34.7458	35.4898	36.2730	37.0300	37.7870	38.5702	39.3142	40.0843	40.8283	41.6114	42.3946	43.1255	43.9087	44.6788	45.4358	46.2059	46.9891	47.7853	48.5815
23-40hrs	31.8481	32.5399	33.2578	33.9888	34.7066	35.3984	36.1555	36.8603	37.5652	38.2830	39.0270	39.7319	40.4106	41.1546	41.8725	42.5904	43.2952	44.0653	44.7962	45.5402
24-35hrs	37.9959	38.8573	39.7319	40.5672	41.4417	42.3032	43.1386	44.0653	44.9137	45.7491	46.5975	47.4851	48.2943	49.1819	50.0303	50.8787	51.7793	52.6408	53.5284	54.4421
24-37.5hrs	35.4898	36.2991	37.0953	37.8784	38.7007	39.4839	40.2801	41.1024	41.9116	42.7078	43.5040	44.3133	45.1095	45.8927	46.7150	47.5242	48.2943	49.1427	49.9650	50.8135
24-40hrs	33.2578	34.0149	34.7589	35.4898	36.2860	37.0300	37.7479	38.5180	39.2489	40.0190	40.7761	41.5462	42.2902	43.0211	43.7781	44.5482	45.3183	46.0623	46.8846	47.6547
25-35hrs	39.7319	40.6064	41.5331	42.4468	43.3344	44.2480	45.1356	46.0362	46.9760	47.8766	48.7251	49.6648	50.5524	51.4530	52.3798	53.2673	54.1549	55.0816	56.0214	56.9612
25-37.5hrs	37.0953	37.9176	38.7790	39.6405	40.4498	41.3373	42.1466	42.9950	43.8304	44.6918	45.5141	46.3625	47.1979	48.0333	48.8817	49.7432	50.6046	51.4530	52.3537	53.2412
25-40hrs	34.7589	35.5551	36.3774	37.1605	37.9437	38.7399	39.4969	40.2931	41.1024	41.8986	42.6556	43.4518	44.2480	45.0703	45.8404	46.6367	47.4198	48.2291	49.0644	49.8737

HPAE SALARY SCHEDULE WK JULY 2026 FY27

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
26-35hrs	41.5331	42.4990	43.4257	44.3655	45.3183	46.2712	47.2371	48.1768	49.1166	50.0434	50.9570	51.9621	52.9280	53.8416	54.8075	55.7473	56.6740	57.6660	58.6319	59.6500
26-37.5hrs	38.7790	39.6797	40.5411	41.4417	42.3032	43.1908	44.1306	44.9790	45.8535	46.7802	47.6417	48.5032	49.3907	50.2914	51.1789	52.0665	52.9410	53.8155	54.7553	55.6690
26-40hrs	36.3774	37.1866	37.9959	38.8312	39.6797	40.4889	41.3504	42.1466	42.9819	43.8043	44.6657	45.4750	46.2973	47.1326	47.9811	48.7642	49.6387	50.4610	51.3095	52.1970
27-35hrs	43.4257	44.4308	45.4358	46.4278	47.3937	48.4118	49.4038	50.4088	51.3747	52.3928	53.3718	54.3768	55.3688	56.3608	57.3789	58.3709	59.3498	60.3810	61.3860	62.4433
27-37.5hrs	40.5411	41.4940	42.4076	43.3213	44.2872	45.2139	46.1276	47.0674	47.9941	48.9078	49.8345	50.7612	51.6880	52.6278	53.5675	54.4943	55.4340	56.3477	57.3267	58.3056
27-40hrs	37.9959	38.8704	39.7580	40.6064	41.4940	42.3685	43.2299	44.1306	44.9920	45.8535	46.7280	47.6025	48.4640	49.3385	50.2130	51.0745	51.9751	52.8366	53.7111	54.6640
28-35hrs	45.4358	46.4800	47.5242	48.5423	49.6257	50.6568	51.7010	52.7583	53.7764	54.8336	55.8778	56.9090	57.9532	58.9843	60.0546	61.0988	62.1300	63.2003	64.2706	65.3801
28-37.5hrs	42.4076	43.3735	44.3525	45.3445	46.3103	47.3023	48.2552	49.2472	50.2261	51.2050	52.1840	53.1368	54.1157	55.0947	56.0736	57.0395	58.0315	58.9974	60.0155	61.0466
28-40hrs	39.7580	40.6325	41.5592	42.4990	43.4127	44.3133	45.2270	46.1276	47.0674	47.9941	48.9208	49.8215	50.7221	51.6358	52.5625	53.4631	54.3768	55.2774	56.2172	57.1831
29-35hrs	47.5242	48.5945	49.7170	50.8004	51.8968	52.9932	54.0896	55.1861	56.2825	57.3919	58.4883	59.5717	60.6812	61.7515	62.8609	63.9704	65.0799	66.1893	67.2988	68.4474
29-37.5hrs	44.3525	45.3836	46.4278	47.4329	48.4640	49.4690	50.4741	51.4922	52.5494	53.5675	54.6117	55.6168	56.6218	57.6791	58.7102	59.7283	60.7595	61.7645	62.8348	63.9051
29-40hrs	41.5592	42.5382	43.4910	44.4569	45.4228	46.4017	47.3676	48.2943	49.2472	50.2261	51.2050	52.1709	53.1107	54.0505	55.0033	55.9823	56.9481	57.9271	58.9060	59.9111
30-35hrs	49.7170	50.8396	52.0143	53.1629	54.3376	55.4863	56.5957	57.7705	58.9191	60.0807	61.2163	62.3649	63.5397	64.6752	65.8369	66.9855	68.1603	69.2958	70.4706	71.6583
30-37.5hrs	46.4278	47.5112	48.5684	49.6648	50.7090	51.7924	52.8497	53.9200	55.0033	56.0997	57.1831	58.2664	59.2976	60.3940	61.4643	62.5477	63.6180	64.7013	65.7977	66.9072
30-40hrs	43.4910	44.5091	45.4880	46.5061	47.5373	48.5293	49.5735	50.5655	51.5575	52.5755	53.5806	54.6117	55.5907	56.5827	57.6269	58.6189	59.6500	60.6420	61.6601	62.7435
31-35hrs	52.0143	53.2151	54.4421	55.6429	56.8568	58.0707	59.2584	60.4854	61.6732	62.9001	64.1140	65.3409	66.5156	67.7295	68.9434	70.1312	71.3973	72.5981	73.8120	75.0650
31-37.5hrs	48.5684	49.7170	50.8265	51.9751	53.0846	54.2071	55.3427	56.4652	57.6269	58.7363	59.8719	61.0205	62.1300	63.2656	64.3620	65.5236	66.6462	67.7817	68.9434	70.0920
31-40hrs	45.4880	46.5583	47.6417	48.6728	49.7562	50.8135	51.8838	52.9541	53.9983	55.0425	56.0997	57.1570	58.2273	59.2584	60.3418	61.3729	62.4563	63.5266	64.5708	65.6803
32-35hrs	54.4421	55.7082	56.9481	58.2403	59.4934	60.7725	62.0386	63.3308	64.5839	65.8630	67.1161	68.3952	69.6743	70.9404	72.1804	73.4726	74.7387	76.0179	77.2970	78.6153
32-37.5hrs	50.8265	52.0273	53.2151	54.4029	55.5907	56.7524	57.9271	59.1018	60.3026	61.4904	62.7043	63.8660	65.0407	66.2285	67.4424	68.6171	69.7788	70.9665	72.1543	73.3943
32-40hrs	47.6417	48.7120	49.8345	50.9440	52.0926	53.2021	54.2985	55.4471	56.5305	57.6530	58.7363	59.8589	60.9683	62.0908	63.2134	64.2967	65.4323	66.5287	67.6643	68.7998

HPAE SALARY SCHEDULE WK JULY 2026 FY27

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33-35hrs	56.9481	58.3056	59.6500	60.9683	62.2997	63.6441	64.9754	66.2937	67.6382	68.9695	70.3270	71.6322	72.9766	74.3080	75.6393	76.9707	78.2890	79.6334	80.9648	82.3483
33-37.5hrs	53.2151	54.4421	55.6951	56.9220	58.1881	59.4151	60.6812	61.8950	63.1611	64.3750	65.6281	66.8811	68.1211	69.3480	70.6141	71.8411	73.0680	74.3080	75.5741	76.8663
33-40hrs	49.8345	50.9831	52.1840	53.3587	54.5204	55.7082	56.8698	58.0315	59.1671	60.3679	61.5296	62.7043	63.8660	65.0146	66.1893	67.3379	68.5388	69.7005	70.8882	72.0891
34-35hrs	59.6500	61.0466	62.4433	63.8268	65.2104	66.6201	68.0558	69.4263	70.8491	72.2196	73.6554	75.0389	76.4878	77.8583	79.2549	80.6385	82.0612	83.4448	84.8675	86.3033
34-37.5hrs	55.6951	56.9873	58.3056	59.6109	60.9292	62.2083	63.5005	64.8188	66.1502	67.4685	68.7737	70.0529	71.3842	72.6764	73.9947	75.3000	76.6052	77.8974	79.2418	80.5732
34-40hrs	52.1840	53.3979	54.6509	55.8517	57.0917	58.3317	59.5456	60.7856	61.9995	63.2264	64.4272	65.6672	66.8942	68.1342	69.3480	70.5619	71.8019	73.0027	74.2558	75.5088
35-35hrs	62.4433	63.9182	65.4192	66.8420	68.3299	69.7918	71.2668	72.7156	74.1905	75.6524	77.1143	78.5892	80.0511	81.5391	83.0010	84.5151	85.9900	87.4388	88.9268	90.4409
35-37.5hrs	58.3056	59.6761	61.0466	62.4171	63.8007	65.1451	66.5156	67.8731	69.2567	70.6272	71.9977	73.3682	74.7387	76.1223	77.4798	78.8764	80.2338	81.7218	83.1837	84.6717
35-40hrs	54.6509	55.9170	57.2092	58.5014	59.7675	61.0727	62.3388	63.6571	64.9624	66.2285	67.5207	68.7998	70.0529	71.3842	72.6503	73.9295	75.1825	76.4878	77.7539	79.0983
36-35hrs	65.4192	66.9333	68.4474	70.0007	71.5539	73.0941	74.6343	76.1876	77.7016	79.2679	80.7951	82.3483	83.9277	85.4418	86.9559	88.5091	90.0624	91.5895	93.1558	94.7352
36-37.5hrs	61.0466	62.4824	63.9312	65.3801	66.7767	68.2516	69.7005	71.1232	72.5590	74.0078	75.4305	76.8793	78.3151	79.7770	81.2389	82.6355	84.0713	85.4940	86.9428	88.4178
36-40hrs	57.2092	58.5536	59.8980	61.2555	62.6521	63.9704	65.3279	66.6592	68.0428	69.3611	70.7185	72.0630	73.4074	74.7648	76.1223	77.4536	78.7981	80.1164	81.4999	82.8704
37-35hrs	68.4344	70.0529	71.7105	73.3421	74.9476	76.5791	78.1976	79.8162	81.4477	83.0401	84.6978	86.3033	87.9218	89.5533	91.1718	92.7904	94.3958	96.0143	97.6459	99.2775
37-37.5hrs	63.9312	65.4453	66.9464	68.4474	69.9615	71.4886	72.9897	74.4907	76.0309	77.5320	79.0591	80.5732	82.0742	83.5753	85.1024	86.6165	88.1045	89.6186	91.1457	92.7120
37-40hrs	59.8980	61.3207	62.7565	64.1792	65.5889	67.0116	68.4213	69.8310	71.2668	72.6764	74.1122	75.5088	76.9577	78.3673	79.7901	81.2128	82.6224	84.1235	85.6245	87.1908
38-35hrs	71.7105	73.4074	75.1042	76.8271	78.5109	80.1947	81.9176	83.6014	85.2982	87.0342	88.7310	90.4409	92.1377	93.8476	95.5444	97.2543	98.9642	100.7393	102.5667	104.3940
38-37.5hrs	66.9464	68.5257	70.0920	71.7105	73.3291	74.8954	76.5008	78.0671	79.6595	81.2519	82.8313	84.4367	86.0161	87.5955	89.1748	90.7542	92.3596	93.9259	95.5314	97.1499
38-40hrs	62.7565	64.2314	65.7064	67.2074	68.7346	70.1964	71.7105	73.1985	74.6735	76.1876	77.6625	79.1635	80.6385	82.1265	83.6014	85.1024	86.6035	88.1698	89.7491	91.3415
39-35hrs	75.1042	76.9054	78.6936	80.4688	82.2570	84.0582	85.8203	87.6346	89.4098	91.1980	92.9861	94.7874	96.5756	98.3507	100.1259	101.9141	103.6892	105.5688	107.4744	109.3671
39-37.5hrs	70.0920	71.7758	73.4596	75.1172	76.8271	78.4717	80.1294	81.8262	83.4578	85.1416	86.8254	88.4830	90.1407	91.8114	93.4691	95.1398	96.8105	98.5465	100.3478	102.1360
39-40hrs	65.7064	67.2727	68.8390	70.4183	71.9846	73.5509	75.0911	76.6705	78.2499	79.8031	81.3564	82.9096	84.5020	86.0683	87.6477	89.1879	90.7542	92.4118	94.0565	95.7533

HPAE SALARY SCHEDULE WL JULY 2026 FY27

Range	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15S	46,148.79	47,137.15	48,128.18	49,115.23	50,102.28	51,091.97	52,081.67	53,068.72	54,057.10	55,046.78	56,032.51	57,023.53	58,011.90	59,001.60	59,989.98	60,978.35	61,966.72	62,955.09	63,964.67	64,987.49
16S	48,128.18	49,166.90	50,206.95	51,244.33	52,283.05	53,323.10	54,363.14	55,401.86	56,441.91	57,481.94	58,520.66	59,560.71	60,599.43	61,638.15	62,678.18	63,716.90	64,755.62	65,791.69	66,844.99	67,915.51
17S	50,206.95	51,298.66	52,389.04	53,483.40	54,573.80	55,666.84	56,759.89	57,851.60	58,943.31	60,035.02	61,128.05	62,221.10	63,312.81	64,405.86	65,498.90	66,589.28	67,682.32	68,764.76	69,864.42	70,983.96
18S	52,389.04	53,535.09	54,679.80	55,827.15	56,971.87	58,117.90	59,262.60	60,408.64	61,550.71	62,695.41	63,841.44	64,986.16	66,130.86	67,276.90	68,422.94	69,567.64	70,713.68	71,845.15	72,993.83	74,159.73
19S	54,679.80	55,884.11	57,084.48	58,287.47	59,489.17	60,693.50	61,895.18	63,096.86	64,298.54	65,502.87	66,704.55	67,907.56	69,110.56	70,312.24	71,512.59	72,714.28	73,918.60	75,174.60	76,453.13	77,754.18
20S	57,084.48	58,349.76	59,612.37	60,876.32	62,140.28	63,404.23	64,668.18	65,932.13	67,194.76	68,458.71	69,722.67	70,987.93	72,249.23	73,514.52	74,777.14	76,042.41	77,306.36	78,619.33	79,957.47	81,315.50
21S	59,612.37	60,938.60	62,267.46	63,593.69	64,922.57	66,251.44	67,577.66	68,903.88	70,230.10	71,558.97	72,886.52	74,211.42	75,540.28	76,867.83	78,194.05	79,522.92	80,849.14	82,221.73	83,620.82	85,042.42
22S	62,267.46	63,659.94	65,053.73	66,444.87	67,838.67	69,231.12	70,624.91	72,016.05	73,412.50	74,802.32	76,196.10	77,588.56	78,982.36	80,374.83	81,767.28	83,161.07	84,554.87	85,991.05	87,453.75	88,940.27
23S	66,161.34	67,653.18	69,145.00	70,634.19	72,124.70	73,615.20	75,105.71	76,597.55	78,088.05	79,577.24	81,067.74	82,556.92	84,050.09	85,540.59	87,031.10	88,521.61	90,012.12	91,541.05	93,097.80	94,679.72
24S	69,145.00	70,708.38	72,271.76	73,836.46	75,398.52	76,963.21	78,526.59	80,091.30	81,656.00	83,216.73	84,781.42	86,346.12	87,909.50	89,474.21	91,038.91	92,602.29	94,167.00	95,766.14	97,395.76	99,049.23
25S	72,271.76	73,915.95	75,558.83	77,203.03	78,845.90	80,488.76	82,134.28	83,778.48	85,422.68	87,064.22	88,707.09	90,351.29	91,994.17	93,638.36	95,283.87	96,926.74	98,572.26	100,244.29	101,952.08	103,682.40
26S	75,558.83	77,283.84	79,008.86	80,736.51	82,464.19	84,187.87	85,912.90	87,636.57	89,365.57	91,090.58	92,815.60	94,541.93	96,265.63	97,993.29	99,718.31	101,443.32	103,168.34	104,922.49	106,708.46	108,520.92
27S	79,008.86	80,820.00	82,633.76	84,446.22	86,258.68	88,069.82	89,882.28	91,694.74	93,507.19	95,317.00	97,129.46	98,941.92	100,753.05	102,565.51	104,376.64	106,189.10	108,001.56	109,836.53	111,703.32	113,603.21
28S	82,633.76	84,536.32	86,440.20	88,341.42	90,245.30	92,147.85	94,049.07	95,952.96	97,854.18	99,756.72	101,660.60	103,563.15	105,465.71	107,368.26	109,270.81	111,170.71	113,074.57	114,995.67	116,949.91	118,941.21
29S	86,440.20	88,436.81	90,436.09	92,431.38	94,430.64	96,425.93	98,425.21	100,423.15	102,418.45	104,416.39	106,414.33	108,410.95	110,408.88	112,405.52	114,403.45	116,400.07	118,399.34	120,411.85	122,456.18	124,540.22
30S	90,436.09	92,530.74	94,625.41	96,725.37	98,820.02	100,916.01	103,013.31	105,109.30	107,209.27	109,302.61	111,401.24	113,497.23	115,593.21	117,691.85	119,787.84	121,883.81	123,982.45	126,087.70	128,232.71	130,413.50
31S	94,625.41	96,830.04	99,033.33	101,233.99	103,437.29	105,639.26	107,841.23	110,043.22	112,245.19	114,448.50	116,651.80	118,852.46	121,054.43	123,259.06	125,458.39	127,660.36	129,866.31	132,072.27	134,316.64	136,602.08
32S	99,033.33	101,343.95	103,657.22	105,969.16	108,282.43	110,593.06	112,907.65	115,219.59	117,528.88	119,843.48	122,155.41	124,467.36	126,779.30	129,092.57	131,404.51	133,716.46	136,031.06	138,340.35	140,693.35	143,086.11
33S	103,657.22	106,083.11	108,510.32	110,937.52	113,364.73	115,790.61	118,217.83	120,643.72	123,068.28	125,496.80	127,921.36	130,348.57	132,777.12	135,204.32	137,630.20	140,057.41	142,481.97	144,905.21	147,368.19	149,873.57
34S	108,510.32	111,059.42	113,608.51	116,158.94	118,708.03	121,258.47	123,807.57	126,356.66	128,907.08	131,457.52	134,005.28	136,555.72	139,106.13	141,653.91	144,204.34	146,754.76	149,305.18	151,842.37	154,424.58	157,050.52
35S	113,608.51	116,284.80	118,958.44	121,634.74	124,307.05	126,983.34	129,656.98	132,333.27	135,006.91	137,683.19	140,355.51	143,031.80	145,705.44	148,381.73	151,054.05	153,730.34	156,403.98	159,063.05	161,765.84	164,518.96
36S	118,958.44	121,765.89	124,576.01	127,382.13	130,193.57	133,001.01	135,811.12	138,618.58	141,426.03	144,237.46	147,044.90	149,852.37	152,659.82	155,468.60	158,276.06	161,086.15	163,893.62	166,679.87	169,513.82	172,395.47
37S	124,576.01	127,526.55	130,478.41	133,427.63	136,379.50	139,330.04	142,280.58	145,231.14	148,181.67	151,133.54	154,085.41	157,035.96	159,986.49	162,938.36	165,888.92	168,839.45	171,790.00	174,708.74	177,679.15	180,701.24
38S	130,478.41	133,576.02	136,672.30	139,769.91	142,866.19	145,966.44	149,062.73	152,159.01	155,257.94	158,356.87	161,451.83	164,549.43	167,648.37	170,744.65	173,843.59	176,939.86	180,036.15	183,278.16	186,578.49	189,934.44
39S	136,672.30	139,924.93	143,180.20	146,430.16	149,684.10	152,935.40	156,189.34	159,443.28	162,693.26	165,948.53	169,201.15	172,453.76	175,707.71	178,957.69	182,211.63	185,462.92	188,718.19	192,113.91	195,570.56	199,094.78
40S	143,234.51	146,642.14	150,052.43	153,457.41	156,867.68	160,277.97	163,685.60	167,095.88	170,502.20	173,913.80	177,324.09	180,731.72	184,140.67	187,546.98	190,958.59	194,367.54	197,775.18	201,336.49	204,958.76	208,651.26
42S	157,314.18	161,057.01	164,802.49	168,544.01	172,289.48	176,033.64	179,777.79	183,523.28	187,264.78	191,010.25	194,753.09	198,495.93	202,242.73	205,984.23	209,731.04	213,473.87	217,218.03	221,129.12	225,106.46	229,161.96

HPAE SALARY SCHEDULE WS JULY 2026 FY27

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
01D	40.85439	42.05522	42.68174	43.41268	44.26109	45.14866	46.19287	46.8716	47.90275	48.73811	49.70399	50.14778	51.08756	51.8185	52.36671	52.91491	53.43701	54.01132	54.55953	55.10774

HPAE SALARY SCHEDULE WU JULY 2026 FY27

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
07S	116,443.09	119,351.61	122,338.13	125,395.91	128,528.99	131,744.10	135,037.19	138,413.66	141,872.15	145,422.08	149,055.38	152,782.81	156,603.02	160,518.70	164,529.85	168,644.54	172,858.74

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

Very truly yours,

A handwritten signature in cursive script, appearing to read 'Howard J. Pripas'.

Howard J. Pripas, Esq. Director
of Labor Relations

HJP/mp

A handwritten signature in cursive script, appearing to read 'Ann Twomey'.

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

cc: Karen Kavanagh

Ann Twomey, President
Health Professionals and Allied Employees
110 Kinderkarnack Road
Emerson, New Jersey 07360

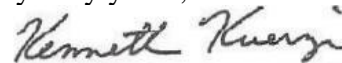
RE: Bumping Rights

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

cc: Ronald A. Brooks

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

SIDE LETTER #3

JUNETEENTH

Please note that Juneteenth will be observed on the same day observed by the State of New Jersey. The University recognizes the important significance of this day and seeks to facilitate staff and faculty who want to personally observe this day. As such, the University will provide a seventh float holiday and permit as of right any negotiations unit employee who is not involved in direct patient care to utilize a float holiday on Juneteenth on the day observed by the State. For an employee who is involved in direct patient care, the employee may make a request to utilize a float holiday on Juneteenth on the day observed by the state, and the request shall not be unreasonably denied but will be considered in light of required minimum staffing levels for each clinical office.

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HPAE 2023-2027 Agreement FINAL 18Sep24


Final Audit Report

2024-10-02


Created:	2024-09-25
By:	Victoria Fleck (vfleck@hpae.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAjebWj96Fv3rytOx9GQ-LqRv0bjpvXU-X

"HPAE 2023-2027 Agreement FINAL 18Sep24" History

-  Document created by Victoria Fleck (vfleck@hpae.org)
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-  Document emailed to dwhite@hpae.org for signature
2024-09-25 - 5:28:29 PM GMT
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2024-09-25 - 7:26:41 PM GMT
-  Signer dwhite@hpae.org entered name at signing as Debbie White
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-  Document e-signed by Debbie White (dwhite@hpae.org)
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-  Document e-signed by Joanie Page (pagejo@rowan.edu)
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 Signer yvonne.catley@nj.gov entered name at signing as Yvonne D. Catley


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 Agreement completed.

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