

Agreement



**BETWEEN THE
STATE OF NEW JERSEY
AND THE
STATE TROOPERS SUPERIOR
OFFICERS ASSOCIATION
OF N.J., INC.
FOR THE UNIT CONSISTING OF
LIEUTENANT
OF THE DIVISION OF STATE POLICE**

July 1, 2008-June 30, 2012

**STATE TROOPERS SOA UNIT
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This Agreement made as of the 21st day of September 2011 by and between the State of New Jersey, hereinafter called the "STATE" and the State Troopers Superior Officers Association of New Jersey, Inc., hereinafter called the "ASSOCIATION" or the "SOA";

WHEREAS the parties hereto have entered into collective negotiations and desire to reduce the results thereof to writing,

NOW THEREFORE, it is mutually agreed as follows:

ARTICLE I RECOGNITION

The State recognizes the Association as the sole and exclusive representative for all enlisted Lieutenants in the Division of State Police but excluding all Troopers, Non-Commissioned Officers, Captains and Majors for collective negotiations concerning wages, hours and conditions of employment. All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

ARTICLE II DUES AND AGENCY SHOP FEES

A. The State agrees to deduct from the salaries of Association members biweekly dues for membership in the Association provided the member has signed and filed an appropriate written authorization as required by Law. The Division payroll clerk shall forward dues deduction authorization cards to central payroll within two (2) working days of receipt.

The dues so deducted will be transmitted biweekly in the week following the week in which the deductions were made, to the Association's treasurer or to a depository designated by him. The Association shall certify to the appropriate State official in writing the current rate of the membership dues.

Dues deductions for any employee in this bargaining unit shall be limited to the Association, the duly certified majority representative, and employees shall be eligible to withdraw such authorization only as of July 1 provided a notice of withdrawal is filed timely with the responsible payroll clerk.

B. It is agreed that employees who are not members of the SOA shall be required to pay a fair share fee in lieu of the regular dues, fees and assessments of members. The fair share fee shall be determined by the Association but shall not exceed 85% of the payments of regular members. New employees who are not Association members shall be required to pay the established fair share fee in the first payroll period following thirty (30) days of employment. The fair share fee shall be withheld from regular bi-weekly payroll and remitted to the Association at the same time and in the same manner as monies collected for dues. Any change in the rate of deduction shall be provided to the State thirty (30) days prior to its implementation.

This provision shall remain in effect provided the demand and return system as required by statute and agreed upon and the additional requirements set forth in Sections 2 and 3 of Chapter 477 Laws of 1979 are continuously met.

ARTICLE III MANAGEMENT RIGHTS

The State shall retain and may exercise all rights, powers, duties, authority and responsibilities conferred upon and vested therein by the laws and constitutions of the State of New

Jersey and of the United States of America.

Except as specifically abridged, limited or modified by the terms of the Agreement between the State and the Association and The New Jersey Employer-Employee Relations Act, Chapter 303, L. 1968 as amended, all such rights, powers, authority, prerogatives of management and responsibility to enforce reasonable rules and regulations governing the conduct and the activities of employees are retained by the State.

The parties recognize that there are on-going developments in the law relating to management rights and responsibilities, as a result of both judicial and legislative action. In order to promote stability in the conduct of labor relations between the State and the Association, neither party will unilaterally abrogate the provisions of this contract unless authorized or directed to do so by judicial action or by legislative action requiring such changes.

ARTICLE IV NO STRIKE

During the term of this Agreement the parties hereto agree that there shall be no strikes of any kind whatsoever, work stoppages, slow-downs, or job actions which interfere with or interrupt the operation of the Division.

ARTICLE V TRANSFER

- A. Transfer orders will be communicated to the affected Lieutenant as soon after their issuance as is practical.
- B. No Lieutenant shall be transferred on less than ten (10) days notice to him/her of the proposed transfer, but this notice requirement does not apply to emergency assignments.
- C. Any Lieutenant submitting a request for transfer or consideration for a particular assignment shall receive from Division Headquarters or the Troop Commander, whichever is appropriate, an acknowledgement with a notification when a response will be transmitted, within two (2) weeks from such submission. Such response and acknowledgement shall be in writing.

ARTICLE VI LAYOFF AND RECALL

When it is necessary to lay off employees of the Unit, the Association shall be notified at once. Division seniority shall be the determining factor in identifying those to be affected, and layoffs shall be implemented in inverse order of hiring (those hired last being laid off first). The State will provide a minimum of forty-five (45) calendar days notice of layoff to affected employees. Laid off employee's names shall be placed on a special re-employment list, and persons on such list will be given preferential consideration over all other applicants considered for appointment, or employment and rehired in reverse order of layoff without examination.

ARTICLE VII VACATIONS

- A. All employees of this negotiating unit shall receive annual vacation without loss of pay as follows:
 - 1. Less than one (1) year service, one (1) day vacation for each month of service. Service will not include time spent in the Academy.

- 2. After one (1) year service and up to five (5) years service, twelve (12) days vacation.
- 3. After five (5) years service and up to twelve (12) years service, fifteen (15) days vacation.
- 4. After twelve (12) years service and up to twenty (20) years service, twenty (20) days vacation.
- 5. After twenty (20) years service, twenty-five (25) days vacation.

B. Selection of vacation periods shall be made first by rank, then by seniority in rank and then by seniority in service. Each Lieutenant shall be guaranteed a minimum of at least five (5) consecutive working days vacation or one (1) calendar week, whichever is longer in calendar days, during the period June 15 through Labor Day of the calendar year. This shall not be construed as a restriction upon the application for additional consecutive weeks during such period. Such additional consecutive weeks shall not be unreasonably denied.

C. A vacation day is eight hours. Therefore, the annual vacation allowance may be translated to hours by multiplying the number of days of entitlement by eight. For employees working on other than an eight hour per day basis the vacation used will be prorated to reflect the work schedule, for example, five (5) eight hour days or four (4) ten hour days will equate to forty (40) hours of vacation.

D. An employee may request the use of vacation time for periods of less than a week. Such requests shall be made in accordance with the rules and regulations surrounding use of vacation and will be subject to the same operational requirements.

E. Vacation allowance must be taken during the current calendar year at such time as permitted or directed by the Division, unless the Division determines it cannot be taken because of pressure of work; except that an employee may request a maximum of one (1) year of earned vacation allowance be carried forward into the next succeeding year. The request shall be made in writing to the appropriate supervisor and may be approved for good reason which approval shall not be unreasonably denied and providing the employee and his/her supervisor have scheduled the use of such vacation allowance.

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

G. If a permanent employee dies, having earned vacation leave credit prorated upon the number of months worked in the calendar year, a sum of money equal to the compensation figured on his/her salary rate, at the time of death, shall be calculated and paid to his/her estate.

**ARTICLE VIII
HOLIDAYS**

A. All employees of this negotiating unit shall be entitled to the following holidays as additional days off without loss of pay or if worked, shall be compensated by an alternate day off:

- | | |
|-------------------------------|------------------|
| New Year's Day | Labor Day |
| Martin Luther King's Birthday | Columbus Day |
| Lincoln's Birthday | Election Day |
| Washington's Birthday | Veterans Day |
| Good Friday | Thanksgiving Day |

Memorial Day
Independence Day

Christmas Day

Effective January 1, 2012, holidays are set pursuant to statute and Lincoln's Birthday shall no longer be a holiday and Washington's Birthday shall be celebrated as President's Day. The list above shall be modified beginning January 1, 2012 to be consistent with State law and shall thereafter only be included for informational purposes as holidays will then be set pursuant to statute.

B. When the Governor grants a holiday or other time off which is in addition to the existing scheduled number of holidays, Lieutenants shall be granted such additional holiday or other time off, which shall be scheduled at the discretion of the Troop Commander, Section Supervisor, or his/her designee.

In the event the Governor grants less than a day off, Lieutenants shall be granted an equal number of hours regardless of the assignment of the Lieutenants.

ARTICLE IX LEAVES OF ABSENCE

A. Leave of Absence Without Pay

An employee may make written application for a leave of absence. The application shall set forth the reason for the request and should be forwarded through channels to the superintendent. Leave of absence without pay for a maximum period of six (6) months shall only be granted under unusual circumstances where denial would result in extreme personal hardship and deprivation of opportunity for the requesting employee. Consideration of such requests shall be weighed against the negative effect of such leave on Division operations and scheduling. The decision with regard to the granting or denial of requests for leave of absence under this article shall lie ultimately with the Superintendent.

B. Personal Leave Days

Effective July 1, 2000, there shall annually be three (3) personal leave days with pay granted to employees.

Scheduling the use of personal leave days shall be in accordance with the principles surrounding vacation time. Consideration shall be given to emergency use of such leave. Personal leave shall not be cumulative.

ARTICLE X

SALARY, MAINTENANCE AND FRINGE BENEFITS, JULY 1, 2008 to JUNE 30, 2012

A. Administration

All salary adjustments will be made consistent with the provisions, practices and policies of the State and in accordance with the State Compensation Plan effective at the time. During the term of this Agreement normal merit increments shall be paid to all eligible employees. Employees who have been at the eighth step of the range for eighteen (18) months or longer shall be eligible for movement to the ninth step providing their performance warrants this salary adjustment, according to existing standards governing the granting of normal increments.

B. Compensation Program

1. Subject to Legislative enactment providing full appropriation of funds for these specific purposes, the State agrees to provide the following benefits during fiscal years 2008-2009, 2009-2010, 2010-2011, 2011-2012, effective at the time stated, and payable then or within a

reasonable time after enactment of the appropriation. The increases shall be effective on July 1 of each year except that there shall be no retroactive payments or compensation adjustments of any kind until the first full pay period following January 1, 2010.

- 2.a. There shall be a 2.75% across-the-board increase effective July 1, 2008.
- b. There shall be a 2.5% across-the-board increase effective July 1, 2009.
- c. There shall be a 2.25% across-the-board increase effective July 1, 2010.
- d. There shall be a 0% across-the-board increase effective July 1, 2011.

3. The salary schedules for employees covered by this Agreement shall be set forth in Appendix A of this Agreement.

4. The maintenance allowance for employees covered by this Agreement shall be as follows.

- a. Effective July 1, 2008 the maintenance allowance for all employees shall be \$13,023.11.
- b. Effective July 1, 2009 the maintenance allowance for all employees shall be \$13,348.69.
- c. Effective July 1, 2010 the maintenance allowance for all employees shall be \$13,649.03.
- d. Effective July 1, 2011 the maintenance allowance for all employees shall be \$13,649.03.

5. All employees not provided transportation shall be compensated at the rate of twenty-seven (27) cents per mile for travel in their vehicle to and from their place of assignment and permanent place of residence in excess of twenty (20) highway miles each way.

6. Employees authorized to use a personal vehicle in the performance of their duties shall be compensated for such use at the rate of thirty-one (31) cents per mile, portal to portal, as provided or adjusted by law.

7. a. Clothing allowance shall be paid at the rate of \$900 annually, commencing with the first pay period of fiscal year 2008-2009.

b. Employees of the unit not eligible for the clothing allowance provided in 7.a. above shall receive a uniform maintenance allowance which shall be paid at the rate of \$800 annually commencing with the first pay period of fiscal year 2008-2009.

C. Dental Care Program

1. It is agreed that the State shall continue the Dental Care Program during the period of this Agreement to the extent it is established and/or modified by the State Health Benefits Plan Design Committee, in accordance with P.L. 2011, c. 78. Through December 31, 2011, active eligible employees are able to participate in the Dental Care Program as described in the parties' July 1, 2004 - June 30, 2008 collective negotiations agreement. Pursuant to P.L. 2011, c. 78, the State Health Benefits Plan Design Committee has 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 offering and coverage levels under the program.

2. Participation in the Program shall be voluntary with a condition of participation being that each participating employee authorize a bi-weekly salary deduction not to exceed fifty percent (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. Each employee shall be provided with a brochure describing the details of the

Program, enrollment information and the required forms.

4. Participating employees shall be provided with an identification card to be utilized when covered dental care is required.

D. Eye Care Program

1. Full-time employees and eligible dependents shall be eligible for the State-administered Eye Care Program. The Program shall provide for each eligible employee and dependent to receive a \$40 payment for prescription eye glasses with regular lenses and a \$45 payment for such glasses with bi-focal lenses. Each eligible employee and dependent may receive only one (1) payment during the two (2) year period ending June 30, 2010, and only one (1) payment during the two (2) year period commencing July 1, 2010. The extension of benefits to dependents shall be effective only after the employee has been continuously employed for a minimum of sixty (60) days.

2. Eligible dependents of full-time employees shall be eligible for a maximum payment of \$35 or the cost, whichever is less, of an eye examination by an Ophthalmologist or Optometrist, during the two (2) year period ending June 30, 2010, and only one (1) payment during the two (2) year period commencing July 1, 2010.

E. Health Benefits

1. The State Health Benefits Program is applicable to employees covered by this Contract. It is agreed that as part of that program, the State shall continue the Prescription Drug Benefit Program during the period of this Agreement to the extent it is established and/or modified by the State Health Benefits Plan Design Committee, in accordance with P.L. 2011, c. 78. Through December 31, 2011, active eligible employees are able to participate in the prescription drug card program. Similarly, through December 31, 2011, active eligible employees are able to elect to participate in NJDIRECT 15 Plan (as it existed on June 30, 2011). In the alternative, through December 31, 2011, active eligible employees are able to elect to participate in an HMO which existed in the program as of June 30, 2011. Beginning January 1, 2012, the State Health Benefits Plan Design Committee shall provide to employees the option to select one of at least three levels of coverage each for family, individual, individual and spouse and individual and dependent, or equivalent categories, for each plan offered by the program differentiated by out of pocket costs to employees including co-payments and deductibles. Pursuant to P.L. 2011, c. 78, the State Health Benefits Plan Design Committee has the sole discretion to set the amounts for maximums, co-pays, deductibles, and other such participants costs for all plans in the program and has

2. Effective July 1, 2005, the Traditional Indemnity Plan shall be closed as to all current and future members of this bargaining unit, including unit members retiring after said date. Effective immediately, no new hires shall be enrolled in the Traditional Plan. The Traditional Plan and the NJ Plus POS have been abolished.

3. Effective July 1, 2011, or as soon thereafter as the State completes the necessary administrative actions for collection, employees shall contribute, through the withholding of the contribution from the pay, salary, or other compensation, toward the cost of the health care benefits coverage for the employee and any dependent provided under the State Health Benefits Program in an amount that shall be determined in accordance with section 39 of the P.L. 2011, c. 78, except that, in accordance with Section 40(a) of P.L. 2011, c. 78, an employee employed on July 1, 2011 shall pay:

a) from implementation through June 30, 2012, one-fourth of the amount of

contribution;

b) from July 1, 2012 through June 30, 2013, one-half of the amount of contribution;

c) from July 1, 2013 through June 30, 2014, three-fourths of the amount of contribution; and

d) from July 1, 2014, the full amount of contribution,

as the amount is calculated in accordance with section 39 of P.L. 2011, c. 78. After full implementation, the contribution levels shall become part of the parties' collective negotiations and shall then be subject to collective negotiations.

4. The amount payable by any employee, pursuant to section 39 of P.L. 2011, c. 78 under this subsection shall not under any circumstance be less than the 1.5 percent of the base salary that is provided for in subsection c. of section 6 of P.L. 1996, c. 8 (C. 52:14-17.28b)

5. An employee who pays the contribution 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. 52:14-17.28b).

6. The contribution shall apply to employees for whom the employer has assumed a health care benefits payment obligation, to require that such employees pay at a minimum the amount of contribution specified in section 40(a) of P.L. 2011, c. 78 for health care benefits coverage.

7. The parties agree that should an employee voluntarily waive all coverage under the State Health Benefits Plan and provide a certification to the State that he/she has other health insurance coverage, the State will waive the contribution for the employee.

8. An employee on leave without pay who receives health and prescription drug benefits provided by the State Health Benefits Program shall be required to pay the above-outlined contributions, and shall be billed by the State for these contributions. Health and prescription benefit coverage will cease if the employee fails to make timely payment of these contributions.

9. Active employees will be able to use pre-tax dollars to pay contributions to health benefits under a Section 125 premium conversion option. All contributions will be by deductions from pay.

F. Retiree Coverage

Effective July 1, 2005 until June 30, 2008, the State will make available to prospective retirees health care coverage under either NJ Plus or a substantially similar plan, depending on availability, within the United States. The administrative methodology for effectuating this change shall be determined by the State. The State and the Union agree to meet and confer on this issue no later than one (1) year prior to the expiration of the agreement.

G. Comprehensive Annual Physical Examinations

Employees in this unit shall undergo a comprehensive annual physical examination. For those employees participating in the State Health Benefits Plan, that comprehensive annual physical examination shall be provided in accordance with the particular health benefit plan utilized by the employee. Employees in the unit will be responsible for any co-payments or other charges associated with the comprehensive annual physical examination. Pursuant to any Division policy or operating procedure, employees shall be required to release to the Division results of the comprehensive annual physical examination on a form provided by the Division for completion by the physician(s) performing the comprehensive annual physical examination. Attendance shall not result in a loss of pay. The employee will not be required to make his appointment on a non-duty day except that no employee will be afforded more than one day of duty time to complete the comprehensive annual physical examination, any additional time which

may be required to complete said comprehensive annual examination shall be scheduled and taken as sick leave.

H. Educational Incentive

1. In order to recognize the achievement of the employee's educational advancements the State shall provide an annual education incentive payment for employees who attain the following degrees:

- 60 credits
- or Associates - \$500
- Bachelors - \$1000
- Master's and above - \$1500

2. All credits and degrees must be from an institution accredited by an agency recognized by the U.S. Secretary of Education, such as Middle States Association of Colleges and Schools.

3. The incentive payment is an annual lump sum payment, which shall not be added to base.

4. The incentive payments are not cumulative. The member shall only be entitled to the amount at the highest degree they hold.

5. The incentive payment shall be made on or before June 30 of each fiscal year. The employee must have attained the degree by July 1 to receive the payment for that fiscal year. If not, the employee shall commence receiving the payment in the next fiscal year.

I. Cooperative Effort

The parties to the agreement understand that the public services provided to the citizenry of the State of New Jersey require a continuing cooperative effort. They hereby pledge themselves to achieve the highest level of service by jointly endorsing a concept of intensive productivity improvements which may assist in realizing that objective. This provision is not intended to nullify or modify any portion of the SOA Agreement.

J. The provisions of Sections C and E of this Article are for informational purposes only and are not subject to the contractual/arbitration provisions of Article XII.

**ARTICLE XI
TUITION REIMBURSEMENT**

A. 1. Employees may be eligible for tuition reimbursement for post-secondary courses taken at a properly accredited educational institution which are directly job related and/or necessary to increase such employee's expertise in his or her area of work, as determined by the Superintendent, provided the employee is not being reimbursed for the same course(s) from other sources such as L.E.E.P. and the V.A.

2. The maximum reimbursement per credit shall be equivalent to the tuition of the State educational institutions or the actual tuition, whichever is less.

3. Approved courses shall be taken during off duty hours.

B. 1. Written application must be made directly to the Fiscal Control Bureau, Administration Section prior to enrollment in a course of study, stating the basis for the request for reimbursement. The Bureau will advise the applicant of receipt of the application. Within twenty (20) calendar days a response will be made in writing as to whether or not the Division will provide reimbursement.

2. In order to secure reimbursement the employee must complete the course of study and maintain a course grade of not less than "C". Written proof of payment of tuition must be

submitted to the Division along with a copy of the final grade received.

3. Tuition reimbursement shall ordinarily not exceed a maximum of six (6) credits per regular semester or summer school.

C. The operation of this program is subject to the availability of funds. In the event that funds are not sufficient to meet all requests which would otherwise be approvable, the State may provide tuition reimbursement at less than full cost.

ARTICLE XII GRIEVANCE PROCEDURE

A. Establishment

This Article establishes the policy and procedure for the submission and settlement of grievances of employees of this negotiating unit.

B. Definition of a Grievance

The term "Grievance" shall mean an allegation that there has been:

1. A breach, mis-interpretation or improper application of the terms of this Agreement; or
2. A claimed violation, misinterpretation or misapplication of the written rules and regulations, policy or procedures affecting the terms and conditions of employment.

C. Purpose

1 In order to promote a cooperative employer-employee relationship within the Division, it is the policy of the Division to establish and provide the best working conditions and personnel relations possible. Adherence to this policy should minimize grievances; however, it is recognized that grievances may arise, and when they do, the parties mutually agree to make every effort to settle such grievances.

2. It shall be the responsibility of all officers of the Division to consider and take appropriate action promptly and fairly upon grievances of their subordinates.

D. Application

1. Every employee shall have the right to present his grievance in accordance with the procedures set forth in this Agreement, provided, however, that when any grievance is not presented through the Association, notice of the filing of the grievance and a copy of the same shall be forwarded to the President of the Association prior to any grievance meetings with the grievant. In such case, the Association shall be given the opportunity to be present at all grievance meetings or discussions held on such grievances.

2. A grievance on behalf of an employee(s) of this unit may be initiated by the President of the Association or his designee who shall commence the grievance procedure at Phase One except as otherwise provided herein where commencement shall be at Phase Two.

3. Group grievances, i.e., grievances involving more than one (1) individual employee of this unit as grievants, shall be presented to the lowest ranking commissioned officer common (in supervisory capacity) to all employees of the grievant-group.

4. The Association may present a grievance in its name on its own behalf or on behalf of all employees of this unit as a body, and such grievance shall have the same force and effect as a grievance on behalf of an individual grievant and shall be processed through all of the phases of the grievance procedure, including arbitration and in accordance with the provisions contained in this Article. In cases of Association grievances, such grievances shall be forwarded directly to any Troop Commander or Section Supervisor at Phase One of the grievance procedure.

5. These procedures are not applicable to matters relating to promotion.

6. These procedures are not applicable to matters relating to removal or disciplinary action resulting from disciplinary hearings pursuant to the Rules and Regulations.

7. These procedures are also not applicable to performance notices. However, the employee may request, in writing, within seven (7) calendar days of receiving the performance notice that the performance notice be reviewed by the Station Commander, Unit Head or his designee. A meeting will be scheduled between the parties within fifteen (15) calendar days of the request. The Station Commander, Unit Head or their designee shall provide a written response to the employee within ten (10) calendar days of the meeting. The employee may request, in writing, within ten (10) calendar days that the written response be reviewed by the Troop Commander or a designee. The Troop Commander or the designee shall review the matter on the papers and provide a response within fifteen (15) calendar days. The Troop Commander or the designee's response is final and binding. At all proceedings pursuant to this paragraph, the employee shall have the right to Union representation.

8. Grievances relating to written reprimands issued pursuant to the Rules and Regulations shall be subject to the procedures in paragraph F.

9. The imposition of any penalty shall be stayed pending a determination of any grievance if timely filed.

10. The grievant, grievants, and his or their representative who attend a scheduled grievance meeting or discussion while on duty shall suffer no loss of pay as a result thereof and shall not be required to make up such time and the reasonable time required to travel to and from such meeting or discussion.

11. Where the grievant, grievants or the Association requires the attendance at any grievance meeting or discussion of a witness, such witness shall be permitted to appear thereat without loss of pay and without the requirement of making up such time and reasonable travel time to and from such meeting.

12. When a grievance has been submitted and where the Association President or his designee requires time to investigate such grievance to achieve an understanding of the specific work problem during working hours, the Association President or his designee will be granted permission and reasonable time, to a limit of one (1) hour, exclusive of travel time, to investigate said grievance without loss of pay. It is understood that the Lieutenant or Section Chief shall schedule such time release, providing the work responsibilities of the Lieutenants are covered and provided further there is no disruption of work. Such time release shall not be unreasonably denied, and upon request could be extended beyond the one hour time limit for specified reasons, if the circumstances warrant an exception to this limit. Such time release shall not be construed to include preparation of paperwork, record keeping, conferences among Association officials or preparation for presentation at a grievance meeting.

13. Time limits herein may be extended by written agreement of the parties.

E. Mechanics

The employee may orally and informally present any grievance arising out of employment to the employee's immediate superior. Within three (3) calendar days of such presentation, the immediate superior will reply to the employee.

1. Phase One

The grievant, individual or group, or the Association on behalf of the grievant(s), or on behalf of itself, may submit a written grievance setting forth the specific nature of the grievance and the relief sought, to their Troop Commander, Bureau Chief, or their designee, within fifteen

(15) calendar days of the act or event or from the date on which the grievant (employee group or association) should reasonably have known of its occurrence or of the acquisition of knowledge of the act or event which is the subject of the grievance. The Troop Commander, Bureau Chief or their designee may schedule a meeting between the parties to resolve the matter in dispute.

The Troop Commander, Bureau Chief or their designee shall provide the grievant and the Association with a written determination within fifteen (15) calendar days of the grievance submission.

2. Phase Two

a. In the event the grievance is not satisfactorily resolved at Phase One, the Association may within fifteen (15) calendar days from the receipt of the Phase One written determination, submit the written grievance to the Superintendent or his/her designee explaining the specific nature of the grievance and the relief sought on the forms provided. A copy of the written grievance at Phase Two shall also be submitted to the Office of the Attorney General. The Superintendent shall initiate such action as he deems necessary to process the grievance

b. Within five (5) calendar days of the receipt of the grievance at Phase Two, the Superintendent or his/her designee shall advise the Association if he/she intends to conduct a hearing and schedule same within fifteen (15) calendar days of receipt of the grievance. If no hearing is to be held, the Association will have seven (7) calendar days to submit their position in writing to the Superintendent or his/her designee or the Association may advance the grievance to Phase Three a. or b. as appropriate.

c. The Superintendent or his/her designee may respond in writing to the substance of the grievance at this time or at any time within twenty (20) calendar days of receipt of the grievance notwithstanding the above stated right of the Association to move the grievance to Phase Three.

d. If a hearing is held, the Superintendent or his/her designee shall provide a written decision within twenty (20) calendar days of receipt of the grievance or not later than five (5) calendar days after the completion of the hearing if later.

A copy of the decision shall be forwarded to the Office of the Attorney General, grievant, if appropriate, and the Association.

e. If no hearing is held at Phase Two, then the Association will be entitled, if requested, to a hearing at Phase Three.

3. Phase Three (a)

a. If a grievance, as defined in paragraph B.1. of this Article, is not satisfactorily resolved at Phase Two, the Association may, within twenty (20) calendar days from the receipt of the answer, or from the date on which the answer was due, submit the grievance to arbitration pursuant to the rules of the Public Employment Relations Commission. Notice shall also be given to the Superintendent and the Director of the Office of Employee Relations.

b. The arbitrator shall be selected pursuant to the rules of the Public Employment Relations Commission and shall be made from the list of arbitrators provided by the Public Employment Relations Commission.

c. At the request of either party a pre-arbitration conference shall be held at a mutually convenient time and place to frame the issue(s) or to attempt a resolution of the grievance. Factual stipulations and issues of discovery may be addressed in an attempt to avoid delays in the arbitration procedure if it is to be undertaken. Such conference will not delay the arbitration of the grievance unless mutually agreed upon by the parties.

d. The cost of the arbitrator shall be borne equally by both parties.

e. The arbitrator's decision shall be final and binding upon the parties. In no event shall the arbitrator's decision have the effect of adding to, subtracting from, modifying or amending the provisions of this Agreement.

f. Counsel for the Association may be present at all arbitration or pre-arbitration hearings to represent the Association.

4. Phase Three (b)

If a grievance as defined in Section B.2. of this Article is not satisfactorily resolved at Phase Two, the Association may within ten (10) calendar days from the receipt of the answer to Phase Two, or if no answer is received, or no hearing is to be held, submit the grievance to the Attorney General. If no hearing was held in Phase Two, the Association shall have an opportunity, if requested, for a hearing at this phase to present its views on the issue(s) in dispute. If a hearing was held at Phase Two, then, the Attorney General or his/her designee shall review the grievance and the written record developed at Phase One and Phase Two, together with any written submissions which the parties may make and take whatever action he/she deems appropriate. A written decision shall be rendered within twenty (20) calendar days of the submission of the grievance to the Attorney General, which shall be final and binding on the parties. In no event shall the Attorney General's decision have the effect of adding to, subtracting from, modifying or amending the provisions of this Agreement.

It is understood this procedure is on a trial basis and may be terminated by the Attorney General.

It is further understood that the trial utilization is not intended to preclude the Association from pursuing its position as to the arbitrability of such issues before the Public Employment Relations Commission via a Scope of Negotiations petition.

Nothing herein shall preclude the Attorney General from designating the Policy Council to hear B.2. grievances as the final step.

F. Written Reprimands

1. Phase One

A grievance concerning a written reprimand may be presented in writing by the employee or the Association representative within fifteen (15) calendar days from the issuance of the written reprimand to the Troop Commander, Bureau Chief or his/her designee, who shall schedule a meeting with the parties within fifteen (15) calendar days of receipt of the grievance.

The Troop Commander, Bureau Chief or his/her designee shall provide the employee and the Association with a written determination within fifteen (15) calendar days from the date of the meeting.

2. Phase Two

In the event the grievance is not satisfactorily resolved, the employee, the Association President or his/her designee may present the grievance within fifteen (15) calendar days of the issuance of the Phase One decision to the Superintendent or his/her designee. The Superintendent or his/her designee will issue a written decision at Phase Two after a review of the Phase One decision, together with any supplemental papers submitted by the parties. The Superintendent or his/her designee shall issue a written decision within twenty (20) calendar days of receipt of the grievance. The Phase Two written decision shall be appealable to Phase Three (b).

If the written reprimand was issued by the Superintendent then the Association may advance the grievance directly to Phase Three (b).

G. Expedited Grievance Procedure

1. The Association, through its President, may make written request to the Superintendent of State Police for expedited handling of a grievance. The request must set forth the specific nature of the grievance and the relief sought and must be submitted within seven (7) calendar days from the date on which the act or event which is the subject of the grievance occurred, or seven (7) calendar days from the date on which the grievant should reasonably have known of its occurrence.

2. Requests for use of the expedited grievance procedure may be appropriate for those grievances where the granting of a timely remedy would be precluded because of the time limits set forth in Section E of this Article, and where the central issue involved in the grievance is clearly of very substantial consequence or emergent in nature.

3. The Superintendent shall respond within forty-eight hours of receipt of a request for expedited grievance handling with a determination regarding whether the expedited procedure should be invoked. If the Superintendent denies the request, the Association may appeal the decision to a special arbitrator selected in advance by the parties, who shall determine the sole issue of whether the expedited procedure should be invoked under the terms of the agreement. The decision of the arbitrator on this issue shall be binding on the parties, and should be transmitted to the parties in the most expeditious manner. Upon denial of expedited processing by the arbitrator, the grievance may be initiated within eight (8) days at the proper phase under paragraph E. of this Article.

4. If the Superintendent grants expedited processing of a grievance, or if the special arbitrator orders expedited processing, the Superintendent shall make a ruling on the merits within ten (10) working days of such determination.

5. If the Superintendent denies the grievance on its merits or fails to respond within the required ten (10) day period the Association may appeal that decision to arbitration. Under these procedures, the arbitrator selected must be able to schedule a hearing on the grievance within thirty (30) days of the Superintendent's denial of the grievance or thirty (30) days after the expiration of the ten (10) day period established in paragraph F.4. (whichever occurs first), and further, the arbitrator will be required to render a decision on the merits of the grievance within fifteen (15) days of the completion of the hearing. When the arbitrator is to be selected for expedited procedures above, the Public Employment Relations Commission should be advised that arbitrators provided must be prepared to meet the schedule.

6. A grievance, as defined under paragraph B.2. of this Article, that would normally proceed to the Attorney General shall not be entitled to arbitration as provided above. Upon denial of such a grievance on its merits by the Superintendent, or the expiration of the ten (10) day period established in paragraph F.4. (whichever occurs first) the Association may make written appeal of the decision directly to the Attorney General. In the event of such appeal, the Attorney General shall render a decision within fifteen (15) days and such decision shall be final and binding on the parties.

7. The Superintendent may initiate the expedited grievance procedure set forth herein with respect to any pending grievance. If the Association objects, the matter is appealable to the special arbitrator as provided under paragraph F.3. of this Article.

8. The parties agree that Mr. John Tesauro and Mr. Michael Murray shall serve as the special panel of arbitrators described in paragraph F.3. The arbitrator shall be selected on a rotational basis in each incident. Costs of arbitration shall be shared by both parties.

9. Whenever the expedited grievance procedure shall be utilized, expedited processing will

in no way serve to modify, amend or otherwise alter the conditions established in the grievance procedure unless specifically provided for in paragraph F. of this Article.

H. Witnesses

The Association may request permission for a reasonable number of witnesses at the Phase Two hearing. Such request shall not be unreasonably denied. It is understood, however, that denial of a request for a witness will not be considered unreasonable where cause exists. Examples include redundancy of testimony or where there is willingness on the part of the State to stipulate as to facts about which the witness would otherwise testify. A witness who does appear will do so without loss of pay for the time of such appearance. Should a request for a witness be denied, the Association may present its reasons in support of the witness being present to the hearing officer who shall resolve the matter. If denied, the reasons shall be stated in writing, which shall acknowledge the proffer of cumulative testimony where appropriate.

ARTICLE XIII

INTERNAL INVESTIGATION PROCEDURE

A. Establishment

This establishes the internal investigation procedures to be followed when an employee is questioned by an officer in connection with a State Police investigation.

B. Purpose

1. Employees of the Division hold a unique status as public officers in that the nature of their office and employment involves the exercise of a portion of the police power of the State.

2. The security of the State depends to a great extent on the manner in which employees perform their duty. Their employment is thus in the nature of a public trust.

3. The management, administration, disposition and discipline of the Division of State Police have been delegated to the Superintendent.

4. The wide-ranging powers and duties given to the Division and its employees involve them in all manner of contacts and relationships with the public. Out of these contacts questions may arise concerning the actions of employees. These questions may require immediate investigation by officers designated by the Superintendent.

5. These procedures are established to ensure certain rights to employees under investigation and shall not be construed to limit supervisory or command authority in normal operations. In an effort to ensure that these investigations are conducted in a manner which is conducive to good order and discipline, the following procedure is established.

C. Before an employee is ordered to respond to a complaint by Special Report he shall be advised of the specific nature of the complaint, the time period involved, if possible, and the information described below, Section E.3 b-d.

D. If an employee of the Division is placed under arrest or is likely to be placed under arrest for a criminal offense, he shall be afforded all constitutional rights.

E. Mechanics

1. The questioning of an employee shall be conducted at a reasonable hour in a non-coercive manner, without threat or promise of reward and when the employee is on duty. If the urgency of the investigation requires that he/she be questioned while on duty leave, he/she shall be awarded compensatory time off.

2. The questioning shall be conducted at a location designated by the investigating officer, usually at the headquarters or sub-station to which the employee being questioned is assigned.

3. Before any questioning takes place, the employee shall be advised of the subject of investigation in writing and be apprised of the following:

a. Identity of the officer in charge of the investigation and the identity of the officer conducting the interrogation, including ranks, names and assignments. Also, the identity of all persons present during interrogation.

b. Any allegation and/or any violation of rules, regulations and orders involved.

c. If applicable, name(s) of the complainant and/or witness, in writing. The addresses of the complainants and/or witnesses need not be disclosed.

d. Whether the employee is involved in the investigation as a principal or as a witness at that time.

4. The questioning shall be of a reasonable duration and rest periods allowed. Time shall be provided for personal necessities, meals, and telephone calls as are reasonably necessary.

5. It shall be the duty of each employee of the Division of State Police to answer pertinent questions regarding the matter which is the subject of investigation.

ARTICLE XIV CLAIMS ADJUSTMENT

A. Where a loss or damage to personal property is sustained as a result of an action taken in the performance of an assigned duty of an employee of this unit, such loss will be adjusted. A claim for such loss must be filed with the employer within thirty (30) days of the date of the loss on a claim form provided by the employer which shall be filled out by the employee, including the requested adjustment. The State shall provide aid and instructions necessary for the completion and processing of the forms.

B. The thirty (30) day requirement for the filing of such claim may be extended by mutual agreement, and shall not be unreasonably withheld.

ARTICLE XV ACCESS TO PERSONNEL FILES

A. Within fifteen (15) working days of a written request, an employee shall on an annual basis be granted a specific date upon which to review his/her personnel file which is maintained at Division Headquarters. Such review shall be made in the presence of an appropriate official of the Division, and shall not require a loss of the requesting employee's paid time. The employee will not be required to make his/her appointment on a non-duty day. The personnel file subject to examination shall include the employee's employment application, performance appraisal forms, letters of commendation, record of promotions, special training or other related achievements, reports of criticism or fitness, reprimands, suspension, fines, demotions, and other disciplinary action. Nothing in this Article shall be construed as granting an employee access to confidential documents other than the above items or to pre-employment investigation reports, or other information received from sources under an understanding of confidentiality, regardless of whether or not these materials are normally maintained in the same file or folder with other personnel records.

B. Subsequent to such review of an employee's personnel file, the employee shall be allowed to place in the file a response of reasonable length to any material contained therein.

C. An employee may request the correction or expungement of information in the file where there are pertinent and substantive inaccuracies. Such request shall not be unreasonably denied

when the inaccuracies can be satisfactorily documented by the employee.

D. No document of anonymous origin shall be maintained in an employee's personnel file and no complaint shall be retained in the employee's personnel file.

E. Upon request, an employee shall, on an annual basis, be provided with a recapitulation of his or her record of internal investigations maintained by Internal Affairs.

ARTICLE XVI NON-DISCRIMINATION

The State and the Association agree that the provisions of the Agreement shall apply equally to all employees of this unit, and that there shall be no intimidation, interference, or discrimination because of age, sex, marital status, race, color, creed or national origin, political activity, private conduct or Association activity which is permissible under law and which does not interfere with an employee's employment obligation.

ARTICLE XVII OUTSIDE WORK

A. An employee may engage in outside employment with prior approval of the Superintendent.

B. A Lieutenant desiring to engage in outside employment shall request permission in writing from the Superintendent. Approval or disapproval of such requests shall be transmitted within fourteen (14) calendar days. If the request is disapproved, the reasons for disapproval shall be stated. Reasons shall be sufficiently detailed to provide instruction and/or guidance as to approvable outside work.

C. It is understood that outside employment shall in no way interfere with the efficient operation of the Division and the absolute priority of the Lieutenant's responsibility to assignments in his work as a Lieutenant.

D. The subject matter of this Article, including the failure or refusal to approve requests to engage in outside work, is grievable under B.2. of Article XII. Any grievances under this Article shall be submitted directly to the Superintendent.

ARTICLE XVIII OUT-OF-TITLE WORK

Out-of-title work assignments occur when a member is formally designated to occupy a position in an acting capacity, which is structured at a higher rank in the then currently published staffing tables of the Division.

This Article governs out-of-title work issues and compensation for time served in a formally designated acting assignment at a higher rank for greater than eight (8) bi-weekly pay periods and is applicable to all enlisted members of the Division of State Police. When the Superintendent initiates a 369A or otherwise designates in writing that a member will be assigned to serve in an acting assignment at a higher rank, the member will be eligible to receive the rate of pay of the higher rank upon completion of eight (8) bi-weekly pay periods of continuous service. The rate of pay of the higher rank will be effective and payable to the member for service in the higher rank subsequent to the completion of the eight (8) bi-weekly pay periods. Following completion of the eight (8) bi-weekly pay periods, the member shall receive the rate of pay of the higher rank until either promoted according to the procedures adopted by the Superintendent or the acting assignment is terminated. Any decision to initiate or terminate any acting assignment shall be

within the sole discretion of the Superintendent and shall not be subject to any grievance procedure contained in this Agreement. Time served in an acting assignment at a higher rank will not be given consideration toward any promotional decision, toward computation of any probationary period, and/or toward computation of seniority at the higher rank.

This Article shall be effective May 18, 2000 and members currently serving in an acting assignment will be eligible to receive the rate of pay of the higher rank for service in the higher rank subsequent to eight (8) bi-weekly pay periods from July 3, 1999

ARTICLE XIX ASSOCIATION BULLETIN BOARDS

A. The Division shall provide space on a bulletin board at each substation, Troop Headquarters and Division Headquarters for the use of the State Troopers SOA Association of New Jersey, Inc. The space provided shall be one-fourth (1/4) of the available space on each such board but not to exceed two (2) feet by three (3) feet.

B. The Association shall limit its postings to notices, bulletins, reports, meeting announcements, social and recreational events, achievements, and similar materials which shall not contain any profane or obscene matter or be defamatory or disrespectful of any individual or the State. The Association shall not post election campaign materials. Postings shall be signed by an authorized representative of the Association or the organizational origin shall be set forth.

C. Any material which the State alleges to be in violation of the conditions above shall be promptly removed. Any dispute as to the appropriateness of any posting may be initiated as a grievance at Phase Two or submitted to the Office of Employee Relations for determination.

ARTICLE XX INFORMATION AND SPECIAL PROVISIONS

A. The Association agrees to furnish to the Division of State Police a complete list of all officers and representatives of the Association together with their titles, addresses and designation of responsibility and to keep such list current. The Association will also provide copies of its constitution and by-laws or other governing articles and shall keep them current.

B. The State agrees to provide to the Association on a semi-annual basis, a mailing list of names and addresses of all Lieutenants in the unit covered by this Agreement.

C. When the Division publishes the Triangle for the information of employees, announcements or statements of Association meetings or affairs shall be included, time and space permitting, if requested by the Association, provided such announcements are consistent with the editorial practices in effect.

D. A copy of all Rules and Regulations, Standing Operating Procedures, Operations Orders, Administrative Orders and Personnel Orders will be forwarded to the Association President. The information so supplied may be shared with the Association's counsel for the proper functioning of the Association in representing its members. The information shall be treated with the same confidentiality as Division Policy requires, except that such information or written matter may be used or communicated in connection with grievance arbitration or appeals under B.1 and B.2 of Article XII of this Agreement. All of the materials supplied remain the property of the Division. The president shall sign a receipt for all information received.

**ARTICLE XXI
INTRA-OFFICE MAIL**

Where the Association has mail to be delivered to State officers or State employees, or material previously approved for posting on bulletin boards, the intra-office mail system will be made available provided that priority is retained for the business of the State.

**ARTICLE XXII
ASSOCIATION-STATE COMMITTEE**

A. A committee consisting of State representatives, Division of State Police management personnel and Association representatives shall be established for the purpose of reviewing the administration of this Agreement and to discuss problems which may arise.

B. Said committee shall meet whenever the parties mutually deem it necessary. These meetings are not intended to by-pass the grievance procedure or to be considered contract negotiation meetings but are intended as a means of fostering good employment relations through communications between the parties.

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

D. A maximum of seven (7) officers, members of the Board of Trustees, or Vice Chairmen of the Association as designated by the President thereof may attend such meetings and if on duty, shall be granted time off to attend not to be deducted from the time provided in Article XXIII, B.

E. Counsel for the respective parties may attend such committee meetings.

**ARTICLE XXIII
ASSOCIATION SECURITY**

A. 1. The State and Division of State Police agree that the conduct of the internal affairs of the Association is the sole responsibility and right of the officers and members of the Association.

2. The State, Division of State Police and the Association agree not to discriminate against, interfere with, or coerce any employee in the exercise of his right to join and assist the Association or to refrain from any such activity except as such may be permitted by law.

B. 1. Officers and/or members of the Board of Trustees and Standing Committees of the Association shall be granted a total of seventy-five (75) days paid leave per contract year, not to be deducted from their duty leave or vacation, to pursue the affairs of the Association. Association leave time may be utilized on an hourly basis, provided, however, such use does not interfere with the operational effectiveness of the Division. A member at large may be designated by the President to utilize Association leave time for an appropriate conference or training program.

2. The allocation of such leave among the Officers and members of the Board of Trustees and Standing Committees shall be determined solely by the Association.

3. A maximum of thirty (30) such leave days which are not utilized in one contract year shall be carried forward for use in the next contract year.

4. The Association may, upon request to the Division, be advanced a maximum of thirty (30) such leave days in any contract year, in which the provided seventy-five (75) leave days have been exhausted. Any leave days so advanced will then be deducted from the number of leave days normally creditable in the next contract year. Approval of requests for advances of such leave time shall not be unreasonably withheld.

C. Application for the use of such leave on behalf of Officers or Board of Trustee or Standing

Committee members of the Association shall be made orally in advance and confirmed in writing by the Association President to the Superintendent or his designee for approval. Such leave shall not be unreasonably denied.

D. The Association President and/or his designee shall, with prior approval, be granted access to State facilities to pursue Association business.

ARTICLE XXIV SAVINGS

In the event any provision of this Agreement shall conflict with any Federal or State law, the appropriate provision or provisions of this Agreement shall be deemed amended or nullified to conform to such law in which event such provision may be renegotiated by the parties.

ARTICLE XXV CONTRACT NEGOTIATIONS

A. This Agreement shall continue in full force and effect until June 30, 2012, and shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing by certified mail prior to October 1 in the year preceding the contract expiration that it desires to amend the terms of this Agreement. Either party may submit to the other a written list of changes desired in the terms of a successor Agreement.

B. Should either party notify the other of its desire to amend this Agreement through the procedure in A. above, the terms of this Agreement shall remain in force until the effective date of a successor Agreement.

C. Collective negotiation meetings shall be held at times and places mutually convenient to the parties.

ARTICLE XXVI COMPLETE AGREEMENT

A. The State and the Association acknowledge this to be their complete Agreement and that this Agreement incorporates the entire understanding by the parties on all negotiable issues whether or not discussed. The parties hereby waive any right to further negotiations except as specifically agreed upon and except that proposed new rules, or modifications of existing rules affecting working conditions, shall be presented to the Association and negotiated upon the request of the Association as may be required pursuant to the laws of the State of New Jersey.

B. The State agrees that wages, fringe benefits and terms and conditions of employment and the past practices related thereto of employees covered by this agreement shall be maintained at the highest standards uniformly existing at the time of the agreement.

C. If during the term of this Agreement, legislation becomes effective which has the effect of improving wages or fringe benefits otherwise available to eligible employees in this unit, this Agreement shall not be construed as a limitation on their eligibility for such improvements.

ARTICLE XXVII PRINTING OF AGREEMENT

The State will reproduce this Agreement in sufficient quantities so that each employee in the negotiations unit may receive a copy, plus additional reserve copies, for distribution by the Association. The contract cover will include the Seal of the State of New Jersey and the

Association insignia.

MEMORANDUM OF UNDERSTANDING I

It is understood by the parties that the State's obligation to defend and indemnify employees against liability claims or judgments arising out of the performance of their official State duties is governed by the TORT Claims Act, specifically N.J.S.A. 59:10A-1 through 59:10A-6. For informational purposes, it is here stated that the above obligation has been interpreted by the Attorney General of New Jersey to include actions against State Troopers, Non-Commissioned Officers and Lieutenants alleging false arrest, except that such obligation shall not extend to false arrest actions where it is determined by the Attorney General that:

- a. the act or omission was not within the scope of employment; or
- b. the act or omission was because of actual fraud, willful misconduct or actual malice;

or

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

Additionally, the State's obligation to indemnify shall not extend to any award for punitive damages ultimately granted against the Trooper, Non-Commissioned Officer or Lieutenant who is the defendant in the action.


In any of the above matters, the Attorney General may determine and authorize the use of outside counsel where, in his judgment, such is warranted. In such cases the reasonable costs of such counsel shall be borne by the State.

IN WITNESS WHEREOF, the State and the Association have caused this Agreement to be signed by their duly authorized representatives:


FOR THE STATE:



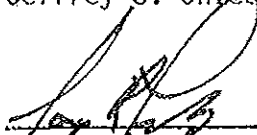
Director
Governor's Office of Employee Relations



Deputy Director
Governor's Office of Employee Relations



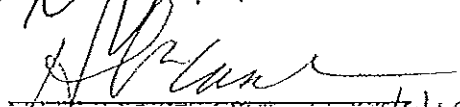
Department of Law and Public Safety
Jeffrey S. Chiesa, Attorney General



Superintendent
Division of State Police

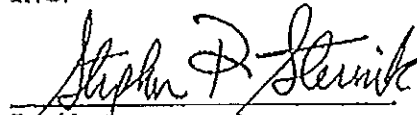


Division of State Police

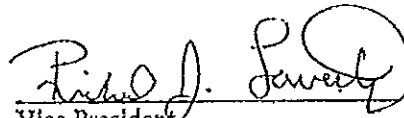


Department of Law and Public Safety 4/8/13
Howard J. McCoach, Administrator

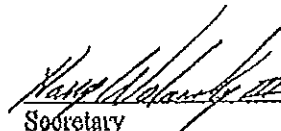
FOR THE STATE TROOPERS
SUPERIOR OFFICERS
ASSOCIATION OF NEW JERSEY,
INC:



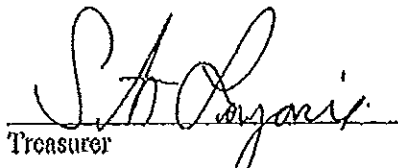
President



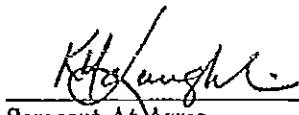
Vice President



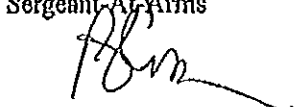
Secretary



Treasurer



Sergeant At Arms



Association Counsel

APPENDIX A
 STATE OF NEW JERSEY
 CIVIL SERVICE COMMISSION
 STATE SALARY CHART

7/1/2010

RANGE	INCREMENT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
27	3,616.09	94,353.24	97,969.33	101,585.42	105,201.51	108,817.60	112,433.69	116,049.78	119,665.87	123,281.96

7/1/2011

RANGE	INCREMENT	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09
27	3,616.09	94,353.24	97,969.33	101,585.42	105,201.51	108,817.60	112,433.69	116,049.78	119,665.87	123,281.96