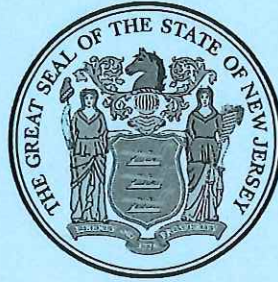


# **AGREEMENT**

**STATE OF NEW JERSEY**



**NEW JERSEY  
INVESTIGATORS ASSOCIATION  
AFFILIATED WITH THE NEW JERSEY  
STATE FRATERNAL ORDER OF POLICE  
LODGE 174**

**SPECIAL INVESTIGATORS DIVISION**



**July 1, 2015 – June 30, 2019**

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## PREAMBLE

This Agreement entered into by the State of New Jersey, Office of Employee Relations in the Governor's Office and hereinafter referred to as the "State" and the New Jersey Investigators Association affiliated with New Jersey State Fraternal Order of Police as Lodge 174 hereinafter referred to as the "Association" has as its purpose the promotion of harmonious employee relations between the State and the Association, the establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of salaries, wages, hours of work and other terms and conditions of employment.

## ARTICLE I

### Recognition

The State recognizes the Association as the sole and exclusive representative of those employees in the NJIA, for the purpose of collective negotiations concerning salaries, wages, hours of work and other terms and conditions of employment.

The State will not negotiate any other or any additional terms and conditions of employment, including those expressed in this Agreement, with any individual or group of employees in this unit.

A. 1. Included are all full-time permanent and provisional employees of the State of New Jersey listed in Appendix II.

2. Whenever new classifications of employees are created, the State shall assign to such classification an appropriate unit designation. The State will notify the Association of such designations to this negotiations unit thirty (30) days prior to the effective date of amending such listing. If requested in writing, the State will discuss any such designation with the Association. In the event no agreement is reached on such amendment after discussion as provided herein, the resolution of the matter shall be by the clarification of unit procedures of the Public Employment Relations Commission.

B. Excluded are:

1. Managerial Executives
2. Professional and Craft Employees
3. Confidential Employees
4. Non-Police Employees
5. Supervisory and Non-Supervisory State Police Employees
6. Primary Level Supervisory Law Enforcement Employees
7. Superior Officers Law Enforcement Unit Employees

## ARTICLE II

### Management Rights

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

Except as specifically abridged, limited or modified by the terms of the Agreement between the State and the Association and Ch. 303, L. 1968, 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.

## ARTICLE III

### Civil Service Regulations

The administrative and procedural provisions and controls of the Civil Service Law and Rules and Regulations promulgated thereunder are to be observed in the administration of this Agreement.

## ARTICLE IV

### **Non-Discrimination**

The provisions of this Agreement shall be applied equally to all employees and the Association and the State agree there shall not be any discrimination, including harassment in accordance with all applicable State and federal law.

## ARTICLE V

### **Policy Agreements**

#### **A. Employee Relations Policies**

1. During the term of this Agreement the parties agree that neither the Association, nor any employee represented by it, will engage in or support any strike, work stoppage, slowdown, or any job action.
2. No lockout of employees shall be instituted or supported by the State during the term of this Agreement.
3. The Association recognizes its responsibility as exclusive collective negotiations agent and agrees to represent all employees in the unit without discrimination.
4. These agreements are not intended to limit the freedom of speech of the Association or its members.

#### **B. Annual Employee Relations Meetings**

1. A committee consisting of State and Association representatives may meet for the purpose of reviewing the administration of this Agreement, and to discuss problems, which may arise. 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 employee relations through regular communications between the parties.
2. Either party may request a meeting and shall submit a written agenda of topics to be discussed seven (7) days prior to such a meeting. Written response to all agenda items shall be within thirty (30) days of each meeting.
3. A maximum of six (6) employee representatives of the Association may attend such annual meetings and, if during duty hours, shall be granted time to attend without loss of pay.
4. The State shall provide to the Association semi-annually a list of names and addresses of all unit employees.

## ARTICLE VI

### **Dues Deduction**

#### **A. Membership Dues**

1. The State agrees to deduct from the regular pay of any employee, the dues of the New Jersey Investigators Association only, provided the employee submits an authorization for dues deduction in writing and on proper form to the responsible payroll clerk. The payroll clerk shall process and forward a properly executed form, within seven (7) days, to the centralized payroll section, Department of the Treasury. Dues deduction will be reflected in the next regular paycheck provided the authorization form is received in centralized payroll at least seven (7) days prior to the end of the pay period. It is further agreed that any existing written authorizations for payment of dues to an employee organization other than the duly certified majority representative will be terminated.
2. It is understood that the effective date of a termination in deductions will occur as of July 1 next succeeding the date on which notice of withdrawal is filed by an employee with the responsible payroll clerk.

3. Dues so deducted shall be transmitted to the designated officer of the New Jersey Investigators Association only together with a list of the employees included.

4. The President of the New Jersey Investigators Association shall certify to the State the amount of dues and shall notify the State of any change in the amount of dues to be deducted thirty (30) days prior to the intended effective date of such change.

## **B. Representation Fee (Agency Shop)**

### **1. Purpose of Fee**

Beginning thirty (30) days after signing of this agreement, all eligible nonmember employees in this unit will be required to pay to the majority representative a representation fee in lieu of dues for services rendered by the majority representative. Nothing herein shall be deemed to require any employee to become a member of the majority representative.

### **2. Amount of Fee**

Prior to the beginning of each agreement year, the Association will notify the State in writing of the amount of regular membership dues, initiation fees and assessments charged by the Association to its own members for that agreement year, and the amount of the representation fee for that agreement year. Any changes in the representation fee structure during the agreement year shall be in accordance with A.4 above.

The representation fee in lieu of dues shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to or benefiting only its members, but in no event shall such fee exceed 85% of the regular membership dues, fees and assessments.

### **3. Deduction and Transmission of Fee**

After verification by the State that an employee must pay the representation fee, the State will deduct the fee for all eligible employees in accordance with this Article.

The mechanics of the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

The State shall deduct the representation fee as soon as possible after the tenth day following reentry into this unit for employees who previously served in a position identified as excluded or confidential, for individuals reemployed in this unit from a reemployment list, for employees returning from leave without pay, and for previous employee members who become eligible for the representation fee because of nonmember status.

The State shall deduct the representation fee from a new employee as soon as possible after thirty (30) days from the beginning date of employment in a position in this unit.

### **4. Demand and Return System**

The representation fee in lieu of dues only shall be available to the Association if the procedures hereafter are maintained by the Association.

The burden of proof under this system is on the Association.

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

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

The Association shall submit a copy of the Association review system to the Office of Employee Relations. The deduction of the representation fee shall be available only if the Association establishes and maintains this review system.

If the employee is dissatisfied with the Association's decision, he may appeal to a three-member board established by the Governor.

5. State Held Harmless

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

6. It is understood that the implementation of the agency fee program is predicated on the demonstration by the Union that more than 50% of the eligible employees in the negotiating unit are dues paying members of the Union.

If at the signing of this agreement the above percentage has not been achieved, the agency fee plan will not commence. Thereafter, if the minimum percentage is exceeded on any quarterly date, i.e., January 1, April 1, July 1 or October 1, the agency fee plan shall commence, with proper notice to affected employees.

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

7. Legal Requirements

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

## ARTICLE VII

### Association Rights

#### A. Access to Premises

1. Previously designated representatives of the Association, who are acknowledged by the State, shall be admitted to the premises of the State on Association business. Request for such visitation rights shall be directed to designated State officials and include the purpose of the visit, proposed time and date, and specific work areas involved. Permission for such visits shall not be unreasonably withheld.

Such Association officials shall also have the opportunity to consult with off duty employees in the negotiations unit before the start of the work shift, during lunch or breaks, or after completion of the work shift. The State will designate appropriate places for such consultations.

2. The rights of access provided in this section A above shall not be granted to any other employee organization or to any representative or employee of such organization for the purpose of communicating with employees in this unit.

3. Where a problem occurs which is of such consequence as to suggest the need for a higher than institutional level Association representative, a request to permit the Association president access to the location of the problem may be directed to the Office of Employee Relations for approval. A decision and any conditions imposed by the Office of Employee Relations shall be final. Approval of such requests shall not be unreasonably withheld and the Association shall have the right to grieve the matter of reasonableness.

4. A telephone shall be available at each installation or institution for use by mutually agreed representatives of the Association for Association business. The Association shall reimburse the State for telephone charges, if any. Abuse of this right will result in forfeiture.

5. A Union representative currently suspended from work by the State shall only be permitted to be present on State premises to the extent that an employee who is not a steward or executive board member would be under the same circumstances.



## **B. Association Activity With Pay**

The State agrees that during working hours, on its premises and without loss of pay, properly designated and mutually agreed upon Association representatives shall be allowed to:

1. represent employees in the negotiating unit at grievance proceedings,
2. submit Association notices for posting,
3. attend negotiating meetings if designated as a member of the negotiating team to a maximum of six (6) employees.
4. attend scheduled meetings with the State and its representatives concerning the application of the Agreement.

The accredited Association representative shall provide reasonable notification to his supervisor and to the appointing authority whenever he wishes to transact such Association business on State time.

## **C. Bulletin Boards**

1. The Association shall limit its postings to notices, bulletins, reports and similar materials, which shall not contain any profane or obscene matter or be defamatory 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.

2. The State will provide space in central locations and areas frequented by employees in the unit where Association newspapers, circulars and literature may be placed so that employees may pick up copies during non-work time provided that such material for distribution is consistent with 3. of this provision. It is further agreed that the Association will assure that all undistributed literature is removed from the distribution points after a reasonable time.

3. Any material, which an authorized representative of the Office of Employee Relations alleges to be in violation of this Agreement, shall be promptly removed by the Association. The matter may then immediately be initiated as a Step Two grievance for resolution by the Association or submitted to the Office of Employee Relations.

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

5. The State will provide bargaining unit representatives from the Division of Parole with access to an intranet page that shall serve as an electronic bulletin board. Use of this intranet page shall be subject to all restrictions and requirements under this Section.

## **ARTICLE VIII**

### **Access to Personnel Folders and Evaluations**

**A.** An employee shall within two (2) working days (exclusive of weekends and holidays) of a written request to his agency or department, have an opportunity to review his personnel folder in the presence of an appropriate official of the department or agency. Provision for such examination shall be during the employee's regular scheduled hours of work and shall not require a loss of paid time.

He shall be allowed to place in such file a response of reasonable length to anything contained therein. If any material, derogatory to the employee is placed in his file, a copy of such material shall be sent to the employee.

**B.** Each regular written evaluation of work performance shall be reviewed with the employee and evidence of this review shall be the required signature of the employee on the evaluation form. Such signature shall not be construed to mean agreement with the content of the evaluation unless such agreement is stated thereon.

**C.** An employee may request the expungement and/or correction of materials included in the folder where there are pertinent and substantive factual inaccuracies. Such requests will be evaluated in relation to the State's needs for comprehensive and complete records but will not be unreasonably denied.

**D.** No document of anonymous origin shall be maintained in the personnel folder.

## ARTICLE IX

### Personnel Practices

#### A. Identification Cards

1. The standard identification card of each department shall be utilized for all employees in the negotiations unit.

2. The State shall furnish identification cards to all employees who have served continuously for six (6) months. Lost cards shall be reported immediately and the first replacement shall be made at no cost to the employee.

#### B. Civil Service Commission Examinations

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

2. When an employee has been certified for promotion and is scheduled to be interviewed by the agency to which he may be promoted, he shall suffer no loss in pay to attend the scheduled interview, including travel time required, if during his regular work shift.

#### C. Education Program Announcements

When announcements are published by the State, which describe available educational programs or State scholarships, such materials will be posted prominently in order that interested employees may be informed of this availability. Copies of these items will be sent to the Association.

#### D. Printing of Agreement

The State will provide Lodge 174 with a downloadable version of the Agreement. The Agreement cover will include the seal of the State of New Jersey and Lodge 174.

#### E. Fringe Benefit Information

The State shall provide a booklet describing the health benefits program, the life insurance and pension program and similar available publications to each employee upon request and to all new employees when hired.

#### F. Lateness

Whenever an employee is delayed in reporting for a scheduled work assignment, he shall endeavor to contact his supervisor in advance, if possible. An employee who has a reasonable excuse and is less than fifteen (15) minutes late is not to be reduced in salary or denied the opportunity to work the balance of his scheduled shift and he shall not be disciplined. Where there is evidence of repetition or neglect or the employee incurs (3) such latenesses in a thirty (30) day period, the employee may be disciplined regardless of whether the employee has a reasonable excuse for such absence. In all circumstances the employee will be paid from the time he or she commences work.

Lateness beyond the fifteen (15) minute period above shall be treated on a discretionary basis. This provision is not intended to mean that all lateness or each incidence of lateness beyond fifteen (15) minutes shall incur disciplinary action or loss of opportunity to complete a work shift or reduction of salary.

Consistent with the two paragraphs above, management shall maintain a record of lateness. This record may be used as the basis of disciplinary action, compulsory charge against an employee's compensatory time bank, or reduction in salary or any combination thereof. A record of such lateness shall be maintained and may be charged against any compensatory time accrual where there is evidence of repetition or neglect.

#### G. Lateness or Absence Due to Weather Conditions

1. Cases of inclement weather shall be handled in accordance with the State's inclement weather policy as issued by the Governor's Office of Employee Relations.

2. When the State of New Jersey or a County within New Jersey declares a state of emergency due to weather related conditions, an employee who has made a reasonable effort to report on time and is less than one-hour late for duty due to delays caused by such weather related conditions shall not be disciplined for such lateness. Lateness beyond one (1) hour shall be treated on a discretionary basis. This provision is not intended to mean that all lateness or each incidence of lateness beyond one hour shall incur disciplinary action.

3. Every employee is required to adjust his/her regular preparations for travel to work upon reasonable knowledge of expected inclement weather forecasts. Such measures shall include, but not necessarily be limited to earlier travel times and reasonable advance vehicle and roadway preparations in anticipation of substantially longer commute times during times of expected inclement weather.

#### **H. Excused Illness During Work Time**

An employee may apply for use of sick leave for periods of less than his full work day for any appropriate and approved reason such as becoming ill while working during the assigned shift or in order to keep a medical appointment which could not be arranged during non-work time. The employee must charge such sick leave against his accumulated sick leave balance, or, if such employee has no sick leave balance, he may charge such time against other accrued paid leave time if available, or, alternatively, leave without pay. Utilization of any sick leave for less than a full workday shall be on an hourly basis; one hour of sick leave charged for each hour, or portion thereof, excused from the work shift. For purposes of this clause only, seven (7) hours is equal to one (1) day of sick leave for employees serving in a No Limit (NL) category and eight (8) hours is equal to one (1) day of sick leave for those employees serving in an NL4 category. Where an NL or NL4 employee utilizes sick leave for a period of less than his established work schedule for the day, such employee shall be charged sick leave on a pro-rata basis in accordance with the work schedule established on the day of utilization.

#### **I. Notice of Suspension**

1. When an employee is suspended from duty the notice of such suspension shall be given to the employee immediately. Where such notice has not been given and the employee reports for work and is willing and able to perform his normal duties he shall not be deprived of the opportunity to work on that day and shall be paid for a minimum of one-half (1/2) day or for a full day if he works more than four (4) hours.

Notice required above may be by written message or oral or telephonic means confirmed by written notice.

This provision is not intended to require payment for any hours not worked on the day on which an employee is suspended for cause and asked to leave his work.

2. Where a hardship of undue or unusual effect is claimed and demonstrated, the employee's suspension may, at the discretion of the appointing authority, be charged against accumulated compensatory time, vacation or administrative leave balances, if any, upon the request of the employee. Such requests shall not be unreasonably denied.

## **ARTICLE X**

### **GRIEVANCE PROCEDURE**

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

A "Grievance" is:

1. A claimed breach, misinterpretation or improper application of the terms of this Agreement (contractual grievance); or

2. A claimed violation, misinterpretation or misapplication of rules or regulations, existing policies, letters or memoranda of agreement, administrative decisions, or laws, applicable to the agency or department which employs the grievant affecting the terms and conditions of employment and which are not included in A.1. above (non-contractual grievance).

#### **B. Purpose and Employee and/or Association Rights**

1. The purpose of this procedure is to assure prompt and equitable solutions of problems

arising from the administration of the Agreement, or other conditions of employment by providing the exclusive vehicle set forth in this Article for the settlement of employee grievances, except that a grievant may request that the Civil service commission agree to review any matter for which a specific appeal to the Commission is available as provided in C.I.a. 1-5, below. Nothing herein can be construed to require the Civil Service Commission to review such matter but any declination will be made in writing to the grievant and to the Association if a request to the Civil Service Commission is made by the grievant.

2. It is agreed that the individual employee is entitled to use this grievance procedure and to be represented by the Association upon his request in accordance with the provisions hereof. He shall not be coerced, intimidated or suffer any reprisal as a direct or indirect result of such use. The Association shall be notified of any scheduled grievance hearing.

3. Nothing in this Agreement shall be construed as compelling the Association to submit a grievance to arbitration or to represent an employee before the Civil Service Commission. The Association'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 Association.

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

5. Where an individual grievant initiates an A.I. grievance, such grievance shall only be processed through Association representation at the departmental level hearing.

### **C. Scope of Grievance**

1. It is understood by the parties that this grievance procedure represents the exclusive process for the resolution of disputed matters arising out of the Grievance Definition, A.I. and 2., above, except for those specific matters listed below:

a. Appeals of matters in disputes shall be made directly to the Civil Service Commission subsequent to proper notification to the responsible local management officials with regard to the following subjects only:

- (1). Out-of-title work
- (2). Position classification and re-evaluation review
- (3). Layoff and recall rights
- (4). Civil Service examination procedures for which an appeal exists.
- (5). Removal at completion of working test period

b. (1). For purposes of this Agreement, terms and conditions of employment shall be those matters, which intimately and directly affect the work and welfare of the employees, covered hereunder and which do not significantly interfere with the exercise of inherent management prerogatives pertinent to the determination of government policy.

(2). A claim of improper and unjust discipline against an employee shall be processed in accordance with Article XI, Discipline, of this Agreement.

(3). Reference by name or title or otherwise in this Agreement to laws rules, regulations, formal policies or orders of the State, shall not be construed as bringing any allegation concerning the interpretation or application of such matters within the scope of arbitrability as set forth in this Agreement except as provided in this Agreement.

### **D. General Rules and Procedures**

1. Any member of the collective negotiating unit shall orally present and discuss his/her grievance with his/her immediate supervisor on an informal basis.

2. In the event that the grievance has not been satisfactorily resolved on an informal basis, then an appeal may be made on the grievance form specified below.

3. All such grievances shall be presented in writing to the designated representative of the party against whom it is made on "Grievance Forms" to be provided by the State. Such forms shall make adequate provision for the representative of each of the parties hereto to maintain a written record of all action taken in handling and disposing of the grievance at each step of the Grievance Procedure. The form shall contain a general description of the relevant facts from

which the grievance derives and references to the sections of the Agreement, if any, which the grievant claims have been violated. The grievance form must be completed in its entirety. A group grievance initiated by the Association may be presented on the above form, or where appropriate, in another format provided that the grievance is fully set forth in writing and contains all the information called for by said form.

4. When a grievance is initiated, the original form shall be forwarded to the Personnel Officer of the appropriate operating agency. The remaining three (3) copies shall be kept intact while going through the steps of the Grievance Procedure. After the grievance is resolved, the copies shall be distributed as designated on the grievance form.

A copy of the decision of the State at each step shall be provided to the Association representative involved.

5. Grievance resolutions or decisions at Step One and Step Two shall not constitute a precedent in any arbitration or other proceeding unless a specific agreement to that effect is made by the Office of Employee Relations and the Attorney of the Association. This shall not be construed to preclude either party from introducing relevant evidence, including such grievance resolutions, as to the prior conduct of the other party.

#### **E. Grievance Time Limits**

Grievances shall be presented and responded to in accordance with the following procedures:

1. A grievance must be filed initially within fifteen (15) calendar days from the date on which the act which is the subject of the grievance occurred or fifteen (15) calendar days from the date on which the grievant should reasonably have known of its occurrence. Other references to days in this process are working days of the party to which they apply.

2. Where a grievance involves exclusively an alleged error in calculation of salary payments, the grievance may be timely filed within thirty (30) days of the time the individual should reasonably have known of its occurrence.

3. Decisions after a scheduled step one conference or after a step two hearing shall be rendered in writing to the grievant and the Association within the established time limits. The decision will be considered timely if rendered within the following limits.

a. at Step One within ten (10) working days of the receipt of the grievance;

b. at Step Two, within fifteen (15) working days of the receipt of the appeal from the Step One decision;

The decision will also be considered timely if rendered within three (3) days after the conclusion of a Step One Conference and fifteen (15) days after the conclusion of a Step Two hearing in the circumstance where the parties have mutually agreed to hearing dates, which would preclude the adherence to 3.a. and 3.b. above.

4. Should a grievance not be satisfactorily resolved, or should the employer not respond within the prescribed time periods, either after initial receipt of the grievance or after a hearing, the grievance may be appealed within three (3) working days to the next step. The lack of response by the State within the prescribed time periods, unless time limits have been extended by mutual agreement, should be construed as a negative response.

5. When a grievance appeal is to be filed, the State representative at the last hearing shall inform the grievant of the name and position of the next higher level of management to whom the appeal should be presented.

6. Time limits under this Article may be changed by mutual agreement and requests for extensions of time limits will not be unreasonably denied.

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

Where an extraordinary circumstance precludes the timely appeal of the grievance at any step, the Association may promptly seek a waiver of the time limit for such appeal by direct request to the Office of Employee Relations. Such request shall not be unreasonably denied.

8. No adjustment of any grievance shall impose retroactivity beyond the date on which the

grievance was initiated or the fifteen (15) day period provided in E.1. above except that payroll errors and related matters shall be corrected to date of error.

#### **F. Time Off for Grievance Hearings**

1. An employee and his designated employee representative shall be allowed time off without loss of pay;

a. As may be required for appearance at a hearing of the employee's grievance scheduled during working hours;

b. for necessary travel time during working hours.

c. for a reasonable amount of time to investigate the grievance up to one hour.

If the hearing extends beyond the employee's normal working hours, compensatory time equal to the additional time spent at the hearing shall be granted but such time shall not be considered time worked for the computation of overtime.

2. Where the employee or the Association requests employee witnesses, permission for a reasonable number of witnesses required during the grievance proceedings will be granted. A witness at such proceedings will be permitted to appear without loss of pay for the time of appearance and travel time as required if during his normal scheduled working hours.

#### **G. Grievance Steps and Parties Therein**

Grievances shall be presented and adjusted in accordance with the following procedures:

##### **Step One**

If the grievance is not satisfactorily disposed of informally with the grievant's immediate supervisor as provided in D.1. above, it may be filed with the highest operational management representative. That representative or his/her designee shall hear the grievance in an informal discussion with the grievant. Neither party shall utilize other representatives or witnesses during this discussion. In exception to this, a representative of the Association and a management representative shall be present and management may also utilize a resource person from the payroll and/or personnel office of the agency to interpret specific time and/or payroll data if the nature of the grievance requires such. In the event that the Association and management agree that a Step One discussion is not appropriate, the grievance may be moved to Step Two.

##### **Step Two**

If the grievance is not satisfactorily disposed of at Step One, it may be appealed to the department head who shall schedule a department level hearing. The appeal shall be accompanied by the Step One decision if one has been issued.

The grievant shall be represented by the Association President or by the Executive Vice President if the President is not available due to illness or is on leave of absence. In the event that neither the President nor the Executive Vice President is available, the Association will notify the Office of Employee Relations that the Vice President will be the representative.

When Step Two hearings are scheduled, the time of the hearing shall be at least one and one-half hours after 9:00 a.m. in order to allow the Association representative time to review the matter with the grievant on the date of the hearing.

If the decision involves a non-contractual grievance or if the grievant has presented his appeal without Association representation, the decision of the department head or his designee shall be final and a copy of such decision shall be sent to the Association.

##### **Step Three Arbitration**

1. In the event that the grievance has not been satisfactorily resolved at Step Two, and the grievance involves an alleged violation of the Agreement as described in the definition of a grievance in A.1. above, then a request for arbitration may be brought only by the Association,

through its designee, within ten (10) calendar days from the day the Association received the Step Two decision by mailing a written request for arbitration to the Director of the Office of Employee Relations. If mutually agreed, a pre-arbitration conference may be scheduled to frame the issue or issues. All communications concerning appeals and decisions at this Step shall be made in writing. A request for arbitration shall contain the names of the department or agency and employee involved, copies of the original grievance, appeal documents and written decisions rendered at the lower steps of the grievance procedure.

2. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement or laws of the State, or any written policy of the State or sub-division thereof and shall confine his decision solely to the interpretation and application of this Agreement. He shall confine himself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him, nor shall he submit observations or declaration of opinions which are not relevant in reaching the determination. The decision or award of the arbitrator shall be final and binding consistent with applicable law and this Agreement. In no event shall the same question or issue be the subject of arbitration more than once. The arbitrator may prescribe an appropriate back pay remedy when he finds a violation of this Agreement, provided such remedy is permitted by law and is consistent with the terms of this Agreement. The arbitrator shall have no authority to prescribe a monetary award as a penalty for a violation of this Agreement. Rules, regulations, formal policies or orders of the State shall not be subject to revision by the arbitrator except if specifically provided herein. The fees and expenses of the arbitrator shall be divided equally between the parties. Either party may order a verbatim record through a certified transcriber with the attendance fee of the court reporter borne by the party or parties engaging the transcriber's service, except as provided below. Any party ordering a transcript shall bear the cost of the transcript; however, if both parties want a copy of the transcript, the cost of the transcript, including any attendance fee, shall be shared equally between the parties. Further, the cost of any transcript, including any attendance fee (or copy of any transcript), requested by the Arbitrator, shall be shared equally between the parties. Any other cost of this proceeding shall be borne by the party incurring the cost.

3 The arbitrator shall hold the hearing at a time and place convenient to the parties within thirty (30) calendar days of his acceptance to act as arbitrator and shall issue his decision within thirty (30) days after the close of the hearing. In the event a disagreement exists regarding the arbitrability of an issue, the arbitrator shall make a preliminary determination as to whether the issue is arbitrable under the express terms of this Agreement. Once a determination is made that such a dispute is arbitrable, the arbitrator shall then proceed to determine the merits of the dispute.

4. Whenever a grievance which is to be resolved at Step Three, Arbitration, is based on a provision of this Agreement in which the power or authority of the arbitrator is specifically limited, those limits shall be observed and the provisions of paragraph two (2) above shall be operable except and to the extent that the limitations in such provisions modify such powers or authority.

5. All panel arbitrators must agree, in writing and in advance as a condition for being placed on the panel, to accept a fee of no more than \$1,000 per day, and to impose a fee of no more than \$500 for a late cancellation by either party without good cause. Within sixty (60) days of the execution of this Agreement, the parties shall mutually agree upon a panel of three (3) arbitrators to hear grievances filed pursuant to this Article. Each member of the panel shall serve in turn. If a member of the panel is unable to serve, the next member in sequence shall then serve. In the event the parties are unable to agree upon a panel of arbitrators who will accept appointment under the terms above, the parties shall meet to discuss alternate cost and fee containment initiatives. In the interim, arbitrators shall be selected on a case by case basis under the selection procedure of the Public Employment Relations Commission, until such time as the parties mutually agree upon a panel.

## ARTICLE XI

### Discipline

A. Discipline of an employee shall be imposed only for just cause. The terms of this Article shall not apply to provisional employees or employees serving their working test period or unclassified employees except as specified in paragraph K. and paragraph L. below.

B. Discipline under this Article means official written reprimand, fine, suspension without pay, reduction in grade or dismissal from service, based upon the personal conduct or performance of the involved employee. Dismissal from service or reduction in grade based upon a layoff or operational changes made by the State shall not be construed to be discipline.

C. Just cause for discipline up to and including dismissal from service shall include those causes set forth in N.J.A.C. 4A:2-2.3. This list of causes set forth in N.J.A.C. 4A:2-2.3 is not exclusive and discipline up to and including dismissal from service may be made for any other combination of circumstances amounting to just cause.

D. Where an appointing authority or his designee imposes discipline pursuant to paragraph C, written notice of such discipline shall be given to the employee. Such notice shall contain a reasonable specification of the nature of the charge, a general description of the alleged acts and/or conduct upon which the charge is based and the nature of the discipline. Suspensions will not be implemented before the expiration of a period of seventy-two (72) hours from the beginning of the work shift during which the notice of suspension was given except in cases where, in the judgment of management, the suspension is directed at an immediate need to maintain safety, order or effective direction of work assignments.

E. The name of any employee who is notified of suspension or dismissal pursuant to paragraph D. shall be transmitted to the Association as soon as feasible but not to exceed seventy-two (72) hours after such notice.

F. Any appeal relating to the involved disciplinary matter must be filed by the employee within fifteen (15) calendar days of notice of discipline to the employee involved. The Department or Agency Head, or his designee, will convene a hearing within twenty (20) calendar days after receipt of such disciplinary appeal. The Department or Agency Head, or his designee, shall render a written decision within twenty (20) calendar days from the date of such hearing. The employee may be represented by the Association's President or First Vice President if the President is not available due to illness or is on leave of absence. In the event that neither the President nor the First Vice President is available, the Second Vice President may request other representation through the Office of Employee Relations. Such request shall not be unreasonably denied.

The decision rendered herein shall be final except where the disciplinary appeal involves a penalty as set forth in paragraph G. below or except as set forth below in Section K. Where the matter involves a disciplinary penalty other than those set forth in G. below, the Civil Service Commission may review the matter if timely presented in accordance with its discretionary jurisdiction.

G. 1. In the event the appeal has not been satisfactorily settled or otherwise resolved and involves the following contemplated or implemented penalties:

- a. Suspension of more than five (5) days at one time;
  - b. Suspensions or fines more than three (3) or for an aggregate of more than fifteen (15) days in one (1) calendar year;
  - c. Demotion;
  - d. Discharge;
- then,

(1) The Association may appeal the discipline through the advisory disciplinary arbitration process as herein provided; or

(2) The individual may request or petition the Civil Service Commission for a hearing which request must be received by the Civil Service Commission within twenty (20) days after the date of receipt of the decision rendered in paragraph F. The Civil Service Law and the Rules and Regulations promulgated thereunder shall govern the disposition of such a request or



petition.

2. a. In the event the employee involved elects the Civil Service Commission procedure as provided in G. 1. (2) above, such election will be deemed final and binding and constitute an absolute waiver of the option to appeal as provided in G. 1. (1), the advisory disciplinary arbitration process.

b. The Association may elect to appeal the matter to advisory disciplinary arbitration provided that such an appeal is joined in by the employee in writing. The employee shall not be denied the right to counsel.

c. All such waivers or elections will be made in writing by the employee involved on a form to be provided by the State for such purpose.

H. An appeal to advisory disciplinary arbitration may be brought only by the Association through its President or designee or attorney, by mailing a written request for advisory disciplinary arbitration to the Director of the Office of Employee Relations, which must be postmarked within twenty (20) calendar days from the decision rendered in paragraph F. A request for advisory disciplinary arbitration shall contain the name of the department or agency and the employee involved, a copy of the original appeal, the notice of discipline and any written decisions rendered concerning the matter.

I. Arbitrators shall be selected on a case-by-case basis under the selection procedure of the Public Employment Relations Commission. The disciplinary arbitrator shall hold a hearing at a place convenient to the parties as soon as possible after the request for arbitration but not later than thirty (30) days after the arbitrator accepts the case. The arbitrator shall issue a recommendation as soon as possible but not later than thirty (30) days after the hearing.

J. Arbitrators in disciplinary matters shall confine themselves to recommendations of guilt or innocence and the appropriateness of penalties and shall neither add to, subtract from, nor modify any of the provisions of this Agreement by any recommendation. The arbitrator's decision with respect to guilt, innocence or penalty shall be advisory only. In the event the arbitrator finds the employee guilty, he may recommend to approve the penalty sought or modify such penalty as appropriate to the circumstances, in accord with discipline as set forth in paragraph A. above. Removal from service shall not be suggested for a lesser penalty. In the event the arbitrator's recommendation finds the employee innocent or modifies a penalty, he may recommend reinstatement with back pay for all or part of a period of suspension or reduction in grade or all or part of the period that the employee was dismissed from service. The arbitrator may consider any period of suspension served or the period that the employee was dismissed from service in suggesting the penalty to be imposed. Should the arbitrator's recommendation suggest reinstatement with back pay for all or part of a period of suspension, termination of service or reduction in grade, the employee may be paid for the hours he would have worked in his normally scheduled work week, at his normal rate of pay, but not exceeding forty (40) hours per week or eight (8) hours per day, less any deductions required by law or other offsetting income, for the backpay period suggested by the arbitrator. The arbitrator's recommendation shall contain a short statement of the nature of the proceedings, the positions of the parties and specific findings and conclusions on the facts. In addition, the arbitrator's recommendation shall discuss any of the testimony, evidence or positions of the parties which merit special analysis. All panel neutrals must agree, in advance as a condition for being selected for inclusion on a panel, to accept a fee of no more than \$1,000 per day, and to impose a fee of no more than \$500 for a late cancellation by either party without good cause.

It is agreed that this process is not to be utilized as a device to apply more severe suspensions than would normally be imposed.

#### **K. Special Procedure for Review and Arbitration of Suspensions of One Through five Days**

1. In the event the appeal has not been satisfactorily settled or otherwise resolved and involves a suspension of one (1) through five (5) days, then,

a. The employee may request the Civil Service Commission to review the record of

the discipline in accordance with its discretionary jurisdiction; or

b. The Association may appeal the discipline to the Joint Association Management Panel as provided below.

2. In the event the employee elects the Civil Service commission review as outlined in Subsection (a) above, such election will be deemed final and binding and constitute an absolute waiver of the option to appeal to the Joint Association Management Panel as outlined in Subsection (b) above and paragraphs 3 – 7 below.

3. The parties agree to establish a Joint Association Management Panel consisting of one (1) person selected by the State, one (1) person selected by the Association, and a third party neutral mutually selected by the parties. Each panel member shall serve on an ad hoc or other basis. The purpose of this panel is to review appeals from Departmental determinations upholding disciplinary suspensions of one (1) through five (5) days, excepting unclassified, provisional or probationary employees. All panel neutrals must agree, in advance as a condition for being selected for inclusion on a panel, to accept a fee of no more than \$1,000 per day, and to impose a fee of no more than \$500 for a late cancellation by either party without good cause.

4. In order for a disciplinary appeal from the Association to be considered by the panel, a written notice of appeal must be filed with the Department (or Agency Head) or designee, who issued the decision upholding the disciplinary action. Such notice must be filed within ten (10) days of the issuance of such decision via fax or electronic delivery to the Association. The Department (or Agency Head) or designee will promptly forward a copy of such notice to the Office of Employee Relations and the Association together with a copy of the decision and any other documents that have been made a part of the records of the matter.

5. The parties may mutually agree to schedule meetings if necessary. The agenda of each meeting shall consist of all matters as to which the Association has requested panel consideration, provided that the request is received at least seven (7) calendar days prior to the scheduled date of the panel meeting. Ordinarily, matters will be scheduled for hearing within sixty (60) days after the Association's notice of appeal is filed.

6. The panel considerations shall be based upon the Department Head's or designee's decision and any documents that have been made a part of the record of the matter before such Department Head or designee. Any party may supplement the record with exhibits, but no exhibit shall be introduced to the panel unless it has been disclosed to the other party at least seven (7) calendar days before the panel hearing. The State and Association panel members shall discuss each matter on the agenda and, with the assistance of the neutral panel member, attempt to jointly resolve the appeal. Where the State and Association panel members do not agree as to the disposition of the appeal, the neutral panel member will issue a decision. The panel decision will be final and binding in all minor discipline appeals.

7. The neutral shall maintain a written record of the disposition of each matter, which shall be signed by each panel member. Unless mutually agreed to the contrary, the written disposition of each matter shall be made at the panel meeting at which it is considered, and a copy shall be provided to each panel member.

8. This Article XI, Section K, paragraphs 1 – 7 will expire and will not apply to any appeal related to an incident that occurs after June 29, 2019. This Article XI, Section K, paragraphs 1 – 7 is for the term of this agreement only and will not carry over into the successor agreement or any period after expiration of the agreement.

#### **L. General Provisions**

1. The terms of this Article shall not apply to provisional employees or employees serving a working test period, provided such working test period does not exceed six (6) months. This exclusion shall not apply to provisional or probationary employees who otherwise hold permanent appointment in another job classification in State service except that under no circumstances will the State's judgment as to the adequacy of the employee's performance in a working test or provisional status, or any action taken in pursuance thereof, be deemed to be discipline within the

meaning of this Article. Employees serving their working test period shall retain all rights under the Civil Service Laws, Rules or Regulations.

2. In the event a formal charge of misconduct is made by the State against an employee and, if he so requests, he shall be entitled to a representative of the Association only as a witness or as an advisor during any subsequent interrogation of the employee concerning such charge. No recording of such procedure shall be made without notification to the employee and there shall be no presumption of guilt. The employee and/or the Association, if present, may request and receive a copy of such recording.

Where an employee is interrogated during the course of an investigation and when there is a reasonable likelihood that the individual being questioned may have formal charges preferred against him, the nature of those contemplated charges shall be made known to the employee who shall then, if he requests, be entitled to a representative of the Association, only as a witness or as 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. The employee shall be advised of the identification of all persons present during the interrogation.

3. Where criminal charges are initiated, the right of the employee to representation by his attorney shall not be violated.

4. All disciplinary charges shall be brought within 45 days after the date on which the Chief SID (Corrections), Vice Chairman (Parole), Chief Investigator (Juvenile Justice), or in each's absence his/her designee, obtains sufficient information to file the matter upon which the charge is based, except for those acts which would constitute a crime. In the absence of the institution of the charge within the 45-day time period, the charge shall be dismissed. The employee's whole record of employment, however, may be considered with respect to the appropriateness of the penalty to be imposed. Charges under EEO shall be brought within 60 days of the appointing authority obtaining sufficient information to file the matter upon which the charge is based.

5. In the event a disciplinary action is initiated, the employee or his/her representative may request and shall be provided with copies of all written documents, reports, or statements which will be used against him/her at such hearing and a list of all known witnesses who may testify against him/her, which, normally, will be provided not less than three (3) days, exclusive of weekends, prior to the hearing date, but in no case less than two (2) work days exclusive of weekends prior to the hearing date.

6. Nothing in this Article of Agreement shall be construed to limit the right of the State to implement any disciplinary action notwithstanding the pendency of any appeal proceeding.

Where a fine is imposed as a disciplinary measure and the matter is appealed within the disciplinary procedure provided in this Agreement and where the fine is \$100 or more, the enforcement of the fine will be withheld upon request of the employee being fined pending hearings and final disposition of the appeal as provided herein, provided the employee continues in his employment with the State.

7. Before a permanent career service employee is suspended without pay pending dismissal, he/she shall promptly be given an opportunity for an informal discussion at which the employee will be informed of the charges made and a synopsis of the evidence on which the State intends to rely. The employee shall have an opportunity to respond and/or refute.

## ARTICLE XII

### Seniority

A. Permanent employees shall, on the day worked immediately following the successful completion of the probationary period be considered to have State seniority as of the date of employment. Such State seniority shall accumulate until there is a break in service. State seniority of an employee who is reinstated after a period of layoff shall be continued retroactively exclusive of the period of layoff.

B. An employee shall be considered to have job classification seniority upon successful completion of the probationary period for that job as of the date of employment or permanent promotion to that job. Job classification seniority shall accumulate until there is a break in service.

C. 1. A break in continuous service occurs when an employee resigns, is discharged for cause, retires or is laid off.

2. Pursuant to N.J.A.C. 4A:2-6.2, absence without leave for five (5) or more days or failure to return from any leave of absence for five (5) or more consecutive business days shall be considered a resignation not in good standing.

D. In the case where an employee is promoted but does not successfully complete the probationary period, he shall be returned to his previous job classification unless he has been terminated for cause. His job classification seniority and State seniority continues to accumulate during such period.

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

F. During the normal probationary period of four (4) months, the employee will be advised of his progress at the end of the second and fourth months.

G. Every six (6) months the appointing authority shall post on bulletin boards a current seniority list and make copies of same available to the Association. Any disagreement concerning the accuracy of such lists will be made known to the employee's Personnel Officer within one (1) month of the date of posting and corrective action will be initiated at this level.

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

## ARTICLE XIII

### Salary Compensation Plan and Program

#### A. Administration

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

a. A system of position classification with appropriate position descriptions.

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

c. The authority, method and procedures to effect modifications as such are required.

However, within any classification the annual salary rate of employees shall not be reduced as a result of the exercise of this authority.

2. The State agrees that all regular bi-weekly paychecks be accompanied by a current statement of earnings and deductions and cumulative year-to-date earnings and tax withholdings.

#### B. Compensation Adjustment

It is agreed that during the term of this Agreement for the period July 1, 2015 through June 30, 2019, the following salary and fringe benefit improvements shall be provided to eligible employees in the unit within the applicable policies and practices of the State and in keeping with the conditions set forth herein.

1. Wage Increases: Subject to the State Legislature enacting appropriations of funds for these specific purposes, the State agrees to provide the following benefits effective at the time

stated herein or, if later, within a reasonable time after the enactment of the appropriation.

a. Effective the first full pay period after July 1, 2017, there shall be a one percent (1.0%) across-the-board increase applied to the salary guide for investigators (ERG 8-20) in this negotiations unit in effect as of June 30, 2017. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate these increases for each step of the Investigator title salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

b. Effective the first full pay period after July 1, 2018, there shall be a one and one quarter percent (1.25%) across-the-board increase applied to the salary guide for investigators (ERG 8-20) in this negotiations unit as of June 30, 2018. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate the increases for each step of the Investigator title salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

c. There shall be no movement on the steps of the salary schedule (increments) for the duration of the contract term for the Investigator title.

d. Effective the first full pay period after July 1, 2017, increment steps 1 – 8 of the Senior Investigator title salary schedule (ERG 8-23) shall be increased by the amount of the increment in effect on June 30, 2017 (\$3,435.19). The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate the increase in the salary amount for steps 1 – 8 of the Senior Investigator salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

e. Effective the first full pay period after July 1, 2017, there shall be a one and three-quarter percent (1.75%) across-the-board increase applied to steps 1 – 8 of the salary guide for senior investigators (ERG 8-23) in this negotiations unit in effect as of June 30, 2017. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate these increases for steps 1 – 8 of the Senior Investigator salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

f. Effective the first full pay period after July 1, 2018, there shall be a one and three-quarter percent (1.75%) across-the-board increase applied to steps 1 – 8 of the salary guide for senior investigators (ERG 8-23) in this negotiations unit in effect as of June 30, 2018. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate the increase in the salary amount for steps 1- 8 of the Senior Investigator salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

g. Effective the first full pay period after July 1, 2017, increment step 9 of the Senior Investigator title salary schedule (ERG 8-23) shall be increased by \$4,435.00. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate the increase in salary amount for step 9 of the Senior Investigator salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

h. Effective the first full pay period after July 1, 2017, increment step 10 of the Senior Investigator title salary schedule (ERG 8-23) shall be increased by \$5,600.00. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate the increase in salary amount for step 10 of the Senior Investigator salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

i. Effective the first full pay period after July 1, 2017, there shall be a one and nine tenths percent (1.9%) across-the-board increase applied to steps 9 – 10 of the salary guide for senior investigators (ERG 8-23) in this negotiations unit in effect as of June 30, 2017. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate these increases for steps 9 - 10 of the Senior Investigator title salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the

adjustment.

j. Effective the first full pay period after July 1, 2018, there shall be a one and nine tenths percent (1.9%) across-the-board increase applied to steps 9 –10 of the salary guide for senior investigators (ERG 8-23) in this negotiations unit in effect as of June 30, 2018. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate the increases for steps 9 - 10 of the Senior Investigator title salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

k. Effective the first full pay period after July 1, 2017, there shall be a one percent (1.0%) across-the-board increase applied to the salary guide for principal investigators (ERG 8-26) in this negotiations unit in effect as of June 30, 2017. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate these increases for each step of the Principal Investigator title salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

l. Effective the first full pay period after July 1, 2018, there shall be a one percent (1.0%) across-the-board increase applied to the salary guide for principal investigators (ERG 8-26) in this negotiations unit as of June 30, 2018. The State Compensation Plan Salary schedule shall be adjusted in accordance with established procedures to incorporate the increases for each step of the Principal Investigator title salary range. Each employee shall receive the increase by remaining at the step in the range occupied prior to the adjustment.

## 2. Salary Increments:

a. Where the normal increment has been denied due to an unsatisfactory performance rating, and if subsequent performance of the employee is determined by the supervisor to have improved to the point which then warrants granting a merit increment, such increment may be granted effective on any of the three (3) quarterly action dates which follow the anniversary date of the employee, and subsequent to the improved performance and rating which justifies such action. The normal anniversary date of such employee shall not be affected by this action. The determination by a supervisor to recommend the reinstatement of a merit increment as provided herein shall not be grievable unless there is an unfair abuse of discretion by the supervisor.

b. Employees who have been at the eighth step of the same range for 18 months or longer shall be eligible for movement to the ninth step providing their performance warrants this salary adjustment. Employees who have been at the ninth step of the same range for 24 months or longer shall be eligible for movement to the tenth step.

c. Normal increments shall be paid to all employees eligible for such increments in the titles of Senior Investigator and Principal Investigator consistent with the State Compensation Plan policies for each year during the term of this Agreement. Step increments shall not be paid to employees in the title of Investigator during the term of this Agreement.

3. Salary Upon Promotion: Any employee who is promoted to the title of Investigator shall receive a salary increase by receiving the amount necessary to place them on the appropriate salary guide (Employee Relations Group "8" Range "20") on the lowest Step that provides them with an increase in salary from the salary that they were receiving at the time of the promotion. Notwithstanding any regulation or authority to the contrary no employee shall receive any salary increase greater than the increase provided for above upon promotion to Investigator. By way of illustration, a Senior Corrections Officer ("SCO") that is currently in Employee Relations Group "L", Range 18. If such SCO is at Step 9 as of the date of his/her promotion and therefore earning a salary of \$78,444.67 as shown on the salary guide, such employee, upon promotion to Investigator (Employee Relations Group "8", Range 20) would move to Step 8 at \$81,340.44, as this is the lowest salary on the Group "8", Range 20 salary scale that is above the promoted employee's salary as of the date of promotion. [It is understood that the foregoing example is for illustration purposes only and is based upon the salary guides effective the first full pay period in

July 2014 and that the salary at each step of the guide is subject to change as per the across-the-board increases that are set forth in this Agreement]

### **C. Uniform and Equipment Allowance**

The State agrees to provide a cash payment to unit employees in the Department of Corrections of \$700.00 in July 2015, 2016, 2017 and 2018 to those employees with at least one (1) year of service as of June 30, 2015, 2016, 2017 and 2018, respectively; and \$700.00 in January 2016, 2017, 2018 and 2019 to those employees with at least one (1) year of service as of December 31, 2015, 2016, 2017 and 2018, respectively.

The State agrees to provide a cash payment to unit employees in the Juvenile Justice Commission of \$350 in July 2015, 2016, 2017 and 2018 to those employees with at least one (1) year of service as of June 30, 2015, 2016, 2017 and 2018, respectively; and \$350 in January 2016, 2017, 2018 and 2019 to those employees with at least one (1) year of service as of December 31, 2015, 2016, 2017 and 2018, respectively.

No allowance will be paid to employees who are not required to wear a uniform for work. In the event unit members in these Departments are required to wear uniforms for work during the term of this Agreement, the State agrees to negotiate with the Union the appropriateness of a uniform maintenance allowance for affected employees.

Effective as soon as administratively feasible, but no later than six months after the MOA date, the State shall make payment to all employees on the payroll as of said date, as set forth above, for the retroactive 2015, 2016, 2017, and 2018 uniform allowance. Remaining uniform allowance payments shall be made on the dates indicated.

It is understood that the above cash payments are to be used for items of uniform and equipment and their maintenance and that all employees in the unit are expected to meet prescribed standards and regulations concerning individual items of uniform and equipment which are required and the reasonable standards of maintenance of such uniforms and equipment.

### **D. Deferred Compensation Plan**

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

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

The State shall provide literature describing the plan as well as a required enrollment or other forms to all employees. It is further understood that the maximum amount of deferrable income under this plan shall be consistent with the amount allowable by law.

### **E. Cooperative Effort**

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

## ARTICLE XIV

### Vacations

#### A. Vacation Allowance

Permanent employees shall be granted vacation leaves with pay as follows:

1. One (1) working day of vacation for each month of employment during the first calendar year of employment.
2. Twelve (12) working days of vacation from one (1) to five (5) years of service.
3. Fifteen (15) working days of vacation from six (6) to twelve (12) years of service.
4. Twenty (20) working days of vacation from thirteen (13) to twenty (20) years of service.
5. Twenty-five (25) working days of vacation after the twentieth (20) year of service.

Vacation allowance must be taken during the current calendar year at such time as permitted or directed, except where there is mutual agreement or pressure of work, then a maximum of one (1) year of earned vacation allowance may be carried forward into the next succeeding year. Where an employee has earned vacation credit in excess of a one (1) year allowance as of October 31, the employee will meet with his supervisor to schedule such vacation time.

#### B. Vacation Schedule

1. It is understood that the current program to schedule vacation time at each institution or workstation will be continued and that such program will include a procedure for advance schedule of vacation time. Conflicts concerning dates of vacations will be resolved within the work unit on the basis of job class seniority.

2. Whenever limitations are imposed on the scheduling of vacations because of operational requirements in a work unit, the agency involved will clearly establish and publish the rules and regulations. Should the agency propose new rules and regulations concerning vacation scheduling, they shall be discussed with the employee representatives before they are finalized and become operable.

3. Where the vacation schedule is established but there is need to adjust the schedule due to unforeseen pressure of the work, after voluntary changes are made, the employees named and required to make a change will be in inverse order of their seniority except that consideration will be given to a substantial commitment made by the employee involved. Vacation schedules shall not be changed later than thirty (30) days prior to the vacation unless mutually agreed upon or in case of emergency.

4. For all employees in the Juvenile Justice Commission and Division of Parole, each Department shall have the option to handle vacation leave requests by granting such requests on a first come first serve basis, with conflicts to be resolved on the basis of job classification seniority only when two or more requests are submitted simultaneously.

#### C. Payment For Vacation

1. Upon separation from the State, or upon retirement, an employee shall be entitled to vacation allowance for the current year on a prorated basis consistent with N.J.A.C. 4A: 6-1.5 and N.J.S.A. 11A: 6-2.

2. If a permanent employee dies having vacation credits, unused vacation leave shall be paid to the employee's estate pursuant to N.J.A.C. 4A: 6-1.2(j).

## ARTICLE XV

### Holidays

A. The legal paid holidays, which are recognized holidays for the purposes of this Agreement, are as follows:

- New Year's Day
- Martin Luther King's Birthday (3rd Monday in January)
- President's Day (3rd Monday in February)
- Good Friday



Memorial Day (Last Monday in May)  
Independence Day  
Labor Day  
Columbus Day (2nd Monday in October)  
Election Day  
Veteran's Day (November 11)  
Thanksgiving Day  
Christmas Day

The statutorily prescribed holidays, including any subsequent amendments thereto shall be the holidays recognized for purposes of this agreement.

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

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

## ARTICLE XVI

### Personal Preference Days

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

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

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

c. the commitment to schedule the personal preference days off shall be non-revocable under any circumstances. The employee must actually work on the holiday that he/she agreed to work in exchange for the personal preference day in order to be entitled to the personal preference day. Moreover, under no circumstances shall there be compensation for personal preference days after retirement and employees shall be docked for any personal preference days that were utilized based upon the expectation of continued employment through the calendar year. Notwithstanding the foregoing, when an employee has already selected a personal preference day and worked the corresponding holiday as promised, and the employee gives at least ten (10) days written notice that he/she will be in no pay status for a period of at least twenty (20) days due to a documented medical condition, the employee may request that the personal preference day be rescheduled to a later date and such request shall be considered in light of operational needs.;

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

e. These provisions shall only be applicable to employees that work in institutions that are required to be manned 24 hours per day, seven (7) days per week.

Where more requests for personal preference days are made than can be accommodated within a work unit, the State seniority of employees in the work unit shall be the basis for scheduling the personal preference days which can be accommodated.

## ARTICLE XVII

### Administrative Leave

A. Employees shall be entitled to three (3) days of administrative leave of absence with pay in

each calendar year.

Administrative leave may be used for unscheduled absences, personal business, personal affairs or observation of religious or other days of celebration but not holidays.

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

**C.** Administrative leave shall be granted by the appointing authority upon request of the employee and leave shall be scheduled in advance provided the request may be granted without interference with the proper conduct of the government function involved. When an employee requests the use of administrative leave for unscheduled purposes, the employer can require that the employee provide documentation to support the unscheduled nature of the absence within 72 hours of return to work. So long as documentation is timely provided by the employee when required, leave shall not be denied.

Consistent with N.J.A.C. 4A: 6-1.9, priority in granting such requests shall be (1) emergencies, (2) religious holidays, (3) personal matters. Where, within a work unit, there are more requests than can be granted for use of this leave for one of the purposes above, the conflict will then be resolved on the basis of State seniority and the maximum number of such requests shall be granted in accordance with the first paragraph of C. Administrative leave may be scheduled in units of one-half (1/2) day, one (1) day or more than one (1) day.

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

## ARTICLE XVIII

### Special Time Off

#### A. Emergency or Special Observations

Whenever the Governor may declare a special emergency or observation of any event of State or national concern and authorizes time off to employees of the State for the observation of such event, those employees covered by this Agreement who are required to work during the period of the authorized time off shall be compensated for such hours worked as outlined in Article XXVI, Hours of Work.

#### B. Other

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

## ARTICLE XIX

### Compensatory Time Off

**A.** When employees accumulate compensatory time balances, the administrative procedures of the department involved shall be followed to assure the employee that such compensatory balances will not be taken away but will be scheduled as time off.

#### B. Comp Time Requests:

1. Employee's requests for use of compensatory time balances shall be honored, so long as the request is received by the employer at least 48 hours in advance. Requests for use of compensatory time received less than 48 hours in advance may be granted when granting such request will not result in any overtime cost to the State. Otherwise, requests that are made on less than 48 hours notice shall, in the sole discretion of management, be rejected in all circumstances if this advanced notice is not provided, including circumstances that were previously referred to as "emergency comp time". Further, notwithstanding this

notice, a request for compensatory time may be denied only in circumstances when it cannot be accommodated for operational reason. If denied, an alternate day may be requested and such request will be given preferential treatment but shall not require "bumping" another employee from a previously scheduled day off. Any grievance resulting from management's discretion to reject a request for the use of comp time pursuant to this section shall not be subject to arbitration.

2. Priorities in honoring requests for use of compensatory time balances will be given to employees: (1) where scheduled one (1) month in advance, (2) where shorter notice of request is made. Requests for use of such time under (1) and (2) herein will be honored except where emergency conditions exist or where the dates requested conflict with holiday or vacation schedules.

C. An employee may be required to schedule compensatory time off in keeping with the needs within a work unit. Reasonable notice will be given to the employee.

D. Ordinarily, a maximum of one hundred (100) hours of compensatory time may be carried by any employee. Where the balance exceeds one hundred (100) hours, the employee and the supervisor will meet to amicably schedule such compensatory time off. If the employee and the supervisor cannot agree on the scheduling, the supervisor shall have the discretion to schedule the compensatory time off.

## ARTICLE XX

### Sick Leave

A. The sick leave policy shall be as follows:

1. During the remainder of the calendar year in which an employee first acquires permanent status, that employee will accumulate sick leave privileges as earned on the basis of one (1) day per month of service or major fraction thereof.

2. Permanent employees starting with the second year of permanency shall be entitled to fifteen (15) days sick leave each calendar year on a cumulative basis. The leave is credited in advance at the beginning of the year in anticipation of continued employment for the full year and may be used on that basis and in accordance with established State policy.

B. In all cases of illness, the employee is required to notify his superior of the reason for absence. Notification will be given to the designated person at the earliest possible time but in no event less than one (1) hour before the scheduled starting time. In cases of sudden illness or emergency, exceptions may be granted by the proper authority.

If special circumstances require an earlier notification time, management and the Association will work the problem out and establish the notification time.

If the duration of absence exceeds two (2) consecutive days, it will be necessary to report on every third day. Failure to report absences or abuse of sick leave privileges on the part of any employee may be cause for disciplinary action. A personal physician's certificate may be required to substantiate the request for sick leave but this requirement shall not be imposed on a basis inconsistent with the Civil Service Rules and Regulations.

C. Sick leave for absences of more than five (5) days must be requested by the employee in writing to his immediate supervisor. In addition, the employee must submit a written and signed statement by a personal physician prescribing the reasons for the sick leave and the anticipated duration of the incapacity to human resources.

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

E. Sick Leave While on Vacation

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

2. The employee's use of accumulated sick leave for a short period of emergency attendance upon a member of the immediate family critically ill, and requiring his presence, may be approved if a proper request is made and evidence of the need presented as required in 1. above.

F. All sick leaves are subject to approval.

G. Employees will not be charged for sick leave on a holiday or for the scheduled day off in lieu of a holiday.

H. Subject to N.J.S.A. 11A: 6-16 and N.J.A.C. 4A: 6-3.1, *et. seq.*, whenever a permanent employee enters retirement pursuant to the provisions of a State administered or approved retirement system and has to his credit any earned and unused accumulated sick leave; he shall be entitled to receive supplemental compensation for such earned and unused accumulated sick leave. The supplemental compensation payment to be paid shall be computed at the rate of one-half (1/2) of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of his employment prior to the effective date of his retirement provided, however, that no such supplemental compensation payment shall exceed \$15,000. This supplemental compensation shall be paid in a lump sum after the effective date of retirement or at the option of the employee on quarterly dates: January 1, April 1, July 1 and October 1, with payments beginning on the quarterly date next following the date of retirement.

## ARTICLE XXI

### Leave of Absence Due to Injury

This program shall be administered in accordance with the Rules and Regulations promulgated by the Civil Service Commission.

## ARTICLE XXII

### Special Leave

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

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

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

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

### ARTICLE XXIII

#### **Pregnancy - Disability Leave (Maternity Leave)**

A. Permanent employees covered by this contract shall be entitled to pregnancy-disability leave as hereinafter set forth and consistent with the Civil Service Regulations.

B. Pregnancy - disability leave with or without pay shall be granted in the same manner and under the same terms and conditions as sick leave. Request for such leave must be made by the employee in writing to the Personnel Department.

C. The appointing authority may request acceptable medical evidence that the employee is unable to perform her work due to disability because of pregnancy.

D. An employee may use accrued leave time (e.g. sick, vacation, administrative) for pregnancy - disability purposes, however, a) the employee shall not be required to exhaust accrued leave before taking a leave without pay for pregnancy -disability, and b) the employee must exhaust all her accrued sick leave prior to being eligible for New Jersey Temporary Disability Insurance.

E. Child care leave, which is only granted as a leave without pay, may be granted by the appointing authority under the same terms and conditions applicable to all other personal leaves without pay.

F. Male employees who desire leave at the time of the birth of their child may request the use of up to one week of earned vacation, administrative leave or compensatory time. Such request must be made at least three weeks in advance of the expected need and will be honored if operationally feasible.

### ARTICLE XXIV

#### **Leave of Absence Without Pay**

A. A permanent employee, upon written application setting forth the reason, may be granted a leave of absence without pay for a maximum period of one (1) year. Further, leave in exceptional situations may be granted where it is in the public interest.

B. The appointing authority shall request approval from the Civil Service Commission for a leave of absence without pay up to a maximum period of one (1) year for an employee elected or appointed to a full-time position with the Association or the State Association. Such leave may be renewed on an annual basis, as the term of office of such position requires to a total period not exceeding four (4) years. This privilege may be extended to a maximum of three (3) employees at any one time.

C. All requests for leave of absence or renewal are subject to approval.

### ARTICLE XXV

#### **Leave for Association Activity**

A. 1. The State agrees to provide 50 days leave of absence with pay for delegates of the Association to attend Association activities in each year of the Agreement.

2. The total number of days of such leave that may be used in each year shall be exclusive of leave provided under the provisions of New Jersey law and ordinarily granted under that statute.

B. This leave is to be used exclusively for Association activities for which appropriate approval by the State is required. Such approval will not be unreasonably withheld.

C. 1. Application for the use of such leave on behalf of the officers of the Association shall be made in writing fourteen (14) days in advance by the Association President to the Office of Employee Relations.

2. Timely requests for such leave will be approved based upon the condition that the employee's absence will not cause undue hardship or the inability of the work unit to function

effectively. When possible, work schedules will be adjusted to eliminate this problem.

3. Leaves will be granted to individuals authorized by the President.

D. Any leave not utilized in a yearly period shall not be accumulated except where a written request of the Association for carry over of such leave for a particular purpose is made not later than thirty (30) days prior to the end of the year period. This request may be approved in whole or in part by the State.

E. In addition, the State agrees to provide leave of absence without pay for delegates of the Association to attend Association activities approved by the State; a total of 10 days in each year of the Agreement.

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

## ARTICLE XXVI

### Hours of Work

A. The workweek for each job classification within the unit shall be consistent with its designation in the State Compensation Plan.

B. 1. Appointing authorities will schedule the time of the normal hours for each employee in the unit.

2. Employees shall be given as much advance notice as possible of permanent or temporary changes in their normal hours of work.

C. The time sheet of an employee will be made available for inspection at his request.

D. As a general rule, when an employee's normal work schedule is made up, his normal days off will be scheduled on consecutive days in accordance with the needs and operational effectiveness of the agency for which he works.

E. Where conditions of work permit, a rest period of fifteen (15) minutes shall be provided during each one-half (1/2) shift.

### F. Overtime

1. When applicable, overtime will accrue and compensation will be made in compliance with Civil Service Rules and Regulations. Eligible employees will be compensated at the rate of time and one-half for overtime hours accrued in excess of the designated workweek. These compensation credits shall, at the option of management, be given in compensatory time or in cash.

2. "Scheduled overtime" means overtime assigned prior to the day on which it is to be worked.

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

4. An employee who is called in for non-scheduled overtime shall be guaranteed a minimum of two (2) hours of work except when the end of the call-in period coincides with the beginning of the employee's regularly scheduled shift.

5. Overtime shall be paid on the regular bi-weekly payroll.

6. On-call work will be compensated in accordance with NJAC 4A: 3 - 5.7. If an employee is required to perform work while on-call, and the time worked while on-call is overtime, applicable overtime rate will apply, and will be paid in time increments consistent with current departmental payroll practices. However, the terms of Paragraph F.4 of this Article do not apply to work performed while on-call outside of the workplace that does not require the employee to report to his or her workplace or some other work location.

## ARTICLE XXVII

### Transfer and Reassignment Rights

A. Upon any transfer or reassignment of a permanent employee all sick leave and vacation

balances shall be transferred with the employee. Upon voluntary transfer or reassignment, all accrued compensatory time will, at the discretion of the State, be transferred with the employee, or taken as time off prior to transfer or reassignment.

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

C. Any new or vacant position, which the appointing authority desires to fill shall be posted for a period of fourteen (14) days. The Division of Parole has the option of forwarding all job postings to the appropriate representative via e-mail and also posting it on the State Parole Board intranet site as an alternative to posting paper copies on the bulletin board and faxing to the union.

## ARTICLE XXVIII

### Out-of-Title Work

A. Employees shall be assigned work appropriate to and within their job classification.

The assignment of out-of-title work on a regular and continuing basis, exclusive of stand-in for limited periods for vacation, sick leave or other leaves, shall be avoided. Instances of such out-of-title work identified by the Association and formally brought to the attention of the State shall be corrected immediately or by phasing out such assignments at the earliest possible time which shall in any case be no later than three (3) months from the time of notification by the Association. Any dispute as to whether the work is within the job classification of the employee(s) involved may be resolved by appeal to the Civil Service Commission, where the matter will be heard in accordance with NJAC 4A: 3 – 3.9. Any dispute concerning the phasing out period will be resolved through the grievance procedure.

B. Each employee shall be furnished a copy of the job specification for the position in which he or she is employed upon request.

## ARTICLE XXIX

### Position Classification Review

All such reviews shall be administered in accordance with the rules and regulations promulgated by the Civil Service Commission.

## ARTICLE XXX

### Layoff and Recall

A. When it is necessary to lay off employees, the Association shall be notified at once and the conditions outlined below and the established protections administered by the Civil Service Commission shall be observed.

B. Permanent employees within an organizational unit will not be laid off before any emergency appointments, temporary appointments to temporary extra positions, provisional appointments to permanent positions or employees serving in working test periods within the classification affected. Non-permanent employees will be given minimum notice of at least two (2) weeks of any reduction in force.

C. The State will provide a minimum of forty-five (45) calendar days notice of layoff to any permanent employee or any employee serving in his/her working test period to be affected.

D. Title seniority (previously “job classification seniority”) as defined by NJAC 4A: 8 – 2.4, shall be a determining factor to be considered when identifying which permanent employees are to be laid off.

E. Whenever possible, the State will try to avoid layoff by transferring, reassigning or offering to demote employees to available vacancies.

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

G. The name of the permanent employee who is laid off shall be placed on a special reemployment list. Persons on such a list will be given preferential consideration over any other

type of applicant for appointment to the job classification or equated job classification and no new employee shall be hired until all employees on layoff status desiring to return to work shall have been recalled, provided such employees on layoff status are capable of returning to work. The employee must provide the employer with any address change while waiting for recall.

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

I. 1. An employee who is recalled must respond within five (5) calendar days of the date of receipt of the notice of certification for recall or within ten (10) days of the date of mailing or be considered to have abandoned his recall rights.

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

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

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

K. It is recognized that the provisions of paragraphs A through J above are illustrative portions of the layoff and recall rights established under the Civil Service Statutes and Regulations and that the overall system is administered by the Civil Service Commission.

## ARTICLE XXXI

### Safety

A. The State shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment and will continue to provide appropriate safety devices for their protection and to provide a reasonably safe and healthful place of employment.

B. The State agrees to provide adequate and regularly maintained sanitary facilities for employee use. Each employee will maintain acceptable standards of personal hygiene and cleanliness in accordance with the requirements of his job.

C. An employee must report incidents of unsafe or unhealthful conditions to his Chief Investigator immediately. Complaints of unsafe or unhealthful conditions shall be promptly investigated. Corrective action shall be initiated at the earliest time practicable to bring such conditions within established safety guidelines providing necessary resources are available.

D. Employees shall not be required to work under conditions of work, which are determined to present an imminent hazard to safety or health. An employee, whose work is temporarily eliminated as a result of the foregoing, may be assigned on an interim basis to other work, which the employee is deemed to be qualified to perform.

E. In the event of an on-the-job injury requiring professional medical attention, the State will expedite such medical attention by calling for an ambulance if required, or, if the injured employee can be moved, arranging transportation to a competent medical facility. Time off required for medical attention on the date of such injury shall not be charged against his accumulated sick leave balance.

F. It is understood that references to safety and health hazards and conditions of work referred to in this article are not intended to include those hazards attendant to the employment of these employees as policemen, and which represent the risks normally associated with such employment.

G. Any arbitrator's decision or award interpreting or applying any provision of this Article shall be advisory and non-binding.



## ARTICLE XXXII

### HEALTH INSURANCE AND FRINGE BENEFITS

#### A. State Health Benefits Program

As with any provisions of this Agreement that reflect statutory or regulatory mandates, the provisions of paragraphs (A) (B) (C) and (G) of this Article, are for informational purposes only and provide an explanation which is subject to change due to legislative action.

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 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 the 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 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.
2. Effective July 1, 2003, new hires are not eligible for enrollment in the Traditional Plan. The Traditional Plan and the NJ PLUS POS Plan have been abolished.
3. Medicare Reimbursement – Effective January 1, 1996, consistent with law, the State will no longer reimburse active employees or their spouses for Medicare Part B premium payments.

#### B. Contributions Towards Health and Prescription Benefits.

1. 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 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 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 contributions;
  - b) from July 1, 2012 through June 30, 2013, one-half of the amount of contributions;
  - 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 that 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 in a manner similar to other negotiable items between the parties.
2. The amount payable by any employee, pursuant to section 39 of P.L. 2011 c. 78 under this subsection shall not under any circumstance be less than the 1.5 percent of base salary that is provided for in subsection c. of section 6 of P.L. 1996, c.8 (C.52: 14 – 17.28b).

3. An employee who pays the contribution required under section 40 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).
4. The contribution shall apply to employees for whom the employer has assumed a health care benefits payment obligation, to require that such employees pay at a minimum the amount of contribution specified in this section for health care benefits coverage.
5. Should the necessary administrative actions for collection by the State not be completed by July 1, 2011, collection of the contribution rates set forth in section 39 of P.L. 2011, c. 78, and paragraph 1 above, shall not be applied retroactively to this act's effective date, provided, however, the employee shall continue to pay at least 1.5% of base salary during such implementation period.
6. The parties agree that should an employee voluntarily waive all coverage under the State Health Benefits Plan ("SHBP") and provide a certification to the State that he/she has other health insurance coverage; the state will waive the contribution for that employee.
7. An employee on leave without pay who receives health and prescription 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.
8. Active employees will be able to use pre-tax dollars to pay contributions to health benefits under a Section 125 premium conversion option. All contributions will be by deductions from pay.

**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 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, 2007 – June 30, 2011 collective negotiations agreement. Pursuant to P.L. 2011, c. 78, the State Health Benefits Plan Design Committee has the sole discretion to set the amounts for maximums, co-pays, deductibles, and other such participant costs for all plans in the program and has the sole discretion to determine the plan design, plan components and coverage levels under the program.
2. Participation in the Program shall be voluntary with a condition of participation being that each participating employee authorizes a biweekly salary deduction as set by the State Health Benefits Design Committee.
3. Each employee shall be provided with a brochure describing the details of the Program and 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. It is agreed that the State shall continue the Eye Care Program during the period of this Contract. The coverage shall provide for a \$40.00 payment for regular prescription lens or \$45.00 for bifocal lens or more complex prescriptions. Included are all eligible full-time employees and their eligible dependents (spouse and unmarried children under 23 years of age who live with the employee in a regular parent-child relationship). The extension of benefits to dependents shall be effective only after the employee has been continuously employed for a minimum of sixty (60) days.
2. Full-time employees and eligible dependents, as defined above, shall be eligible for a maximum payment of \$35.00 or the non-reimbursed cost, whichever is less, of an eye examination by an Ophthalmologist or an Optometrist.
3. Each eligible employee and dependent may receive only one payment for glasses and one payment for examinations during the period of July 1, 2015 to June 30, 2017 and one payment for glasses and one payment for examinations during the period July 1,

2017 to June 30, 2019. This program ends on June 30, 2019. Proper affidavit and submission of receipts are required of the employee in order to receive payments.

E. The provisions of Sections (A), (B), and (C), of this Article are for informational purposes only and are not subject to the contractual grievance/arbitration provisions of Article X.

**F. Temporary Disability**

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

**G. Insurance Savings Program**

Subject to any condition imposed by the insurer, all employees shall have the opportunity to voluntarily purchase various insurance policies on a group participation basis. The policy costs are to be borne entirely by the employee selecting insurance coverages provided in the program. The State will provide a payroll deduction procedure whereby authorized monies may be withheld from the earned salary of such employees and remitted to the insurance company. The insurance company will provide information concerning risks covered, service offered, and all other aspects of the program to each interested employee.

**H. Health Insurance in Retirement**

Those employees who have 20 or more years of creditable service on the effective date of P.L. 2011, c. 78, who accrue 25 years of pension credit or retire on a disability retirement on or after July 1, 2011, will contribute 1.5% of the monthly retirement allowance toward the cost of post-retirement medical benefits as is required under law. In accordance with P.L. 2011, c. 78, the Retiree Wellness Program no longer applies. The provisions of this Article are for informational purposes only and are not subject to the contractual grievance/arbitration provisions of Article X.

**ARTICLE XXXIII**

**Travel Regulations**

Employees are not required to provide privately owned vehicles for official business of the State without reimbursement for mileage at a rate provided by the State Travel regulations. However, when an employee is authorized to utilize his privately owned automobile for official business of the State, the employee, on a voluntary basis only may provide the use of said vehicle for the authorized purpose and will be reimbursed for mileage at a rate per mile provided by state law. The State requires each individual accepting such authorization to maintain insurance for personal liability in the amounts of \$25,000 for each person and \$50,000 for each accident and \$10,000 property damage for each accident. The State will provide insurance coverage where such privately owned vehicles are used in the authorized business of the State covering the excess over the valid and collectible private insurance in the amount of \$150,000 for each person and \$500,000 for each accident for personal liability and \$50,000 property damage for each accident unless and until legislation is passed which requires the State to indemnify and hold harmless their employees for personal injuries and property damage caused by the negligence of said employees while operating their privately owned vehicles on the authorized business of the State.

When an employee is authorized to utilize his own vehicle for travel on a temporary assignment, he shall be reimbursed for the mileage as provided by state law. Employees shall be reimbursed for travel expenses while on the authorized business of the State in keeping with the conditions set forth by state law.

Business travel is conducted and regulated by law: NJSA 52: 19 – 10 and regulations

promulgated thereunder and NJSA 59: 1 -1 et. seq.

#### ARTICLE XXXIV

##### **Tuition Refund and Employee Training**

###### **A. Tuition Refund**

The tuition aid program shall be administered consistent with N.J.A.C. 4A: 6-4.6.

###### **B. Employee Training**

The State shall continue to offer training programs of proven worth, which are aimed at skills development and improvement in order to afford employees greater opportunity for performance improvement and promotional growth. Such offering may be regulated or limited by availability of funds or other factors. Any specialized training offered by the appointing authority shall be posted for a period of fourteen (14) days. The appointing authority shall make every effort to assign specialized training to employees on an equal basis.

#### ARTICLE XXXV

##### **Use of State Facilities**

Association representatives may request use of available space and equipment for the storage of papers and files of the Association local. Provisions of such space shall not be unreasonably withheld when available; however, the provision of space shall not take priority over essential operational uses and the State shall incur no responsibility for the security or safety of any Association materials or any liability for loss or damages, which may occur. Further, the Association may be permitted to furnish file cabinets or other equipment related to the commitment above and under the same conditions. The permission to utilize facilities of the State may be withdrawn at any time for cause.

#### ARTICLE XXXVI

##### **Maintenance of Benefits**

**A.** The fringe benefits, which are substantially uniform in their application to employees in the unit, and which are currently provided to those employees, including, but not limited to, the Health Benefits Program, the Life Insurance Program, the Prescription Drug Program and their like, shall remain in effect without diminution during the term of this Agreement unless modified herein, changed pursuant to statutory authority, or by subsequent agreement of the parties.

**B.** Other substantial benefits, not within the meaning of paragraph A above, currently enjoyed by an employee or a group of employees which are not in contradiction to current State law, regulation or policy and which are not in contradiction with other provisions of this Agreement shall remain in effect during the term of this Agreement and the continuation of the employee in his present assignment, provided that the continuance of such substantial benefit is not unreasonable under all of the circumstances and provided that if the State changes or intends to make changes which have the effect of substantial modification or elimination of such substantial benefits, the State will notify the Association and, if requested by the Association within ten (10) days of such notice or within ten (10) days of the date on which the change would reasonably have become known to the employees affected, the State shall within twenty (20) days of such request enter negotiations with the Association on the matter involved providing the matter is within the scope of issues which are mandatorily negotiable under the Employer-Employee Relations Act as amended and, further, if a dispute arises as to the negotiability of such matters that the procedures of the Public Employment Relations Commission shall be utilized to resolve such dispute.

It is further agreed that the State shall refrain from implementation of changes in the circumstances where the obligation to negotiate has been mutually agreed until such time as there has been a reasonable opportunity for the position of the parties to be fully negotiated in good faith.

It is further understood that the absence of mutual agreement as to the obligation to negotiate

is not construed to be a waiver of any rights of the parties under the provisions of the Employer-Employee Relations Act as amended.

## ARTICLE XXXVII

### Effect of Law

#### A. Legislative Action

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

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

#### B. Savings

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

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

#### C. Preservation of Rights

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

#### D. Liability Claims Indemnification

All employees covered by this Agreement shall be entitled to defense and indemnification by the State against liability claims or judgments arising out of the performance of their official State duties as set forth in the Laws of 1972, Chapters 45 and 48 and N.J.S.A. 59: 10A-1 et seq. The provision of Section D. of this Article is not subject to the contractual/grievance provisions of Article X and XI. Instead, should the State of New Jersey, by final agency action, deny an employee covered by this agreement defense and indemnification for actions that the employee believes arose out of his or her official State duties, the employee shall have available any appeal rights as set forth under the statues and laws referenced in this subsection.

## ARTICLE XXXVIII

### Outside Work

An employee may engage in outside employment with prior approval of the department head or his or her designee. An employee desiring to engage in outside employment shall request permission in writing. Approval or disapproval of such requests shall be transmitted within fourteen (14) calendar days and shall not be unreasonably withheld.

It is understood that outside employment shall not interfere with the efficient operation of the department or agency and the recognized priority of the employee's responsibility to assignments in his or her work as an employee.

All grievances arising under this Article shall be considered grievances as defined in A.2 of the Grievance Procedure.

## **ARTICLE XXXIX**

### **Claims Adjustment**

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

The thirty (30) days requirement noted above may be extended by mutual agreement. The agreement by the employer shall not be unreasonably withheld.

## **ARTICLE XL**

### **Negotiation Procedures**

The parties agree to negotiate in good faith on all matters properly presented for negotiations pursuant to applicable law.

## **ARTICLE XLI**

### **Term of Agreement**

This contract shall remain in full force and effect until June 30, 2019.

## **ARTICLE XLII**

### **Complete Agreement**

The State and the Association acknowledge this to be their complete Agreement, except as may be added hereto by particular reference in memorandum of understanding predating the date of signing of this Agreement, and inclusive of all negotiable issues whether or not discussed and hereby waive any right to further negotiations on any issues presented except that any rights or obligations of either party to negotiate, as set forth within the New Jersey Employer-Employee Relations Act (Ch. 303 L. 68 and Ch. 123 L. 74) and as amended, are acknowledged and not waived.


## **ARTICLE XLIII**


### **Notices**

For the purpose of giving notice, the State may be notified through the Director, Office of Employee Relations, Governor's Office, P.O. Box 228, Trenton, New Jersey 08625; and the Association through NJIA FOP #174, P.O. Box 253, Crosswicks, New Jersey 08515 and the Association's designated Attorney.

IN WITNESS WHEREOF, the State and the Association have caused this Agreement to be signed by their duly authorized representatives as of this 14th day of June, 2018.


FOR THE STATE

  
Yvonne D. Catley, Deputy Director  
GOER

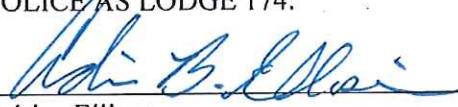
  
Camille Warner, ERC  
GOER

  
Victoria Kuhn, Director, OER. DOC

  
Luis Valentin, Manager, OER, JJC

  
Adam Verone, Manager, OER, Parole


FOR THE NEW JERSEY OF NEW  
JERSEY: INVESTIGATORS  
ASSOCIATION AFFILIATED  
WITH NEW JERSEY STATE  
FRATERNAL ORDER OF  
POLICE AS LODGE 174:


  
Adrian Ellison  
FOP #174 President

  
Terence Smith  
Executive – Vice President

  
Dominick Puzio  
Vice President

  
Gregory Cirillo  
Secretary

  
Valisa Leonard  
Sgt. At Arms

  
Cindy Badger  
Treasurer

  
Kenneth Amann  
Chaplin

### MEMORANDUM OF UNDERSTANDING I

Employees who accrue overtime credits may request that the compensation be given in compensatory time or in cash.

If compensatory time is granted, ordinarily a maximum of one hundred (100) hours of compensatory time may be accrued by an employee. Requests for utilization of compensatory time will be honored if such utilization does not result in the Department incurring additional overtime in order to cover the position.

At the end of a fiscal year, the Department reserves the right to buy back any earned compensatory time balances currently on the books.



## APPENDIX I

The following provision(s) are set forth for informational purposes only. The non-negotiable matters as they apply to individual employees affected shall be grievable within the provisions of the Grievance Procedure in the Agreement as defined in Article X, Section A.2.

### Reassignment

A. 1. Reassignment is the movement of an employee from one job assignment to another within his job classification and within the work unit, organizational unit or department. Each employee shall be notified as to the work unit referred to herein. Such work units shall not be defined by shifts.

2. Reassignments of employees may be made in accordance with the fiscal responsibilities of the appointing authority; to improve or maintain operational effectiveness; or to provide employee development and job training or a balance of employee experience in any work area. Where such reassignments are not mutually agreed to, the appointing authority will make reassignments in the inverse order of the job classification seniority of the employees affected.

3. When temporary (i.e. for a period of six (6) months or less) reassignments are made to achieve any of the objectives in A.2. above, employees to be affected will be given maximum possible notice. The consideration of seniority otherwise applicable in reassignments will not apply.

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

An employee desiring reassignment to any job in his organizational unit or department may submit an application through his supervisor in writing to his personnel officer stating the reasons for the request. Employees who are capable of performing the work and who apply for such reassignments will be considered and reassignments will be made on the basis of these requests. Where more than one (1) request for reassignment from qualified employees deemed capable of performing the work in such a job is on record, any assignments will be made on the basis of the job classification seniority of employees having recorded such a request.

C. 1. When personnel changes in a work unit provide opportunities for shift or schedule changes, interested employees may apply for desired assignments to the work unit supervisor. Such changes in assignment will be made on the basis of the job classification seniority of employees requesting the change, except that priority is given to the assignment of individual employees as provided in A.2. above.

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

D. An employee may have on record no more than two (2) requests for reassignment in B. above.

E. When an employee is granted a voluntary reassignment under provisions of B. or C. above, he shall then be eligible for only one (1) additional voluntary reassignment in the succeeding twelve (12) month period. Consideration will be given to a request for additional reassignment where special circumstances exist. A promotion is not considered to be a reassignment.

F. Whenever an employee is required to sign a C.S. 21 form, a copy of the signed form shall be provided to the employee upon request for same.

G. While it is acknowledged that reassignments of any employees may be made for any of the purposes outlined in A.2. above, the reassignment of groups of employees who comprise a work unit shall not be made on a routine rotational basis without good cause.

## APPENDIX II

**TITLE  
CODE**

32647

32645

32646

**TITLE**

Investigator, Secured Facilities

Senior Investigator, Parole and Secured Facilities

Principal Investigator, Parole and Secured Facilities

## Salary Schedule

Effective: July 8, 2017

Covering Employee Relations Group 8

(For Informational Purposes Only)

Range:	20	23	26
Increment:	2,997.60	3,495.31	4,016.84
STEP 1:	61,170.65	74,640.12	81,556.26
STEP 2:	64,168.25	78,135.42	85,573.10
STEP 3:	67,165.85	81,630.73	89,589.94
STEP 4:	70,163.45	85,126.03	93,606.78
STEP 5:	73,161.05	88,621.34	97,623.62
STEP 6:	76,158.65	92,116.65	101,640.46
STEP 7:	79,156.25	95,611.95	105,657.30
STEP 8:	82,153.85	99,107.26	109,674.14
STEP 9:	85,151.45	103,772.63	113,690.98
STEP 10:	90,365.99	111,044.48	119,776.54

## Salary Schedule

Effective: July 7, 2018

Covering Employee Relations Group 8

(For Informational Purposes Only)

Range:	20	23	26
Increment:	3,035.07	3,556.47	4,057.01
STEP 1:	61,935.28	75,946.32	82,371.82
STEP 2:	64,970.35	79,502.79	86,428.83
STEP 3:	68,005.42	83,059.27	90,485.84
STEP 4:	71,040.49	86,615.74	94,542.85
STEP 5:	74,075.56	90,172.21	98,599.86
STEP 6:	77,110.63	93,728.69	102,656.87
STEP 7:	80,145.70	97,285.16	106,713.87
STEP 8:	83,180.77	100,841.63	110,770.88
STEP 9:	86,215.84	105,744.31	114,827.89
STEP 10:	91,495.57	113,154.32	120,974.30