



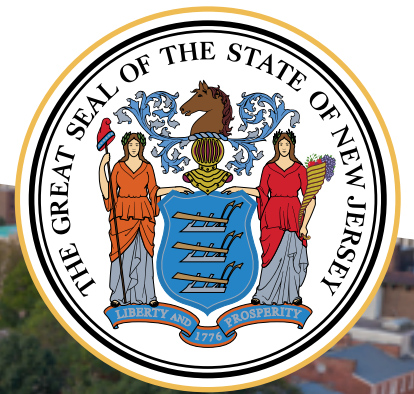
**STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION**

FISCAL YEAR 2025

**COMPENSATION
COMPENDIUM**

Philip D. Murphy, Governor • Tahesha L. Way, Lt. Governor • Allison Chris Myers, Chair/CEO

www.nj.gov/csc/



Fiscal Year
2025

Compensation
Compendium

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Introduction

The following pages contain the compensation program for the State of New Jersey Executive Branch for Fiscal Year 2025.

When a salary adjustment is not specifically authorized by the Fiscal Year 2025 Salary Regulations, or by a specific allowance such as clothing or maintenance set by a labor agreement, or by a rule contained in *N.J.A.C. Title 4A*, such salary adjustment may be made only if approved by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget, as provided in Section 4(A).

Salary Regulations shall be cited as SR. The citation to a particular section shall include the Fiscal Year, the numerical designation of the Section and the appropriate letter to which reference is made. Example: Payment of a teacher's educational incentive would be cited as: SR25:3G.

The only Salary Regulations currently in effect are those contained in this document. All Salary Regulations issued in previous fiscal years are repealed and are no longer in effect. If you have any questions, please contact the New Jersey Civil Service Commission, Division of Human Resource Information Services at (609) 690-8083.

Salary Regulations

SALARY REGULATIONS

Following are the Salary Regulations for Fiscal Year 2025. They are divided into four sections as follows:

| <u>Section</u> | <u>Issue Date</u> |
|---|-------------------|
| 1. Aligned Salary Regulation | October 11, 2024 |
| Non-Aligned Salary Regulation | October 11, 2024 |
| Attachment A | October 11, 2024 |
| Attachment B | October 11, 2024 |
| 2. Emergency Conditions Salary Regulation | October 11, 2024 |
| 3. Special Incentive Salary Regulation | October 11, 2024 |
| 4. Miscellaneous Salary Regulation | October 11, 2024 |

If changes or updates are made, a supplement will be issued at that time.



Allison Chris Myers
Chair/Chief Executive Officer
Civil Service Commission

Tariq Shabazz

Tariq Shabazz
Acting Director
Office of Management and Budget

RECORDED BY THE CIVIL SERVICE COMMISSION AT ITS MEETING OF: **OCT 16, 2024**

SECTION 1

Aligned

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to the Employee Relations Groups A, C, F, FA, H, I, J, JP, K, KP, L, N, O, P, R, S, T, 1, 2, 4, 4A, 8 and 9 except those employees designated confidential pursuant to the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-3, or other statutory authority. See "[Attachment B](#)" for provisions applicable to particular Employee Relations Groups.

B. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:

1. Compensation schedules will be changed by the amount indicated, if any, on "[Attachment A](#)" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. Employees at rates of pay between steps of the range and employees assigned to titles having no range or rate will receive the change indicated on "[Attachment A](#)".
4. Those employees in an Employee Relations Group that has 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
5. Anniversary dates will not change as a result of application of this section.

C. INCREMENTS

The salary of an employee whose performance is at least successful under a 5-tier rating system or commendable under a 3-tier rating system will be advanced to the next incremental step in his or her salary range on his or her anniversary date during the Fiscal Year 2025; however:

1. The employee may not receive a salary increment of the ninth step of his or her salary range until he or she has been at the eighth step for 39 pay periods.
2. See [Attachment B](#), Paragraph 5 regarding eligibility for step 10.

D. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1

Deputy Attorneys General

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to Employee Relations Group Z.

B. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows

1. Compensation schedules will be changed by the amount indicated, if any, on "Attachment A" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. Those employees in ranges that have 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.

C. INCREMENTS

The salary of an employee whose performance is at least successful under a 5-tier rating system or commendable under the 3-tier rating system will be advanced to the next incremental step in his or her salary range on his or her anniversary date during Fiscal Year 2025; however:

1. The employee may not receive a salary increment to the ninth step of his or her salary range until he or she has been at the eighth step for 39 pay periods.
2. The employee may not receive a salary increment to the tenth step of his or her salary range until he or she has been at the ninth step for 52 pay periods.

D. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1

Deputy Attorneys General (Represented)

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to Employee Relations Group ZR.

B. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:

1. Compensation schedules will be changed by the amount indicated, if any, on "Attachment A" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. Those employees in ranges that have 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at the rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.

C. INCREMENTS

The salary of an employee whose performance is at least satisfactory will be advanced to the next incremental step in his or her salary range on his or her anniversary date during Fiscal Year 2025; however:

1. The employee may not receive a salary increment to the ninth step of his or her salary range until he or she has been at the eighth step for 39 pay periods.
2. The employee may not receive a salary increment to the tenth step of his or her salary range until he or she has been at the ninth step for 52 pay periods.
3. An employee who has reached step 10 of the Salary Range ZR-30 and has remained at that step for 26 pay periods shall be eligible for movement to Salary range ZR-33, at the step closest to their Salary Range ZR-30, step 10 salary (but not lower) upon demonstration of at least satisfactory performance in his/her most recent performance review and in the sole discretion of the Attorney General.

D. SALARY LIMITATIONS

An employee's salary may not exceed \$171,000.00 effective June 30, 2024 through Fiscal Year 2025. Any increase not in accordance with these Salary Regulations will be reviewed on a case by case basis, submitted on a DPF-77 and should be limited to only those situations which demonstrate extraordinary justification and compelling need.

E. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1

State Investigator Detectives

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to Employee Relations Group YD.

B. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:

1. Compensation schedules will be changed by the amount indicated, if any, on "Attachment A" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. Those employees in ranges that have 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
4. Pursuant to *N.J.A.C. 4A:3-4.5*, movement from step 8 to step 9 will not occur until after the employee has served 39 pay periods in step 8. To be eligible for step 10, an employee must have been on step 9 for at least 52 pay periods.

C. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1
State Investigator Detectives
(Non-Represented)

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to Employee Relations Group YE.

B. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:

1. Compensation schedules will be changed by the amount indicated, if any, on "Attachment A" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. Those employees in ranges that have 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
4. Pursuant to *N.J.A.C. 4A:3-4.5*, movement from step 8 to step 9 will not occur until after the employee has served 39 pay periods in step 8. To be eligible for step 10, an employee must have been on step 9 for at least 52 pay periods.

C. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1

State Investigators

(DCJ/Homeland Security - Sergeants and Lieutenants)

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to Employee Relations Group VH and YH.

B. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:

1. Compensation schedules will be changed by the amount indicated, if any, on "Attachment A" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. Those employees in ranges that have 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
4. Pursuant to *N.J.A.C. 4A:3-4.5*, movement from step 8 to step 9 will not occur until after the employee has served 39 pay periods in step 8. To be eligible for step 10, an employee must have been on step 9 for at least 52 pay periods.

C. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1
State Investigators
(DCJ - Sergeants and Lieutenants)

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to Employee Relations Group VI and YI.

B. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:

1. Compensation schedules will be changed by the amount indicated, if any, on "Attachment A" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. Those employees in ranges that have 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
4. Pursuant to *N.J.A.C. 4A:3-4.5*, movement from step 8 to step 9 will not occur until after the employee has served 39 pay periods in step 8. To be eligible for step 10, an employee must have been on step 9 for at least 52 pay periods

C. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1

Confidential - Aligned Titles

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to any of the Aligned Employee Relations Groups who are designated confidential, pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, by statutory authority

B. EXCEPTIONS

Upon notice to the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget, an appointing authority may deny increments to its employees. Subsequent approval of these actions may be submitted by a department head through an individual personnel transaction.

C. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:

1. For those employees in any of the Aligned Employee Relations Groups who are designated confidential, pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, by statutory authority, compensation schedules will be changed by the amount indicated, if any, on "Attachment A" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. For those employees in any of the Aligned Employee Relations Groups who are designated confidential, pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, by statutory authority, who are at rates of pay between steps of the range and employees assigned to titles having no range or rate will receive the change indicated on "Attachment A".
4. Employees at rates of pay beyond the maximum shall remain at that rate unless the new range maximum meets or exceeds that rate, in which case the employee shall be placed on the highest step except as provided by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
5. Anniversary dates will not change as a result of application of this section.

D. SALARY LIMITATIONS

An employee's salary may not exceed \$169,532.19 effective June 30, 2024 through Fiscal Year 2025. Any increase not in accordance with these Salary Regulations will be reviewed on a case-by-case basis, submitted on a DPF-77 and should be limited to only those situations which demonstrate extraordinary justification and compelling need.

E. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1

Confidential - Non-Aligned Titles

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to Employee Relations Groups V, W, and Y, and any other non-aligned title who are designated confidential, pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, by statutory authority.

B. EXCEPTIONS

Upon notice to the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget, an appointing authority may deny increments to its employees. Subsequent approval of these actions may be submitted by a department head through an individual personnel transaction.

C. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:

1. For those employees who are designated confidential, pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, by statutory authority, compensation schedules will be changed by the amount indicated, if any, on "Attachment A" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. For those employees who are designated confidential, pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, by statutory authority, who are at rates of pay between steps of the range and employees assigned to titles having no range or rate will receive the change indicated on "Attachment A".
4. Employees at rates of pay beyond the maximum shall remain at that rate unless the new range maximum meets or exceeds that rate, in which case the employee shall be placed on the highest step except as provided by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
5. Anniversary dates will not change as a result of application of this section.

D. INCREMENTS

The salary of an employee whose performance is at least successful under 5-tier rating system or commendable under the 3-tier rating system will be advanced to the next incremental step in his or her salary range on his or her anniversary date during Fiscal Year 2025; however:

1. The employee may not receive a salary increment to the ninth step of his or her salary range until he or she has been at the eighth step for 39 pay periods.
2. The employee may not receive a salary increment to the tenth step of his or her salary range until he or she has been at the ninth step for 52 pay periods.

E. SALARY LIMITATIONS

An employee's salary may not exceed \$169,532.19 effective June 30, 2024 through Fiscal Year 2025. Any increase not in accordance with these Salary Regulations will be reviewed on a case-by-case basis, submitted on a DPF-77 and should be limited to only those situations which demonstrate extraordinary justification and compelling need.

F. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1

Management (Represented)

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

This Salary Regulation applies to all employees in titles assigned to Employee Relations Group '&' (Management Represented).

B. EXCEPTIONS

Unless otherwise indicated, the Salary Regulations outlined in this section apply only to Employee Relations Group '&' employees.

C. ADJUSTMENTS TO COMPENSATION SCHEDULES

For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:

1. Compensation schedules will be changed by the amount indicated, if any, on "Attachment A" for the affected Employee Relations Group.
2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
3. Those employees in ranges that have 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.

D. INCREMENTS

The salary of an employee whose performance is at least successful under a 5-tier rating system or commendable under the 3-tier rating system will be advanced to the next incremental step in his or her salary range on his or her anniversary date during Fiscal Year 2025; however:

1. The employee may not receive a salary increment to the ninth step of his or her salary range until he or she has been at the eighth step for 39 pay periods.
2. The employee may not receive a salary increment to the tenth step of his or her salary range until he or she has been at the ninth step for 52 pay periods.

E. SALARY LIMITATIONS

An employee's salary may not exceed \$170,000.00 effective June 30, 2024 through Fiscal Year 2025. Any increase not in accordance with these Salary Regulations will be reviewed on a case-by-case basis, submitted on a DPF-77 and should be limited to only those situations which demonstrate extraordinary justification and compelling need.

F. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 1 Management

ISSUED: October 11, 2024

A. EMPLOYEES COVERED

The purpose of this salary regulation is to establish a Managerial Salary Program (MSP) that will address issues such as compression and parity in the managerial ranks and applies to all employees in titles assigned to Employee Relations Groups MB, MD, M, X and members of the Senior Executive Service. This is not a performance-based program.

B. EXCEPTIONS

This salary regulation shall not be applicable to Cabinet Members nor others not in the Executive Branch as applicable to *P.L. 2023, c.349*.

C. MANAGEMENT SALARY PROGRAM AWARDS

1. Subject to the limitation in (C)(3), Appointing Authorities shall award a 15% salary increase for each eligible manager and exempted staffer.
2. In addition to the 15% salary increase discussed in (C)(1), and subject to the limitation in (C)(3), Appointing Authorities shall have the discretion to award up to an additional 5% salary increase for each eligible manager and exempted staffer. These additional increases shall only be awarded based on the need to remedy compression or achieve salary parity/equity.
3. Salaries for each individual manager and exempted staffer may not exceed \$195,000.
4. In the event an eligible employee believes there is an error with the salary increase awarded under this program, an appeal may be filed with the Civil Service Commission. The Civil Service Commission shall review the appeal based upon a written record and determine if the appeal presents issues of general applicability in the interpretation of law, rule or policy. If such issues or evidence are not fully presented, the appeal may be dismissed and the Commission's decision will be a final administrative decision. Where such issues or evidence is presented, the Commission will render a final administrative decision upon a written record or such other proceeding as the Commission directs.

D. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

**SECTION 1
Attachment A**

ISSUED: October 11, 2024

| Collective Bargaining Representative: | ERG: | Increase Granted: | 12 Month Titles Effective Date: | 10 Month Titles Effective Date: | Notes/ Special Provisions: |
|---|-------------|--------------------------|--|--|-----------------------------------|
| CWA | A | 3.50% | 7/13/2024 | 9/7/2024 | |
| CWA | P | 3.50% | 7/13/2024 | 9/7/2024 | |
| CWA | R | 3.50% | 7/13/2024 | 9/7/2024 | |
| CWA | S | 3.50% | 7/13/2024 | 9/7/2024 | |
| PBA Local 105 | F | 3.50% | 7/13/2024 | | |
| PBA Local 105 | L | 3.50% | 7/13/2024 | | |
| State Police, Superior Officers Unit, Captains (STSOA) | E9 | 2.75% | 7/13/2024 | | |
| State Police, Non-Commissioned Officers Unit (NCOA) | N | 2.75% | 7/13/2024 | | |
| IFPTE | C | 3.50% | 7/13/2024 | 9/7/2024 | |
| IFPTE | I | 3.50% | 7/13/2024 | 9/7/2024 | |
| IFPTE | O | 3.50% | 7/13/2024 | 9/7/2024 | |
| AFSCME | H | 3.50% | 7/13/2024 | 9/7/2024 | |
| Superior Officers, Law Enforcement Unit, Non-Troopers (NJSOLEA) | J | 3.50% | 7/13/2024 | | |
| Superior Officers, Law Enforcement Unit, Non-Troopers (NJSOLEA) | JP | 3.50% | 7/13/2024 | | |
| Primary Level Supervisors, Law Enforcement Unit, Non- Troopers (NJLESA) | K | 3.50% | | | |
| Primary Level Supervisors, Law Enforcement Unit, Non- Troopers (NJLESA) | KP | 3.50% | | | |
| Superior Officers, Law Enforcement Unit, Corrections (NJSOLEA) | 1 | 3.50% | | | |
| Primary Level Supervisors, Law Enforcement Unit, Corrections (NJLESA) | 2 | 3.50% | | | |
| State Police, Superior Officers Unit, Lieutenants (STSOA) | 9 | 2.75% | 7/13/2024 | | |
| IBEW - State Govt Managers Represented | & | 3.50% | 7/13/2024 | | |

(continued on next page)

| Collective Bargaining Representative: | ERG: | Increase Granted: | 12 Month Titles Effective Date: | 10 Month Titles Effective Date: | Notes/ Special Provisions: |
|---------------------------------------|------|-------------------|---------------------------------|---------------------------------|----------------------------|
| State Troopers Unit (STFA) | T | 3.50% | 7/13/2024 | | |
| Confidential | V | 3.50% | 7/13/2024 | | |
| Confidential | W | 3.50% | 7/13/2024 | | |
| Confidential | Y | 3.50% | 7/13/2024 | | |
| DAsG Represented (Non-Represented) | Z | 3.50% | 7/13/2024 | | Range 38 - 5% |
| DAsG Represented (IBEW) | ZR | 3.50% | 7/13/2024 | | Ranges 30 and 33 |

**SECTION 1
Attachment B**

ISSUED: October 11, 2024

SPECIAL PROVISIONS**1. Employee Relations Groups A, P, R, and S**

Full time employees earning less than \$100,000 per annum who work second (afternoon or evening) or third (night or midnight) shifts shall be eligible for a \$0.25 per hour shift bonus/differential for those hours during the second or third shift. Permanent part time employees who work at least half-time, five days a week are also eligible for the \$0.25 per hour shift differential for all hours on the second or third shift.

2. Employee Relations Groups C, I, and O

The shift bonus/differential for full-time employees earning less than \$55,000 per annum or permanent part-time employees earning the same pro rata share of \$55,000 per annum on the second (2nd) and third (3rd) shifts which are commonly known as the afternoon or evening shift and the night or midnight shift will be \$0.25 per hour. Employees assigned to the second (2nd) and third (3rd) shifts shall receive the shift differential for all paid leave.

3. Employee Relations Group H

Full-time employees earning less than \$60,000 per annum or permanent part-time employees earning the same pro rata share of \$60,000 per annum covered by this Contract who work the evening shifts or night shifts shall be paid a shift differential of \$0.25 per hour.

Eligible employees assigned to either shift or split shifts (as defined below) for the evening or night shifts, as their regular shift shall receive the shift differential for all paid leave and for any shift they do work. Employees scheduled to work split shifts shall receive the shift differential for all shifts worked if the majority (60%) of the shifts are scheduled for the evening or night shifts in the normal pay period.

Permanent part-time employees who work at least half time and who meet the eligibility requirements set forth above and work a five (5) day week will receive the shift bonus of \$0.25 per hour.

4. Employee Relations Group 8

Effective March 11, 2010, any employee who is promoted to the title of Investigator Secured Facilities (32647) shall receive a salary increase by receiving the amount necessary to place them on the appropriate salary range (Employee Relations Group 8, Range 20) on the lowest step that provides them with an increase in salary from the salary they were receiving at the time of promotion. Notwithstanding any regulation or authority to the contrary, no employee shall

receive any salary greater than the increase provided for above upon promotion to Investigator Secured Facilities.

5. Employee Relations Groups A, C, F, FA, H, I, J, K, L, O, P, R, S, V, W, Y, 1, 2, 4, 4A and 8: 10th Step Implementation

Effective June 24, 2006, employees in the above listed Employee Relations Groups will have a tenth step added to their salary schedules. The instructions below explain the manner in which this will be implemented.

- a. An employee at the ninth step of the range only becomes eligible for advancement to the tenth step, if warranted, by performance, following completion of 52 pay periods.
- b. A current employee's anniversary date may change as a result of an advancement pay adjustment. See *N.J.A.C. 4A:3-4.9*. If the anniversary date is advanced based on the date of adjustment, and the employee is at the ninth step, the new anniversary date is the first pay period following the completion of 52 full pay periods after the date of that adjustment.
- c. When an advancement is applied, the anniversary date will be retained if the total salary increase, after workweek adjustment, is less than two increments in the employee's previous range. If the total salary increase after workweek adjustment is two increments or more, or the advancement results in step 10, the anniversary will be determined by the effective date of the action (frozen if step 10).
- d. When a demotion is applied, and the action results in step 9, the employee shall be eligible for advancement to step 10, if warranted by performance, on the pay period that reflects the difference between the time served on the step prior to demotion and 52 pay periods. If the action results in step 10, the anniversary date is set to the pay period and calendar year of the effective date of the action.

6. Employee Relations Group E9

Effective July 1, 2024, the salary (single rate) for State Police Captain (31865) increased to \$161,585.90.

7. Employee Relations Group K, KP, and 2

Pursuant to NJLESA Memorandum of Agreement (MOA) executed on September 29, 2021, the salary of any employee who is appointed to any title within the "K", "K2", or "2" Employee Relations Groups shall receive a salary increase in accordance with *N.J.A.C. 4A:3-4.9*. No employee shall receive any salary increase that is greater than the increase provided for above upon appointment to any title within the "K", "K2", or "2" Employee Relations Groups.

8. Employee Relations Group J, JP, and 1

Pursuant to NJSOLEA Memorandum of Agreement (MOA) executed on February 5, 2024, any employee promoted into a job title represented by NJSOA shall receive a salary increase in accordance with *N.J.A.C. 4A:3-4.9*.

9. Employee Relations Groups 4, 4A and M3

Pursuant to the 2011 amendment to *N.J.A.C. 4A: 3-4.9* by the Civil Service Commission, which applies to every employee promoted into this unit, any employee who is promoted to any job title represented by NJLECOA, except for the titles of Correctional Police Major and Deputy Chief Investigator, DOC, shall receive a salary increase by receiving the amount necessary to place them on the appropriate salary guide 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. Consistent with that rule change, no employee shall receive any salary increase greater than the increase provided for above upon promotion to any job title represented by NJLECOA, except for the titles of Correctional Police Major and Deputy Chief Investigator, DOC.

SECTION 2

Emergency Conditions

ISSUED: October 11, 2024

A. ELIGIBILITY

Employees will be paid special project rates as indicated below for work done in excess of normal work hours on emergency maintenance, construction or other related activities in situations which constitute unreasonable safety hazards to the public, employees, or property of the State. Code Rates 1, 2, 6 and 7 are applicable to all emergency situations including winter weather conditions.

| Code: | Job Description: |
|--------------|---|
| 1 | Supervisors who are in charge of emergency Statewide or regional operations including both force account and contractor operations as well as electrical operations. |
| 2 | Supervisors who are in charge of area or regional operations, as well as warehouse, garage or maintenance operations; or lead State or district control center operations. |
| 3 | Employees who assist and/or supervise area crews or assist in a State or regional control center which may consist of skilled, semi-skilled and/or unskilled workers. |
| 4 | Employees who operate heavy duty equipment and perform mechanical repair work; perform skilled labor involved in the repair of equipment, bridges, buildings, electrical installations, etc., or supervise the distribution of inventory parts for emergency operations. |
| 5 | Employees who perform semi-skilled work including the operation of trucks, graders, front end loaders, compressors, and other mechanical equipment; make or assist in making occasional mechanical or electrical repairs; distribute inventory parts for emergency operations; or handle radio communications console at base radio stations; or assist in State or regional control center operations. |
| 6 | Employees who perform manual unskilled work or clerical tasks involved in emergency operations; or assist in the maintenance and repair of mechanical and motorized equipment. |
| 7 | Code Rate 7 is reserved exclusively for the Department of Transportation, and is applicable to all emergency situations, including winter weather conditions, for supervisors only, in the Trenton Emergency Control Center and the Statewide Traffic Management Center (STMC) when fully mobilized. |

B. WINTER WEATHER CONDITIONS

Codes C, D, and E are to be used exclusively for emergency work performed in excess of normal work hours related to winter weather conditions, such as snow removal, ice control, etc. The program will start September 7, 2024 (pay period 20/2024) and end on April 18, 2025 (end of pay period 09/2025).

| Code: | Job Description: |
|-------|--|
| C | Employees who supervise and/or assist in the supervision of area crews. |
| D | Employees who operate heavy duty equipment, such as truck/front end loader mounted snow blowers; perform mechanical repair work; supervise the distribution of inventory parts for emergency operations; perform skilled labor involved in the repair of equipment; or act as a Department representative assigned to snow removal activities. |
| E | Employees who operate "walk behind" snow blowers, graders, front end loaders, trucks, snow plows, material spreaders, compressors, and other mechanized equipment; make or assist in making occasional mechanical or electrical repairs; distribute or assist in the distribution of inventory parts for emergency operations; or handle radio communications consoles at base radio stations; or assist in State or regional control center operations. |

C. EMERGENCY CONDITION RATES - HOURLY

| Code: | Rate: |
|---|---------|
| 1 | \$68.42 |
| 2 | \$59.07 |
| 3 | \$51.05 |
| 4 | \$46.76 |
| 5 | \$38.46 |
| 6 | \$30.05 |
| 7 | \$59.89 |
| Effective: July 13, 2024 through July 11, 2025 | |

| Code: | Rate: |
|--|---------|
| C | \$62.30 |
| D | \$56.60 |
| E | \$53.06 |
| Effective: September 7, 2024 through April 18, 2025 | |

D. DURATION

This Section will be in effect, unless specified otherwise, through Fiscal Year 2025 only.

SECTION 3
Special Incentive Programs

ISSUED: October 11, 2024

A. HEALTH CARE TITLES

Appointing authorities may appoint new employees or current employees, upon their initial appointment to a title listed below, who have attained the requisite education and experience to the titles indicated below, up to the corresponding steps shown, without obtaining the prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget based on consideration of such factors as its ability to recruit and retain employees:

| Title Code: | Title Name: | Up to Step: |
|--------------------|--|--------------------|
| 51200/51201 | Advanced Practice Nurse | 9 |
| 54893 | Behavior Analyst 1 | 9 |
| 54894 | Behavior Analyst 2 | 9 |
| 03862 | Charge Nurse - 10 Months | 9 |
| 03853/59966 | Charge Nurse - 12 Months | 9 |
| 01074 | Chief Dental Services | 9 |
| 00545 | Chief Nursing Officer, Psychiatric | 9 |
| 44782 | Clinical Nutritionist | 9 |
| 60320C | Clinical Psychologist 1, DMHS | 9 |
| 60321C | Clinical Psychologist 2, DMHS | 9 |
| 00473 | Clinical Specialist in Psychiatric Nursing | 9 |
| 01031 | Dental Aide | 9 |
| 01035 | Dental Assistant 1 | 9 |
| 01032 | Dental Assistant 2 | 9 |
| 01053 | Dental Hygienist | 9 |
| 01058 | Dentist | 9 |
| 03963 | Eye Health Nurse | 9 |
| 60451 | Health Care Services Evaluator/Nurse | 6 |
| 04112 | Human Services Assistant | 9 |
| 04112C | Human Services Assistant, Deaf Language Specialist | 9 |
| 04116D | Human Services Tech. Deaf Language Specialist | 9 |
| 04385 | Infection Control Nurse | 7 |
| 55892 | Interpreter for the Deaf | 9 |

| Title Code: | Title Name: | Up to Step: |
|--------------------|--|--------------------|
| 01403 | Learning Disabilities Specialist | 9 |
| 60280 | Long Term Care Investigator, Health Services | 6 |
| 03671 | Occupational Therapist | 9 |
| 03669 | Occupational Therapy Assistant | 9 |
| 01296 | Pharmaceutical Consultant | 9 |
| 03691 | Physical Therapist | 9 |
| 03690 | Physical Therapy Assistant | 9 |
| 07752 | Physician Assistant | 9 |
| 00088 | Physician Specialist 1 | 9 |
| 03844 | Practical Nurse | 5 |
| 03674 | Principal Occupational Therapist | 9 |
| 03696 | Principal Physical Therapist | 9 |
| 62358 | Quality Assur. Spec., Health Svs., Nursing | 6 |
| 03894 | Regional Staff Nurse Medical Assistance | 6 |
| 03845 | Respiratory Therapy Technician | 9 |
| 03120 | School Nurse | 9 |
| 73103 | School Social Worker | 9 |
| 03672 | Senior Occupational Therapist | 9 |
| 03692 | Senior Physical Therapist | 9 |
| 16000 | Senior Practical Nurse | 9 |
| 03653 | Speech/Hearing Specialist | 9 |
| 60310C | Staff Clinical Psychologist 3, DMHS | 9 |
| 03841 | Staff Nurse - 10 Months | 9 |
| 03852 | Staff Nurse - 12 Months | 9 |
| 44784 | Supervising Clinical Nutritionist | 9 |
| 03854 | Supervisor of Nursing Services | 9 |
| 03169 | Svc. Director Environmental & Chem. Lab Svc. | 9 |
| 02009 | Svc. Director, Public Health Lab Svc. | 9 |
| 03726 | Supervising Respiratory Therapist | 9 |
| 03720 | Therapist Art | 9 |
| 03662 | Therapist Music | 9 |
| 03715 | Therapist Movement | 9 |

B. INFORMATION PROCESSING TITLES

1. State agencies may appoint a new employee into one of the titles (including variants) indicated below up to and including the ninth step of the salary range without obtaining prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.

| Title Code: | Title Name: |
|--------------------|---|
| 50106D/50076G | Administrative Analyst 4, Information Systems |
| 50104D/50075G | Administrative Analyst 3, Information Systems |
| 50102D/50073F | Administrative Analyst 2, Information Systems |
| 50100D/50072D | Administrative Analyst 1, Information Systems |
| 53301/ 53316 | Information Technology Assistant |
| 53005 | Data Base Analyst 1 |
| 53003 | Data Base Analyst 2 |
| 53261/53262 | Information Technology Specialist |
| 53275 | Data Processing Systems Programmer 1 |
| 53274 | Data Processing Systems Programmer 2 |
| 53105 | Management Information Systems Coordinator |
| 53103 | Management Information Systems Specialist 2 |
| 64775/64776 | Manager 1 Information Processing |
| 64777/64778 | Manager 2 Information Processing |
| 64779 | Manager 3 Information Processing |
| 10107/10137 | Network Administrator 1 |
| 10108/10136 | Network Administrator 2 |
| 81272 | Professional Svs. Specialist 1, Computer Services |
| 81265 | Professional Svs. Specialist 2, Computer Services |
| 81258 | Professional Svs. Specialist 3, Computer Services |
| 81254 | Professional Svs. Specialist 4, Computer Services |
| 53023 | Project Manager Data Processing |
| 53271 | Software Development Specialist Assistant |
| 10237/10238/10237C | Software Development Specialist 1 |
| 10236/10245/10246 | Software Development Specialist 2 |
| 10236C | Software Development Specialist 2 |
| 10235/10244 | Software Development Specialist 3 |
| 50077/50108 | Supervising Administrative Analyst |
| 61652/61653 | Supervising Administrative Analyst |

2. State agencies may adjust the salary of an employee serving in one of the titles listed below provided the employee has a substantiated bona fide offer of employment from another employer, at a salary which exceeds the present salary of the employee, and whose loss to the State agency will be detrimental. This salary adjustment may also apply to managers of those who supervise information technology functions. Only one such increase may occur in an 18-month period and may not exceed \$8,000 or three steps in the salary range to which the employee's title is assigned, whichever is higher. An employee who is at the maximum of his/her salary range can only receive such increases as lump sum payments, not added to base salary.

| Title Code: | Title Name: |
|-------------|------------------------------------|
| 64775/64776 | Manager 1 Information Processing |
| 64777/64778 | Manager 2 Information Processing |
| 64779 | Manager 3 Information Processing |
| 50077/50108 | Supervising Administrative Analyst |
| 61652/61653 | Supervising Administrative Analyst |

Implementation of this program is by submission of individual personnel actions citing this Salary Regulation.

C. STATE BUDGET SPECIALIST TITLES

State agencies may adjust the salary of an employee serving in one of the titles listed below provided the employee has a substantiated bona fide offer of employment from another employer, at a salary which exceeds the present salary of the employee, and whose loss to the State agency will be detrimental. Only one such increase may occur in an 18-month period and may not exceed \$8,000 or three steps in the salary range to which the employee's title is assigned, whichever is higher. An employee who is at the maximum of his/her salary range can only receive such increases as lump sum payments, not added to base salary.

| Title Code: | Title Name: |
|-------------|---------------------------|
| 50841 | State Budget Specialist 1 |
| 50840 | State Budget Specialist 2 |
| 50839 | State Budget Specialist 3 |
| 50838 | State Budget Specialist 4 |

Implementation of this program is by submission of individual personnel actions citing this Salary Regulation.

D. ENGINEERING AND OTHER TECHNICAL TITLES

State agencies may appoint new employees, or current employees, into one of the titles (including variants) indicated below up to and including the indicated step of the salary range without obtaining prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.

| Title Code: | Title Name: | Step: |
|-------------|-----------------------------------|-------|
| 17692 | Architectural Assistant | 5 |
| 14092 | Assistant Engineer Civil (40) | 5 |
| 59922 | Assistant Engineer Civil (35) | 5 |
| 16692 | Assistant Engineer Electrical | 5 |
| 13092 | Assistant Engineer Materials | 5 |
| 16892 | Assistant Engineer Mechanical | 5 |
| 12692 | Assistant Engineer Planning | 5 |
| 11282 | Assistant Engineer Traffic | 5 |
| 10272 | Assistant Engineer Transportation | 5 |
| 16302 | Environmental Engineer 1 (NE) | 6 |
| 16312 | Environmental Engineer 1 (40) | 5 |
| 03042 | Assistant Geologist (40) | 5 |
| 03052 | Assistant Geologist (NE) | 6 |

E. MISCELLANEOUS TITLES

State agencies may appoint a new, or current employee, upon their initial appointment to one of the titles indicated below, up to and including the indicated step of the salary range without obtaining prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.

| Title Code: | Title Name: | Step: |
|-------------|---|-------|
| 21732 | Accident Record Reviewer | 8 |
| 56352 | Agency Services Representative 1 | 8 |
| 56352C | Agency Services Representative 1, Bilingual | 8 |
| 59923 | Assistant Environmental Technician | 8 |
| 54248 | Assistant Family Service Worker 1 | 9 |
| 45512 | Assistant Greenhouse Worker | 7 |
| 42743 | Assistant Grounds Worker | 7 |
| 21632 | Audit Account Clerk | 6 |
| 74762 | Audio Visual Technician | 8 |
| 54893 | Behavioral Analyst 1 | 9 |

| Title Code: | Title Name: | Step: |
|-------------|--|-------|
| 43323 | Boat Attendant | 8 |
| 44133 | Building Maintenance Worker | 8 |
| 20145 | Bus Driver | 9 |
| 55371/55372 | Chief Bureau of Authority and Financial Regulation and Assistance | 9 |
| 21532 | Clerk Bookkeeper | 6 |
| 20142 | Clerk Driver | 7 |
| 23821 | Clerk Stenographer | 7 |
| 23332 | Clerk Transcriber | 7 |
| 23332C | Clerk Transcriber, Bilingual | 7 |
| 23232 | Clerk Typist | 6 |
| 23232C | Clerk Typist, Bilingual | 6 |
| 20723 | Clerk 1, Records | 8 |
| 44642 | Cook - 10 Months | 7 |
| 64175I | Community Service Officer 1, Tax Collection | 9 |
| 17248 | Construction Official | 9 |
| 62131 | Customer Services Information Specialist 1 | 8 |
| 62131C | Customer Services Information Specialist 1, Bilingual | 8 |
| 62131D | Customer Services Information Specialist 1, Tourism Welcome Center | 8 |
| 53292 | Data Entry Operator 1 | 7 |
| 60942 | Day Care Aide | 8 |
| 64898 | Deaf and Hard of Hearing Specialist 1 | 9 |
| 64890 | Deaf and Hard of Hearing Specialist 2 | 9 |
| 64899 | Deaf and Hard of Hearing Specialist 3 | 9 |
| 64392 | Field Representative Housing, Housing Assistance Programs | 9 |
| 44701 | Food Service Worker - 12 Months | 6 |
| 40012 | Garage Attendant | 7 |
| 62662 | Home Instructor CBVI | 9 |
| 44102 | Housekeeper 1 | 6 |
| 55822 | Industrial Assistant | 8 |
| 55473 | Inspector 1, Multiple Dwellings | 9 |
| 32194 | Inspector 1, Fire Safety | 9 |
| 62663 | Instructor CBVI 12 Months | 9 |
| 21613A | Intermittent Audit Account Clerk | 6 |
| 21631C | Intermittent Audit Account Clerk Treasury | 6 |
| 53290A | Intermittent Data Entry Machine Operator | 7 |
| 53290C | Intermittent Data Entry Operator 1 Treasury | 7 |

| Title Code: | Title Name: | Step: |
|-------------|--|-------|
| 20047A | Intermittent Senior Clerk | 8 |
| 20047C | Intermittent Senior Clerk Treasury | 8 |
| 01943 | Laboratory Assistant | 8 |
| 01933 | Laboratory Service Worker 1 | 8 |
| 02289 | Library Page | 7 |
| 43342 | Maintenance Worker - Boat Operator | 8 |
| 43032 | Maintenance Worker 2 | 8 |
| 55394 | Municipal Finance Auditor 1 | 9 |
| 55393 | Municipal Finance Auditor 2 | 9 |
| 55392 | Municipal Finance Auditor 3 | 9 |
| 40423 | Operating Engineer 1 | 9 |
| 26992 | Payroll Clerk | 7 |
| 02571 | Printing Machine Operator 1 | 8 |
| 04142 | Residential Services Worker | 8 |
| 56749 | Regulatory Officer 1 | 9 |
| 21633 | Senior Audit Account Clerk | 8 |
| 20043 | Senior Clerk | 8 |
| 20043C | Senior Clerk, Bilingual | 8 |
| 21533 | Senior Clerk Bookkeeper | 8 |
| 23331 | Senior Clerk Transcriber - 10 Months | 6 |
| 23233 | Senior Clerk Typist | 8 |
| 23233C | Senior Clerk Typist, Bilingual | 8 |
| 44640 | Senior Food Service Handler - 10 Months | 6 |
| 44702 | Senior Food Service Worker - 12 Months | 8 |
| 44423 | Senior Laundry Worker | 8 |
| 20433 | Senior Mail Clerk | 7 |
| 22233 | Senior Office Appliance Operator | 8 |
| 21824 | Senior Telephone Operator | 8 |
| 62132 | Social Service Aide | 6 |
| 60053 | Social Worker 1 | 9 |
| 60053G | Social Worker 1, Bilingual | 9 |
| 60053I | Social Worker 1, Psychiatric | 9 |
| 60052 | Social Worker 2 | 9 |
| 60052 | Social Worker 2, Bilingual | 9 |
| 60052H | Social Worker 2, Psychiatric, Deaf Language Specialist | 9 |
| 60065I | Social Work Supervisor 1, Psychiatric | 9 |
| 60064M | Social Work Supervisor 2, Psychiatric | 9 |

| Title Code: | Title Name: | Step: |
|-------------|--|-------|
| 60063I | Social Work Supervisor 3, Psychiatric | 9 |
| 50841 | State Budget Specialist | 9 |
| 40032 | Stock Clerk | 6 |
| 40021 | Stores Clerk | 8 |
| 63114 | Substance Abuse Counselor 1 | 9 |
| 15316 | Sub-Code Official | 9 |
| 63115 | Substance Abuse Counselor 2 | 9 |
| 63114C | Substance Abuse Counselor 1, Mental Health/Alcoholism Services | 9 |
| 63115C | Substance Abuse Counselor 2, Mental Health/Alcoholism Services | 9 |
| 53390 | Supervising Municipal Finance Auditor | 9 |
| 75262 | Teaching Assistant - 10 Months | 8 |
| 75262C | Teaching Assistant - 10 Months, Bilingual | 8 |
| 56557/56560 | Technician MVC | 9 |
| 20433 | Telephone Operator | 7 |
| 21811 | Telephone Operator Typist | 8 |
| 66002 | Youth Worker | 9 |

F. TEACHERS: SALARY RANGE ADJUSTMENTS

The titles listed below have been determined to be eligible for the Teacher Two-Range Salary Increase Program which was initiated in October 1990, and supplemented in June 1994. The adjustment applies to those titles in Employee Relations Groups A, P, R, and S which function as classroom teachers or instructors, except for those employees designated confidential pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, or other statutory authority. These increases do not impact on the class code or job content evaluation of affected titles.

| Title Code: | Title Name: |
|-------------|--|
| 72756/72744 | Asst. Supervisor of Educational Programs |
| 62663 | Instructor, CBVI 12 Months |
| 75475 | Instructor 1, 12 Months |
| 73093 | Instructor 1 Education, 10 Months |
| 73193 | Instructor 1 Education, 12 Months |
| 73092 | Instructor 2 Education, 10 Months |
| 72760/72745 | Supervisor of Educational Programs 1 |
| 72758/72753 | Supervisor of Educational Programs 2 |

| Title Code: | Title Name: |
|-------------|----------------------|
| 75293 | Teacher 1, 12 Months |
| 75282 | Teacher 2, 10 Months |
| 75292 | Teacher 2, 12 Months |
| 75291 | Teacher 3, 12 Months |

G. TEACHERS: EDUCATIONAL INCENTIVE PROGRAM

1. Employees serving in one of the titles indicated below are eligible for this incentive program.
2. Effective on the first pay period following presentation of a Master's Degree by an employee to the appointing authority, the salary of the employee is adjusted upward by the amount of one increment of the salary range assigned to the employee's title.
3. Effective on the first pay period following presentation of a Doctorate Degree by an employee to the appointing authority, the salary of the employee is adjusted upward by the amount of one increment of the salary range assigned to the employee's title.
4. This program is not applied to the Master's Degree which is necessary to meet the minimum educational requirements for the title held by the employee. An employee receives only one additional increment for possession of a Master's Degree and one additional increment for possession of a Doctorate Degree.
5. Application of this program may result in a rate beyond the maximum step of the salary range assigned to the employee's title. In such cases, the additional amount is recorded as extra salary. Future adjustments due to across-the-board increases, promotion or reevaluation are based upon total salary, including extra salary, until termination of employment in an eligible title.
6. Implementation of this program is by submission of individual personnel actions citing this Salary Regulation.

| Title Code: | Title Name: |
|-------------|--|
| 72756/72744 | Asst. Supervisor of Educational Programs |
| 62663 | Instructor, CBVI 12 Months |
| 75475 | Instructor 1, 12 Months |
| 73093 | Instructor 1 Education, 10 Months |
| 73193 | Instructor 1 Education, 12 Months |
| 73092 | Instructor 2 Education, 10 Months |
| 72760/72745 | Supervisor of Educational Programs 1 |
| 72758/72753 | Supervisor of Educational Programs 2 |

| Title Code: | Title Name: |
|-------------|----------------------|
| 75293 | Teacher 1, 12 Months |
| 75282 | Teacher 2, 10 Months |
| 75292 | Teacher 2, 12 Months |
| 75291 | Teacher 3, 12 Months |

H. NURSES: SALARY RANGE ADJUSTMENTS

1. The titles listed below are eligible for the Nurses' Two-Range Salary Increase Program, initiated in October 1990. This adjustment applies to those titles in Employee Relations Groups A, P, R and S requiring licensure as a registered professional nurse, except for those employees designated confidential pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, or other statutory authority.
2. These increases do not impact on the class code or job content evaluation of affected titles.

| Title Code: | Title Name: |
|-------------|--|
| 03862 | Charge Nurse, 10 Months |
| 03853/59966 | Charge Nurse, 12 Months |
| 00473 | Clinical Specialist in Psychiatric Nursing |
| 03963 | Eye Health Nurse |
| 60451 | Health Care Services Evaluator/Nurse |
| 04385 | Infection Control Nurse |
| 03874 | Instructor of Nursing |
| 60280 | Long Term Care Investigator, Health Services |
| 00183 | Nursing Consultant |
| 60611 | Public Health Consultant 1 Nursing |
| 60610 | Public Health Consultant 2 Nursing |
| 62358 | Quality Assurance Spec., Health Svcs., Nursing |
| 03894/03897 | Regional Staff Nurse, MAHS |
| 03953 | Senior Clinic Nurse |
| 03841 | Staff Nurse, 10 Months |
| 03852 | Staff Nurse, 12 Months |
| 60456 | Supervisor Complaint & Surveillance |
| 03854 | Supervisor of Nursing Services |

I. NURSES: SALARY RANGE ADJUSTMENT - SUPPLEMENT

1. The titles listed below are eligible for the Nurses' One-Range Salary Increase Program, initiated on October 5, 2002. This adjustment applies only to those titles in Employee Relations Groups P, R and S requiring licensure as a registered professional nurse, except for those employees designated confidential pursuant to the New Jersey Employer-Employee Relations act, *N.J.S.A. 34:13A-3*, or other statutory authority.
2. These salary range adjustments are in addition to the salary range adjustments previously provided in Section H of this Compendium. These increases also do not impact on the class code or job content evaluation of the affected titles.

| Title Code: | Title Name: |
|-------------|--|
| 03862 | Charge Nurse, 10 Months |
| 03853/59966 | Charge Nurse, 12 Months |
| 00473 | Clinical Specialist in Psychiatric Nursing |
| 03874 | Instructor of Nursing |
| 03841 | Staff Nurse, 10 Months |
| 03852 | Staff Nurse, 12 Months |
| 03849C | Supervisor of Nursing Services, 10 Months |
| 03854 | Supervisor of Nursing Services, 12 Months |

J. NURSES: EDUCATIONAL INCENTIVE PAYMENT

1. Based upon availability of funds, an annual lump sum educational incentive payment will be paid to all Registered Professional Nurses employed in a ward in a facility operating on a three shift, seven-day schedule.
2. Registered Professional Nurses must be in a nursing position involved in direct care and must commit to serving in such capacity for a period of one year from receipt of payment.
3. Employees will only be eligible for the highest level of payment.
4. Payments:

| | |
|---|------------|
| Bachelor of Science in Nursing | \$1,000.00 |
| Master of Science in Nursing | \$1,500.00 |
| Certification by the American Nurse Credentialing Center as a Clinical Nurse Specialist | \$2,500.00 |

5. Employees must have been functioning as Registered Professional Nurses in accordance with 1 and 2 above for one year by December 1 to be eligible for payment.

K. STATE POLICE

State Police Sergeants assigned in the Field Operations Section and who at the sole discretion of the Superintendent are designated as Staff Sergeants shall receive additional compensation in the amount of an added increment during the term of their assignment as Staff Sergeant. Such additional compensation shall not be included in the calculation of prospective salary changes. Employees already at the maximum of the salary range shall be permitted to exceed the maximum by the value of this additional compensation.

| Title Code: | Title Name: | Functional Title: |
|--------------------|-----------------------------|--------------------------|
| 31862D | Sergeant (Field Operations) | Staff Sergeant |

L. DURATION

This salary program will be in effect, unless superseded, through Fiscal Year 2025 only.

SECTION 4

Miscellaneous

ISSUED: October 11, 2024

A. SALARY ADJUSTMENTS

1. Any salary adjustment not specifically authorized by these regulations must demonstrate extraordinary justification and compelling need for such action. Such request shall be submitted on a DPF-77 and shall include required evaluative comments and recommendation of the department head.
2. The following actions also require the approval of the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget:
 - a. Hiring above the authorized hiring rate for a title
 - b. Compensation for serving in a higher capacity than an employee’s current title
 - c. Negative salary adjustment

B. SEASONAL AND STUDENT ASSISTANTS

Rates of Pay and Minimum Requirements

1. The following are maximum pay rates for Seasonal and Student Assistants in the titles listed below and are in effect through Fiscal Year 2025.

Group 1 - Office Clerical

| Title: | Hourly Rate: |
|--|---------------------|
| General Office Clerical (File Clerk, Receptionist, Driver, etc.) | \$15.13* |
| Specialized Office Clerical (Typists, Word Processors, etc.) | \$15.13* |

Group 2 - Outdoor Recreation

| Title: | Hourly Rate: |
|---|---------------------|
| Seasonal Lifeguard <i>Special Requirement:</i> Possess a Sr. Red Cross Lifesaving Certificate | \$15.13* |
| Seasonal Senior Lifeguard <i>Special Requirement:</i> Possess a Sr. Red Cross Lifesaving Certificate | \$15.13* |
| Seasonal Recreation Aide | \$15.13* |
| Seasonal Recreation Assistant | \$15.13* |
| Seasonal Park Ranger, PIP | \$15.13* |

Group 3 - Maintenance & Inspection

| Title: | Hourly Rate: |
|--|--------------|
| Seasonal Maintenance Assistant | \$15.13* |
| Seasonal Maintenance Worker | \$15.13* |
| Seasonal Examiner, M.V. <i>Special Requirement: Must Be 18 Years of Age</i> | \$15.13* |
| Traffic Enumerator <i>Special Requirement: Must Be 18 Years of Age</i> | \$15.13* |

Group 4 - Professional Assistance

| Title: | Hourly Rate: |
|--|---------------|
| Seasonal Teacher/Instructor/Counselor <i>Special Requirement: Baccalaureate Degree</i> | \$66.10 DAILY |
| Seasonal Teaching Aide <i>Special Requirement: Completed 2 year of college with exp. in Education</i> | \$48.04 DAILY |
| Seasonal Student Assistants | |
| High School Graduate | \$15.13* |
| Completed 1 Year of College | \$15.13* |
| Completed 2 Years of College | \$15.13* |
| Associate Degree | \$15.13* |
| Completed 3 Years of College | \$15.13* |
| Baccalaureate Degree | \$15.13* |
| Completed 1 Year of Grad School | \$15.13* |
| Completed 2 Years of Grad School | \$15.13* |
| Seasonal Student Assistants (Engineering) | |
| Completed 2 Years of College | \$15.13* |
| Completed 3 Years of College | \$15.13* |
| Seasonal Student Assistant (Law Clerk) | |
| Completed 1 Year of Law School | \$15.13* |
| Completed 2 Years of Law School | \$15.13* |
| Seasonal Student Assistant (Med/Dental) | |
| Completed 2 Years of Medical or Dental | \$15.13* |

* Note: New NJ Minimum Wage Effective January 2024 is \$15.13

2. In addition to meeting any special requirements listed for the position applied for, applicants must be at least 16 years of age and be able to read, write, speak and understand English sufficiently to perform the duties of the job. American Sign Language or Braille may also be considered as acceptable forms of communication.
3. Hiring preference for Seasonal and Student Assistants must be given to New Jersey residents.
4. An appointing authority who wishes to request the establishment of a Seasonal or Student Assistant position must submit a request to the Civil Service Commission via CSS Online Screen 214.
5. Seasonal and Student Assistants are not eligible for vacation leave, a leave of absence due to disability, a pension, or hospitalization or other medical benefits.

C. CASINO CONTROL COMMISSION

1. Employees of the Casino Control Commission will be compensated within the established salary ranges for titles established by the Chair/Chief Executive Officer, Civil Service Commission.
2. Movement within the designated salary ranges will be based on performance criteria and time-frames established and maintained by the Chair, Casino Control Commission and subject to review by the Chair/Chief Executive Officer, Civil Service Commission or his or her designee.
3. An employee shall not receive a base salary below the minimum nor a base salary above the maximum indicated above unless authorized by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
4. Increases shall be implemented through the submission of individual electronic personnel transactions citing this Salary Regulation.

D. ACTUARIAL INTERN PROGRAM - DEPARTMENT OF BANKING AND INSURANCE

1. New employees of the Department of Banking and Insurance who are hired as Actuarial Interns will be paid a salary equivalent to salary range P23 based on exams/courses passed and experience upon entry into the program.
2. As part of the program, Actuarial Interns in both Life & Health (L&H) and Property & Casualty (P&C) will receive a five percent (5%) increase in salary upon completion of each full exam/course. These increases shall be applied on the first pay period in January (for Fall exams/courses) and July (for Spring exams/courses).
3. In addition to item 2 above, Actuarial Interns shall receive an annual merit increase of two thousand dollars (\$2,000), if supported by a PAR rating of commendable under the 3-tier rating system. The first merit increase shall be applied on the first pay period in September or March, after thirteen (13) months of employment as an Actuarial

Intern. Each subsequent merit increase shall be applied on the annual anniversary of the first merit increase. These merit increases shall continue for a maximum of eight (8) increases, until a salary of \$65,000.00 is attained, or successful attainment of the title Managing Actuary, whichever comes first.

4. Under the L&H track, Actuarial Interns with six (6) or less completed courses will be eligible for exam program and/or performance increases, with an annual maximum salary of sixty-five thousand dollars (\$65,000).
5. Under the P&C track, Actuarial Interns with seven (7) or less completed exams will be eligible for exam program and/or performance increases, with an annual maximum salary of sixty-five thousand dollars (\$65,000).
6. While in the title of Actuarial Intern, employees will receive the benefit of any negotiated contract items applied to Employee Relations Group P. These contract items will not be subject to the sixty-five thousand-dollar (\$65,000) limitation, mentioned in 4 and 5 above.
7. For the L&H track, upon successful completion of the first six (6) exams and achievement of the professional designation “Associate of the Society of Actuaries” (ASA), Actuarial Interns will be nominated for appointment to the title Managing Actuary with a five percent (5%) salary increase, in addition to the five percent (5%) course increase stated in 2.
8. For the P&C track, upon successful completion of the first seven (7) exams and achievement of the professional designation “Associate of the Casualty Actuarial Society” (ACAS), Actuarial Interns will be nominated for appointment to the title Managing Actuary with a five percent (5%) salary increase, in addition to the five percent (5%) exam increase stated in 2.
9. The program shall be limited to a maximum of ten (10) employees.

E. RESIDENTS ON CONSTRUCTION PROJECTS - DEPARTMENT OF TRANSPORTATION

1. This Section is applicable to residents (REs) on Department of Transportation construction projects. An RE is defined as a Department of Transportation employee, serving in any of the titles listed in 2 below, who is in charge of all aspects of a construction project from start to finish, and is on call on a seven-day, 24-hour basis.
2. Employees in the following titles may be assigned to serve as REs:

| Title Code: | Title Name: |
|--------------------|--------------------------------|
| 16692 | Assistant Engineer, Electrical |
| 16892 | Assistant Engineer, Mechanical |
| 12692 | Assistant Engineer, Planning |

| Title Code: | Title Name: |
|-------------|--|
| 11282 | Assistant Engineer, Traffic |
| 10272 | Assistant Engineer, Transportation |
| 10133 | Construction and Maintenance Technician 1 |
| 10131 | Construction and Maintenance Technician 2 |
| 10122 | Engineering Technician 1 |
| 16313 | Environmental Engineer 2 |
| 16694 | Principal Engineer, Electrical |
| 16894 | Principal Engineer, Mechanical |
| 12694 | Principal Engineer, Planning |
| 11284 | Principal Engineer, Traffic |
| 10274 | Principal Engineer, Transportation |
| 16314 | Environmental Engineer 3 |
| 12524 | Environmental Specialist 3 |
| 10895 | Project Engineer, Construction |
| 10256 | Project Engineer, Electrical |
| 11684 | Project Engineer, Maintenance |
| 12695 | Project Engineer, Planning |
| 11296 | Project Engineer, Traffic |
| 16693 | Senior Engineer, Electrical |
| 16893 | Senior Engineer, Mechanical |
| 12693 | Senior Engineer, Planning |
| 11283 | Senior Engineer, Traffic |
| 10273 | Senior Engineer, Transportation |
| 10900 | Supervising Engineer, Construction and Maintenance |
| 11265 | Supervising Engineer, Electrical |
| 16305 | Environmental Engineer 4 |
| 41946 | Supervisor of Bridges and Structures, Highway |

Incumbents will be assigned to serve as REs based on the suitability of their title and experience to the size and complexity of the projects.

- REs are entitled to a special rate of pay. The rate shall represent 5% of the average daily rate for each day served. This payment shall be made twice yearly on or about the first and fourteenth supplemental pay periods of the calendar year. A personnel transaction will be submitted for each individual showing a lump sum equaling 5% of the employee's average daily rate for the period, times the number of workdays for the period.

4. Duration of payments will be as follows:

a. In the Division of Construction and Materials:

The functional rate will go into effect on the date of the Preconstruction Conference detailed in the Construction Procedures Handbook (CPH), Section III, Subsection A. The functional rate will cease 30 days after the last Corrective Action Inspection which identifies corrective action needed to accept the project. If no Corrective Action Inspection is required for the project, the functional rate ceases 30 days after the Acceptance Inspection. The Corrective Action Inspection and the Acceptance Inspection are detailed in the CPH, Section VII, Subsection A.

b. In Electrical Systems:

The functional rate will go into effect on the date that a Preconstruction Meeting for the project takes place and cease when as-builts are completed.

F. DEPARTMENT OF THE TREASURY, DIVISION OF INVESTMENT

1. There shall be established the title Senior Portfolio Manager Stocks and Bonds (52556 V97 NL12) to classify certain employees within the Division of Investment, Department of the Treasury.
2. Employees in the title Senior Portfolio Manager Stocks and Bonds (52556) will be compensated within the salary range for this title established by the Chair/Chief Executive Officer, Civil Service Commission. This salary range shall be established every fiscal year.
3. There shall be 10 equal intervals within the salary range for the title.
4. Incumbents in the title Senior Portfolio Manager Stocks and Bonds, as of the effective date of this regulation, will be initially placed into the new salary range at an interval to be determined by the appointing authority and the Chair/Chief Executive Officer, Civil Service Commission; however, no employee shall suffer a reduction in salary as a result of this placement.
5. New employees may be appointed to the title Senior Portfolio Manager Stocks and Bonds up to and including the tenth interval of the special salary range without obtaining prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.
6. Employees promoted to this title from a title with a lower salary range shall be placed on an interval in the special salary range of the new title in accordance with normal promotional calculations. That is, a promotional increment is granted in the lower class code and the new salary is equalized into the special salary range.
7. Movement within the designated salary range will be based on anniversary dates. That is, upon reaching each anniversary date, employees shall be advanced to the next higher interval value until arriving at the range maximum.

8. The salary range will be reassessed every two years by the Civil Service Commission based upon market data, and the market relevant minimum and maximum shall be adjusted as necessary. In no case shall the salary minimum and maximum be less than the value determined by the previous evaluation. If the special salary range is upwardly adjusted, employees will then receive an interval to interval increase. Those in between intervals will receive an increase equal to an interval, but the new salary shall not exceed the maximum of the special salary range. Employees then at the maximum of their range shall receive an increase equal to either the amount required to reach the new maximum, or one interval, whichever is the lesser. Employee salaries will not be changed by a downward adjustment of the special salary ranges.
9. An employee shall not receive a base salary below the minimum nor a base salary above the maximum indicated above unless authorized by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
10. The Department of the Treasury may adjust the salary of an employee serving in this title provided the employee has a substantiated bona fide offer of employment from another employer, at a salary which exceeds the present salary of the employee, and whose loss to the State will be detrimental. This salary adjustment may also apply to managers of those who supervise portfolio management functions. Only one such increase may occur in an 18-month period, and may not exceed two intervals in the salary range to which the employee's title is assigned. An employee who is at the maximum of his/her salary range can only receive such increases as lump sum payments, not added to base salary.
11. Increases shall be implemented through the submission of individual electronic personnel transactions citing this Salary Regulation.
12. Any adjustment to salary outside the terms of this Salary Regulation shall require the submission of a DPF-77, with appropriate justification and documentation, and shall be subject to review and approval by the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.
13. This Salary Regulation must be renewed annually, in conjunction with issuance of the State Compensation Compendium.

G. MOVEMENT OF EMPLOYEES, WITHOUT PROMOTIONAL PROCEDURES, TO A RESTRUCTURED TITLE SERIES

1. This section applies to employee movement, without promotional procedures, to a restructured title series.
2. Employees who have moved to a restructured title series without promotional procedures shall retain their current total salary, except as provided below. Employees slotted into a new range will be placed on the highest step in the new range that does not exceed their total current salary. That portion above the amount otherwise indicated for his/her new step shall be referred to as "extra."

- a. An employee whose current salary falls below step 1 in the new range of the title series will receive a salary increase in an amount necessary to place them on step 1 and an anniversary date set in accordance with the effective date of the restructured title.
3. Anniversary dates for these employees will be set by one of the following methods:
- a. Employees assigned to steps 1 through 7 in their new range, who have not received a performance increase or performance lump sum award in the 12-month period preceding the reassignment, will be awarded the next incremental step and assigned an anniversary date in accordance with the effective date of the reassignment.
 - b. Employees assigned to steps 1 through 7 in their new range, who have received a performance lump sum payment or a performance increase within the 12-month period preceding the reassignment, will be assigned an anniversary date one year from the effective date of the lump sum payment or performance increase.
 - c. Employees who are assigned step 8, 9, or 10 in the new salary range will have their new anniversary date adjusted based on their last performance increase.
4. Employees may be advanced to the next incremental step on the anniversary date determined in 3 above in accordance with the provisions of the current Salary Regulation for the ERG to which the employee has been reassigned, provided their performance was at least satisfactory or successful. Resulting salary increases shall be only in the amount necessary to bring each employee's total current salary to the rate specified for the next incremental step.

H. ANNIVERSARY DATES

1. Anniversary dates for new hires and for personnel actions, which result in step 8 or less, during Fiscal Year 2025, will be assigned an anniversary date in accordance with the following schedule, except as provided in Section 1, Attachment B:

| Action Effective: | Anniversary Date (Pay Period/Calendar Year): |
|-------------------|---|
| 07/13/2024 | 16/25 |
| 07/27/2024 | 17/25 |
| 08/10/2024 | 18/25 |
| 08/24/2024 | 19/25 |
| 09/07/2024 | 20/25 |
| 09/21/2024 | 21/25 |
| 10/05/2024 | 22/25 |
| 10/19/2024 | 23/25 |

| Action Effective: | Anniversary Date (Pay Period/Calendar Year): |
|-------------------|---|
| 11/02/2024 | 24/25 |
| 11/16/2024 | 25/25 |
| 11/30/2024 | 26/25 |
| 12/14/2024 | 01/26 |
| 12/28/2024 | 02/26 |
| 01/11/2025 | 03/26 |
| 01/25/2025 | 04/26 |
| 02/08/2025 | 05/26 |
| 02/22/2025 | 06/26 |
| 03/08/2025 | 07/26 |
| 03/22/2025 | 08/26 |
| 04/05/2025 | 09/26 |
| 04/19/2025 | 10/26 |
| 05/03/2025 | 11/26 |
| 05/17/2025 | 12/26 |
| 05/31/2025 | 13/26 |
| 06/14/2025 | 14/26 |
| 06/28/2025 | 15/26 |

2. Actions effective after the beginning of a pay period (first working day) will be assigned the anniversary date of the next pay period.

I. DURATION

This salary program will be in effect, unless specified otherwise, through Fiscal Year 2025 only.

Employee Relations Group List

| | |
|----|---|
| A | Administrative and Clerical Services Unit (CWA) |
| B | Judiciary, Professional Case Related (PANJ) |
| C | Crafts Unit (IFPTE) |
| D | Judiciary, Managerial |
| E | Managerial and Exempt, State Police |
| E9 | State Police, Superior Officers Unit, Captains (STSOA) |
| F | Law Enforcement Unit, Non-Corrections (PBA) |
| FA | State Law Enforcement Unit (PBA-SLEU) |
| G | Judiciary, Professional Non-Case Related (CWA) |
| H | Health Care and Rehabilitation Services Unit (AFSCME) |
| I | Inspection and Security Unit (IFPTE) |
| J | Superior Officers Law Enforcement Unit, Non-Troopers (NJSOLEA) |
| JP | Superior Officers Law Enforcement Unit, Non-Troopers (NJSOLEA) |
| K | Primary Level Supervisors Law Enforcement Unit, Non-Troopers (NJLESA) |
| KP | Primary Level Supervisors Law Enforcement Unit, Non-Troopers (NJLESA) |
| L | Law Enforcement Unit, Corrections (PBA) |
| M | Managerial |
| MB | Management in Non-State Police, Law Enforcement Titles |
| MD | Managerial and Exempt, Higher Education |
| ML | Managerial, Law and Public Safety |
| M3 | Management Law Enforcement, Corrections |
| N | State Police, Non-Commissioned Officers Unit (NCOA) |
| O | Operations, Maintenance and Services Unit (IFPTE) |
| P | Professional Unit (CWA) |
| R | Primary Level Supervisors Unit (CWA) |
| S | Higher Level Supervisors Unit (CWA) |
| T | State Troopers Unit (STFA) |

| | |
|----|---|
| U | Judiciary, Professional Supervisory (PANJ) |
| V | Higher Level Supervisors Unit, Exempt |
| VH | Lieutenant State Investigators (DCJ-Homeland Security) |
| VI | State Investigators (PBA Local 383B) |
| W | Administrative and Clerical Services Unit, Exempt |
| X | Exempt |
| Y | Professional Unit, Exempt |
| YD | Detective State Investigators (PBA Local 383) |
| YE | Detective State Investigators (Non-Represented) |
| YH | Sergeant State Investigators (DCJ-Homeland Security) |
| YI | State Investigators (PBA Local 383A) |
| Z | Deputy Attorneys General |
| ZR | Deputy Attorneys General, Represented (IBEW) |
| ZT | Deputy Attorneys General (Assistant Section Chief) |
| \$ | Judiciary, Professional Supervisors Court Reporters (PANJ) |
| & | Managerial, Represented (IBEW) |
| 1 | Superior Officers, Law Enforcement Unit, Corrections (NJSOLEA) |
| 2 | Primary Level Supervisors, Law Enforcement Unit, Corrections (NJLESA) |
| 4 | Correction Majors and JJC Captains Unit (NJLECOA) |
| 4A | Non-Correction Captains Unit (NJLECOA) |
| 5 | Judiciary, Official Court Reporters (OPEIU) |
| 6 | Judiciary, Support Staff (JCAU) |
| 7 | Judiciary, Support Supervisors (JCAU) |
| 8 | Internal Affairs Investigators Unit (FOP) |
| 9 | State Police, Superior Officers Unit, Lieutenants (STSOA) |

Particular individuals serving in certain titles may be excluded from representation if the nature of their duties is such that they are “confidential employees” within the meaning of the New Jersey Employer-Employee Relations Act.

Collective Bargaining Representatives

| | |
|---------------|---|
| AFSCME | American Federation of State, County & Municipal Employees |
| CWA | Communications Workers of America |
| FOP 174 | Fraternal Order of Police, Lodge 174 |
| IFPTE | International Federation of Professional & Technical Engineers |
| IBEW Local 33 | International Brotherhood of Electrical Workers – Deputy Attorneys General |
| IBEW Local 30 | International Brotherhood of Electrical Workers – State Government Managers |
| JCAU | Judiciary Council of Affiliated Unions |
| PBA 383 | NJ Division of Criminal Justice, Fraternal Order of Police, Lodge 91 |
| NCOA | NJ Non-Commissioned Officers Association |
| NJDCJ-NCO | NJ Division of Criminal Justice Non-Commissioned Officers Association |
| NJDCJ-SOA | NJ Division of Criminal Justice Superior Officers Association |
| NJLECOA | NJ Law Enforcement Commanding Officers Association |
| NJLESA | NJ Law Enforcement Supervisors Association |
| NJSOLEA | New Jersey Superior Officers Law Enforcement Associations |
| OPEIU | Office & Professional Employees International Union |
| PANJ | Probation Association of NJ |
| PBA 105 | Policemen's Benevolent Association |
| PBA SLEU | Policemen's Benevolent Association, State Law Enforcement Unit |
| SEIU | Service Employees International Union |
| STFA | State Troopers Fraternal Association |
| STNCOA | State Troopers Non-Commissioned Officers Association |
| STSOA | State Troopers Superior Officers Association of NJ |

**Fiscal Year
2025**

Salary Schedules

Use the link below to view Online Salary Schedules:

<https://info.csc.nj.gov/Comp/EmpGroup.aspx>

Employee Relations Groups

A ♦ P ♦ R ♦ S

12 Month Employees Effective:

July 13, 2024

10 Month Employees Effective:

September 7, 2024

| Range: | 09 | 10 | 11 | 12 | 13 | 14 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 1,598.43 | 1,676.27 | 1,758.68 | 1,845.78 | 1,941.79 | 2,038.16 |
| Step 1: | 36,741.05 | 38,339.48 | 40,015.75 | 41,774.43 | 43,620.21 | 45,562.00 |
| Step 2: | 38,339.48 | 40,015.75 | 41,774.43 | 43,620.21 | 45,562.00 | 47,600.16 |
| Step 3: | 39,937.91 | 41,692.02 | 43,533.11 | 45,465.99 | 47,503.79 | 49,638.32 |
| Step 4: | 41,536.34 | 43,368.29 | 45,291.79 | 47,311.77 | 49,445.58 | 51,676.48 |
| Step 5: | 43,134.77 | 45,044.56 | 47,050.47 | 49,157.55 | 51,387.37 | 53,714.64 |
| Step 6: | 44,733.20 | 46,720.83 | 48,809.15 | 51,003.33 | 53,329.16 | 55,752.80 |
| Step 7: | 46,331.63 | 48,397.10 | 50,567.83 | 52,849.11 | 55,270.95 | 57,790.96 |
| Step 8: | 47,930.06 | 50,073.37 | 52,326.51 | 54,694.89 | 57,212.74 | 59,829.12 |
| Step 9: | 49,528.49 | 51,749.64 | 54,085.19 | 56,540.67 | 59,154.53 | 61,867.28 |
| Step 10: | 51,126.92 | 53,425.91 | 55,843.87 | 58,386.45 | 61,096.32 | 63,905.44 |

| Range: | 15 | 16 | 17 | 18 | 19 | 20 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 2,138.81 | 2,248.73 | 2,363.36 | 2,477.64 | 2,601.38 | 2,734.28 |
| Step 1: | 47,600.16 | 49,738.97 | 51,987.70 | 54,351.06 | 56,828.70 | 59,430.08 |
| Step 2: | 49,738.97 | 51,987.70 | 54,351.06 | 56,828.70 | 59,430.08 | 62,164.36 |
| Step 3: | 51,877.78 | 54,236.43 | 56,714.42 | 59,306.34 | 62,031.46 | 64,898.64 |
| Step 4: | 54,016.59 | 56,485.16 | 59,077.78 | 61,783.98 | 64,632.84 | 67,632.92 |
| Step 5: | 56,155.40 | 58,733.89 | 61,441.14 | 64,261.62 | 67,234.22 | 70,367.20 |
| Step 6: | 58,294.21 | 60,982.62 | 63,804.50 | 66,739.26 | 69,835.60 | 73,101.48 |
| Step 7: | 60,433.02 | 63,231.35 | 66,167.86 | 69,216.90 | 72,436.98 | 75,835.76 |
| Step 8: | 62,571.83 | 65,480.08 | 68,531.22 | 71,694.54 | 75,038.36 | 78,570.04 |
| Step 9: | 64,710.64 | 67,728.81 | 70,894.58 | 74,172.18 | 77,639.74 | 81,304.32 |
| Step 10: | 66,849.45 | 69,977.54 | 73,257.94 | 76,649.82 | 80,241.12 | 84,038.60 |

| Range: | 21 | 22 | 23 | 24 | 25 | 26 |
|-------------------|-----------|-----------|-----------|------------|------------|------------|
| Increment: | 2,871.65 | 3,013.62 | 3,164.76 | 3,320.44 | 3,489.88 | 3,664.01 |
| Step 1: | 62,164.36 | 65,036.01 | 68,049.63 | 71,214.39 | 74,534.83 | 78,024.71 |
| Step 2: | 65,036.01 | 68,049.63 | 71,214.39 | 74,534.83 | 78,024.71 | 81,688.72 |
| Step 3: | 67,907.66 | 71,063.25 | 74,379.15 | 77,855.27 | 81,514.59 | 85,352.73 |
| Step 4: | 70,779.31 | 74,076.87 | 77,543.91 | 81,175.71 | 85,004.47 | 89,016.74 |
| Step 5: | 73,650.96 | 77,090.49 | 80,708.67 | 84,496.15 | 88,494.35 | 92,680.75 |
| Step 6: | 76,522.61 | 80,104.11 | 83,873.43 | 87,816.59 | 91,984.23 | 96,344.76 |
| Step 7: | 79,394.26 | 83,117.73 | 87,038.19 | 91,137.03 | 95,474.11 | 100,008.77 |
| Step 8: | 82,265.91 | 86,131.35 | 90,202.95 | 94,457.47 | 98,963.99 | 103,672.78 |
| Step 9: | 85,137.56 | 89,144.97 | 93,367.71 | 97,777.91 | 102,453.87 | 107,336.79 |
| Step 10: | 88,009.21 | 92,158.59 | 96,532.47 | 101,098.35 | 105,943.75 | 111,000.80 |

| Range: | 27 | 28 | 29 | 30 | 31 | 32 |
|-------------------|------------|------------|------------|------------|------------|------------|
| Increment: | 3,847.16 | 4,039.51 | 4,241.02 | 4,451.75 | 4,676.10 | 4,909.70 |
| Step 1: | 81,688.72 | 85,535.88 | 89,575.39 | 93,816.41 | 98,268.16 | 102,944.26 |
| Step 2: | 85,535.88 | 89,575.39 | 93,816.41 | 98,268.16 | 102,944.26 | 107,853.96 |
| Step 3: | 89,383.04 | 93,614.90 | 98,057.43 | 102,719.91 | 107,620.36 | 112,763.66 |
| Step 4: | 93,230.20 | 97,654.41 | 102,298.45 | 107,171.66 | 112,296.46 | 117,673.36 |
| Step 5: | 97,077.36 | 101,693.92 | 106,539.47 | 111,623.41 | 116,972.56 | 122,583.06 |
| Step 6: | 100,924.52 | 105,733.43 | 110,780.49 | 116,075.16 | 121,648.66 | 127,492.76 |
| Step 7: | 104,771.68 | 109,772.94 | 115,021.51 | 120,526.91 | 126,324.76 | 132,402.46 |
| Step 8: | 108,618.84 | 113,812.45 | 119,262.53 | 124,978.66 | 131,000.86 | 137,312.16 |
| Step 9: | 112,466.00 | 117,851.96 | 123,503.55 | 129,430.41 | 135,676.96 | 142,221.86 |
| Step 10: | 116,313.16 | 121,891.47 | 127,744.57 | 133,882.16 | 140,353.06 | 147,131.56 |

| Range: | 33 | 34 | 35 | 37 | 38 | 40 |
|-------------------|------------|------------|------------|------------|------------|------------|
| Increment: | 5,152.48 | 5,413.49 | 5,679.14 | 6,265.37 | 6,576.78 | 7,250.11 |
| Step 1: | 107,853.96 | 113,006.44 | 118,419.93 | 130,062.21 | 136,327.58 | 149,810.93 |
| Step 2: | 113,006.44 | 118,419.93 | 124,099.07 | 136,327.58 | 142,904.36 | 157,061.04 |
| Step 3: | 118,158.92 | 123,833.42 | 129,778.21 | 142,592.95 | 149,481.14 | 164,311.15 |
| Step 4: | 123,311.40 | 129,246.91 | 135,457.35 | 148,858.32 | 156,057.92 | 171,561.26 |
| Step 5: | 128,463.88 | 134,660.40 | 141,136.49 | 155,123.69 | 162,634.70 | 178,811.37 |
| Step 6: | 133,616.36 | 140,073.89 | 146,815.63 | 161,389.06 | 169,211.48 | 186,061.48 |
| Step 7: | 138,768.84 | 145,487.38 | 152,494.77 | 167,654.43 | 175,788.26 | 193,311.59 |
| Step 8: | 143,921.32 | 150,900.87 | 158,173.91 | 173,919.80 | 182,365.04 | 200,561.70 |
| Step 9: | 149,073.80 | 156,314.36 | 163,853.05 | 180,185.17 | 188,941.82 | 207,811.81 |
| Step 10: | 154,226.28 | 161,727.85 | 169,532.19 | 186,450.54 | 195,518.60 | 215,061.92 |

| Range: | 41 |
|-------------------|------------|
| Increment: | 7,616.38 |
| Step 1: | 157,061.04 |
| Step 2: | 164,677.42 |
| Step 3: | 172,293.80 |
| Step 4: | 179,910.18 |
| Step 5: | 187,526.56 |
| Step 6: | 195,142.94 |
| Step 7: | 202,759.32 |
| Step 8: | 210,375.70 |
| Step 9: | 217,992.08 |
| Step 10: | 225,608.46 |

Employee Relations Groups



12 Month Employees Effective:

July 13, 2024

10 Month Employees Effective:

September 7, 2024

| Range: | 09 | 10 | 11 | 12 | 13 | 14 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 1,568.93 | 1,645.48 | 1,726.35 | 1,811.67 | 1,906.20 | 2,000.50 |
| Step 1: | 36,071.74 | 37,640.67 | 39,286.15 | 41,012.50 | 42,824.17 | 44,730.37 |
| Step 2: | 37,640.67 | 39,286.15 | 41,012.50 | 42,824.17 | 44,730.37 | 46,730.87 |
| Step 3: | 39,209.60 | 40,931.63 | 42,738.85 | 44,635.84 | 46,636.57 | 48,731.37 |
| Step 4: | 40,778.53 | 42,577.11 | 44,465.20 | 46,447.51 | 48,542.77 | 50,731.87 |
| Step 5: | 42,347.46 | 44,222.59 | 46,191.55 | 48,259.18 | 50,448.97 | 52,732.37 |
| Step 6: | 43,916.39 | 45,868.07 | 47,917.90 | 50,070.85 | 52,355.17 | 54,732.87 |
| Step 7: | 45,485.32 | 47,513.55 | 49,644.25 | 51,882.52 | 54,261.37 | 56,733.37 |
| Step 8: | 47,054.25 | 49,159.03 | 51,370.60 | 53,694.19 | 56,167.57 | 58,733.87 |
| Step 9: | 48,623.18 | 50,804.51 | 53,096.95 | 55,505.86 | 58,073.77 | 60,734.37 |
| Step 10: | 50,192.11 | 52,449.99 | 54,823.30 | 57,317.53 | 59,979.97 | 62,734.87 |

| Range: | 15 | 16 | 17 | 18 | 19 | 20 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 2,099.51 | 2,207.37 | 2,319.79 | 2,432.09 | 2,553.54 | 2,683.91 |
| Step 1: | 46,730.87 | 48,830.38 | 51,037.75 | 53,357.54 | 55,789.63 | 58,343.17 |
| Step 2: | 48,830.38 | 51,037.75 | 53,357.54 | 55,789.63 | 58,343.17 | 61,027.08 |
| Step 3: | 50,929.89 | 53,245.12 | 55,677.33 | 58,221.72 | 60,896.71 | 63,710.99 |
| Step 4: | 53,029.40 | 55,452.49 | 57,997.12 | 60,653.81 | 63,450.25 | 66,394.90 |
| Step 5: | 55,128.91 | 57,659.86 | 60,316.91 | 63,085.90 | 66,003.79 | 69,078.81 |
| Step 6: | 57,228.42 | 59,867.23 | 62,636.70 | 65,517.99 | 68,557.33 | 71,762.72 |
| Step 7: | 59,327.93 | 62,074.60 | 64,956.49 | 67,950.08 | 71,110.87 | 74,446.63 |
| Step 8: | 61,427.44 | 64,281.97 | 67,276.28 | 70,382.17 | 73,664.41 | 77,130.54 |
| Step 9: | 63,526.95 | 66,489.34 | 69,596.07 | 72,814.26 | 76,217.95 | 79,814.45 |
| Step 10: | 65,626.46 | 68,696.71 | 71,915.86 | 75,246.35 | 78,771.49 | 82,498.36 |

| Range: | 21 | 22 | 23 | 24 | 25 | 26 |
|-------------------|-----------|-----------|-----------|-----------|------------|------------|
| Increment: | 2,818.81 | 2,958.15 | 3,106.45 | 3,259.35 | 3,425.69 | 3,596.60 |
| Step 1: | 61,027.08 | 63,845.89 | 66,804.04 | 69,910.49 | 73,169.84 | 76,595.53 |
| Step 2: | 63,845.89 | 66,804.04 | 69,910.49 | 73,169.84 | 76,595.53 | 80,192.13 |
| Step 3: | 66,664.70 | 69,762.19 | 73,016.94 | 76,429.19 | 80,021.22 | 83,788.73 |
| Step 4: | 69,483.51 | 72,720.34 | 76,123.39 | 79,688.54 | 83,446.91 | 87,385.33 |
| Step 5: | 72,302.32 | 75,678.49 | 79,229.84 | 82,947.89 | 86,872.60 | 90,981.93 |
| Step 6: | 75,121.13 | 78,636.64 | 82,336.29 | 86,207.24 | 90,298.29 | 94,578.53 |
| Step 7: | 77,939.94 | 81,594.79 | 85,442.74 | 89,466.59 | 93,723.98 | 98,175.13 |
| Step 8: | 80,758.75 | 84,552.94 | 88,549.19 | 92,725.94 | 97,149.67 | 101,771.73 |
| Step 9: | 83,577.56 | 87,511.09 | 91,655.64 | 95,985.29 | 100,575.36 | 105,368.33 |
| Step 10: | 86,396.37 | 90,469.24 | 94,762.09 | 99,244.64 | 104,001.05 | 108,964.93 |

Effective:
July 3, 1999

| | |
|-------------------|-----------------|
| Range: | 41 |
| Increment: | 3,993.06 |
| Step 1: | 104,202.55 |
| Step 2: | 108,195.61 |
| Step 3: | 112,188.67 |
| Step 4: | 116,181.73 |
| Step 5: | 120,174.79 |
| Step 6: | 124,167.85 |
| Step 7: | 128,160.91 |
| Step 8: | 132,153.97 |
| Step 9: | 136,147.03 |

| | |
|--------------------|-----------------|
| Range : | 23 |
| Increment*: | 4,023.05 |
| Step 1: | 80,431.45 |
| Step 2: | 84,454.50 |
| Step 3: | 88,477.55 |
| Step 4: | 92,500.60 |
| Step 5: | 96,523.65 |
| Step 6: | 100,546.70 |
| Step 7: | 104,569.75 |
| Step 8: | 108,592.80 |
| Step 9: | 112,615.85 |
| Step 10: | 122,249.23 |

**Increment from Step 9 to Step 10 differ due to contract*

Effective:
January 14, 2023

| Range: | 14 | 16 | 17 | 18 | 19 | 20 |
|-------------|-----------|-----------|-----------|-----------|------------|------------|
| Increment*: | 2,596.14 | 2,864.45 | 3,010.27 | 3,156.07 | 3,313.76 | 3,482.76 |
| Step 1: | 51,950.84 | 57,271.35 | 60,135.80 | 63,146.07 | 66,302.14 | 69,615.90 |
| Step 2: | 54,546.98 | 60,135.80 | 63,146.07 | 66,302.14 | 69,615.90 | 73,098.66 |
| Step 3: | 57,143.12 | 63,000.25 | 66,156.34 | 69,458.21 | 72,929.66 | 76,581.42 |
| Step 4: | 59,739.26 | 65,864.70 | 69,166.61 | 72,614.28 | 76,243.42 | 80,064.18 |
| Step 5: | 62,335.40 | 68,729.15 | 72,176.88 | 75,770.35 | 79,557.18 | 83,546.94 |
| Step 6: | 64,931.54 | 71,593.60 | 75,187.15 | 78,926.42 | 82,870.94 | 87,029.70 |
| Step 7: | 67,527.68 | 74,458.05 | 78,197.42 | 82,082.49 | 86,184.70 | 90,512.46 |
| Step 8: | 70,123.82 | 77,322.50 | 81,207.69 | 85,238.56 | 89,498.46 | 93,995.22 |
| Step 9: | 74,174.33 | 81,790.91 | 85,902.19 | 90,162.62 | 94,668.45 | 99,427.54 |
| Step 10: | 78,552.79 | 92,113.93 | 92,113.93 | 96,678.78 | 101,510.18 | 106,615.80 |

| Range : | 21 | 23 |
|-------------|------------|------------|
| Increment*: | 3,657.89 | 4,031.24 |
| Step 1: | 73,098.66 | 80,595.21 |
| Step 2: | 76,756.55 | 84,626.45 |
| Step 3: | 80,414.44 | 88,657.69 |
| Step 4: | 84,072.33 | 92,688.93 |
| Step 5: | 87,730.22 | 96,720.17 |
| Step 6: | 91,388.11 | 100,751.41 |
| Step 7: | 95,046.00 | 104,782.65 |
| Step 8: | 98,703.89 | 108,813.89 |
| Step 9: | 104,409.10 | 115,101.93 |
| Step 10: | 111,958.19 | 123,422.78 |

**Increment from Step 9 to Step 10 differ due to contract*

| Range: | 09 | 10 | 11 | 12 | 13 | 14 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 1,580.61 | 1,657.62 | 1,739.16 | 1,825.12 | 1,920.34 | 2,015.38 |
| Step 1: | 36,339.36 | 37,919.97 | 39,577.59 | 41,316.75 | 43,141.87 | 45,062.21 |
| Step 2: | 37,919.97 | 39,577.59 | 41,316.75 | 43,141.87 | 45,062.21 | 47,077.59 |
| Step 3: | 39,500.58 | 41,235.21 | 43,055.91 | 44,966.99 | 46,982.55 | 49,092.97 |
| Step 4: | 41,081.19 | 42,892.83 | 44,795.07 | 46,792.11 | 48,902.89 | 51,108.35 |
| Step 5: | 42,661.80 | 44,550.45 | 46,534.23 | 48,617.23 | 50,823.23 | 53,123.73 |
| Step 6: | 44,242.41 | 46,208.07 | 48,273.39 | 50,442.35 | 52,743.57 | 55,139.11 |
| Step 7: | 45,823.02 | 47,865.69 | 50,012.55 | 52,267.47 | 54,663.91 | 57,154.49 |
| Step 8: | 47,403.63 | 49,523.31 | 51,751.71 | 54,092.59 | 56,584.25 | 59,169.87 |
| Step 9: | 48,984.24 | 51,180.93 | 53,490.87 | 55,917.71 | 58,504.59 | 61,185.25 |
| Step 10: | 50,564.85 | 52,838.55 | 55,230.03 | 57,742.83 | 60,424.93 | 63,200.63 |

| Range: | 15 | 16 | 17 | 18 | 19 |
|-------------------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 2,115.06 | 2,223.78 | 2,337.01 | 2,450.11 | 2,572.49 |
| Step 1: | 47,077.59 | 49,192.65 | 51,416.43 | 53,753.44 | 56,203.55 |
| Step 2: | 49,192.65 | 51,416.43 | 53,753.44 | 56,203.55 | 58,776.04 |
| Step 3: | 51,307.71 | 53,640.21 | 56,090.45 | 58,653.66 | 61,348.53 |
| Step 4: | 53,422.77 | 55,863.99 | 58,427.46 | 61,103.77 | 63,921.02 |
| Step 5: | 55,537.83 | 58,087.77 | 60,764.47 | 63,553.88 | 66,493.51 |
| Step 6: | 57,652.89 | 60,311.55 | 63,101.48 | 66,003.99 | 69,066.00 |
| Step 7: | 59,767.95 | 62,535.33 | 65,438.49 | 68,454.10 | 71,638.49 |
| Step 8: | 61,883.01 | 64,759.11 | 67,775.50 | 70,904.21 | 74,210.98 |
| Step 9: | 63,998.07 | 66,982.89 | 70,112.51 | 73,354.32 | 76,783.47 |
| Step 10: | 66,113.13 | 69,206.67 | 72,449.52 | 75,804.43 | 79,355.96 |

Employee Relations Groups**J****12 Month Employees Effective:***July 13, 2024*

| Range: | 21 | 23 | 24 | 25 | 27 |
|-------------------|------------|------------|------------|------------|------------|
| Increment: | 3,893.90 | 4,291.53 | 4,502.50 | 4,732.35 | 5,216.69 |
| Step 1: | 82,474.79 | 90,455.25 | 94,746.78 | 99,249.28 | 108,950.04 |
| Step 2: | 86,368.69 | 94,746.78 | 99,249.28 | 103,981.63 | 114,166.73 |
| Step 3: | 90,262.59 | 99,038.31 | 103,751.78 | 108,713.98 | 119,383.42 |
| Step 4: | 94,156.49 | 103,329.84 | 108,254.28 | 113,446.33 | 124,600.11 |
| Step 5: | 98,050.39 | 107,621.37 | 112,756.78 | 118,178.68 | 129,816.80 |
| Step 6: | 101,944.29 | 111,912.90 | 117,259.28 | 122,911.03 | 135,033.49 |
| Step 7: | 105,838.19 | 116,204.43 | 121,761.78 | 127,643.38 | 140,250.18 |
| Step 8: | 109,732.09 | 120,495.96 | 126,264.28 | 132,375.73 | 145,466.87 |
| Step 9: | 113,625.99 | 124,787.49 | 130,766.78 | 137,108.08 | 150,683.56 |
| Step 10: | 117,519.89 | 129,079.02 | 135,269.28 | 141,840.43 | 155,900.25 |

12 Month Employees Effective:*January 13, 2024***Employee Relations Group****JP**

| Range: | 21 | 23 | 24 | 25 | 27 |
|-------------------|------------|------------|------------|------------|------------|
| Increment: | 3,893.90 | 4,291.53 | 4,502.50 | 4,732.35 | 5,216.69 |
| Step 1: | 77,817.29 | 85,797.75 | 90,089.28 | 94,591.78 | 104,292.54 |
| Step 2: | 81,711.19 | 90,089.28 | 94,591.78 | 99,324.13 | 109,509.23 |
| Step 3: | 85,605.09 | 94,380.81 | 99,094.28 | 104,056.48 | 114,725.92 |
| Step 4: | 89,498.99 | 98,672.34 | 103,596.78 | 108,788.83 | 119,942.61 |
| Step 5: | 93,392.89 | 102,963.87 | 108,099.28 | 113,521.18 | 125,159.30 |
| Step 6: | 97,286.79 | 107,255.40 | 112,601.78 | 118,253.53 | 130,375.99 |
| Step 7: | 101,180.69 | 111,546.93 | 117,104.28 | 122,985.88 | 135,592.68 |
| Step 8: | 105,074.59 | 115,838.46 | 121,606.78 | 127,718.23 | 140,809.37 |
| Step 9: | 108,968.49 | 120,129.99 | 126,109.28 | 132,450.58 | 146,026.06 |
| Step 10: | 112,862.39 | 124,421.52 | 130,611.78 | 137,182.93 | 151,242.75 |

Employee Relations Group
K

12 Month Employees Effective:
July 13, 2024

| Range: | 19 | 20 | 21 | 24 | 25 |
|--------------------|------------|------------|------------|------------|------------|
| Increment*: | 3,273.19 | 3,440.44 | 3,613.18 | 4,177.91 | 4,391.21 |
| Step 1: | 70,314.40 | 73,587.59 | 77,028.03 | 88,415.32 | 92,593.23 |
| Step 2: | 73,587.59 | 77,028.03 | 80,641.21 | 92,593.23 | 96,984.44 |
| Step 3: | 76,860.78 | 80,468.47 | 84,254.39 | 96,771.14 | 101,375.65 |
| Step 4: | 80,133.97 | 83,908.91 | 87,867.57 | 100,949.05 | 105,766.86 |
| Step 5: | 83,407.16 | 87,349.35 | 91,480.75 | 105,126.96 | 110,158.07 |
| Step 6: | 86,680.35 | 90,789.79 | 95,093.93 | 109,304.87 | 114,549.28 |
| Step 7: | 89,953.54 | 94,230.23 | 98,707.11 | 113,482.78 | 118,940.49 |
| Step 8: | 93,226.73 | 97,670.67 | 102,320.29 | 117,660.69 | 123,331.70 |
| Step 9: | 96,499.92 | 101,111.11 | 105,933.47 | 121,838.60 | 127,722.91 |
| Step 10: | 104,108.57 | 109,105.17 | 114,328.28 | 131,550.21 | 137,926.31 |

**Increment from Step 9 to Step 10 differ due to contract*

Employee Relations Group
KP

12 Month Employees Effective:
July 13, 2024

| Range: | 19 | 20 | 21 | 24 | 25 |
|--------------------|-----------|------------|------------|------------|------------|
| Increment*: | 3,273.19 | 3,440.44 | 3,613.17 | 4,177.91 | 4,391.20 |
| Step 1: | 65,493.89 | 68,767.08 | 72,207.52 | 83,594.81 | 87,772.72 |
| Step 2: | 68,767.08 | 72,207.52 | 75,820.69 | 87,772.72 | 92,163.92 |
| Step 3: | 72,040.27 | 75,647.96 | 79,433.86 | 91,950.63 | 96,555.12 |
| Step 4: | 75,313.46 | 79,088.40 | 83,047.03 | 96,128.54 | 100,946.32 |
| Step 5: | 78,586.65 | 82,528.84 | 86,660.20 | 100,306.45 | 105,337.52 |
| Step 6: | 81,859.84 | 85,969.28 | 90,273.37 | 104,484.36 | 109,728.72 |
| Step 7: | 85,133.03 | 89,409.72 | 93,886.54 | 108,662.27 | 114,119.92 |
| Step 8: | 88,406.22 | 92,850.16 | 97,499.71 | 112,840.18 | 118,511.12 |
| Step 9: | 91,679.41 | 96,290.60 | 101,112.88 | 117,018.09 | 122,902.32 |
| Step 10: | 99,288.06 | 104,284.65 | 109,507.77 | 126,729.70 | 133,105.80 |

**Increment from Step 9 to Step 10 differ due to contract*

Effective:
July 13, 2024

| | |
|--------------------|------------|
| Range: | 18 |
| Increment*: | 3,450.65 |
| Step 1: | 70,630.33 |
| Step 2: | 74,080.98 |
| Step 3: | 77,531.63 |
| Step 4: | 80,982.28 |
| Step 5: | 84,432.93 |
| Step 6: | 87,883.58 |
| Step 7: | 91,334.23 |
| Step 8: | 94,784.88 |
| Step 9: | 98,235.53 |
| Step 10: | 106,577.34 |

**Increment from Step 9 to Step 10 differ due to contract*

| Range: | 24 | 26 | 27 | 28 | 29 | 30 |
|------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 2,431.27 | 2,682.81 | 2,816.92 | 2,957.79 | 3,105.30 | 3,259.60 |
| Step 1: | 48,645.70 | 53,632.30 | 56,315.11 | 59,132.03 | 62,089.82 | 65,195.12 |
| Step 2: | 51,076.97 | 56,315.11 | 59,132.03 | 62,089.82 | 65,195.12 | 68,454.72 |
| Step 3: | 53,508.24 | 58,997.92 | 61,948.95 | 65,047.61 | 68,300.42 | 71,714.32 |
| Step 4: | 55,939.51 | 61,680.73 | 64,765.87 | 68,005.40 | 71,405.72 | 74,973.92 |
| Step 5: | 58,370.78 | 64,363.54 | 67,582.79 | 70,963.19 | 74,511.02 | 78,233.52 |
| Step 6: | 60,802.05 | 67,046.35 | 70,399.71 | 73,920.98 | 77,616.32 | 81,493.12 |
| Step 7: | 63,233.32 | 69,729.16 | 73,216.63 | 76,878.77 | 80,721.62 | 84,752.72 |
| Step 8: | 65,664.59 | 72,411.97 | 76,033.55 | 79,836.56 | 83,826.92 | 88,012.32 |
| Step 9: | 68,095.86 | 75,094.78 | 78,850.47 | 82,794.35 | 86,932.22 | 91,271.92 |

| Range: | 31 | 32 | 33 | 34 | 35 | 36 |
|------------|-----------|------------|------------|------------|------------|------------|
| Increment: | 3,423.93 | 3,594.94 | 3,772.67 | 3,963.84 | 4,158.31 | 4,366.26 |
| Step 1: | 68,454.72 | 71,878.65 | 75,473.59 | 79,246.26 | 83,210.10 | 87,368.41 |
| Step 2: | 71,878.65 | 75,473.59 | 79,246.26 | 83,210.10 | 87,368.41 | 91,734.67 |
| Step 3: | 75,302.58 | 79,068.53 | 83,018.93 | 87,173.94 | 91,526.72 | 96,100.93 |
| Step 4: | 78,726.51 | 82,663.47 | 86,791.60 | 91,137.78 | 95,685.03 | 100,467.19 |
| Step 5: | 82,150.44 | 86,258.41 | 90,564.27 | 95,101.62 | 99,843.34 | 104,833.45 |
| Step 6: | 85,574.37 | 89,853.35 | 94,336.94 | 99,065.46 | 104,001.65 | 109,199.71 |
| Step 7: | 88,998.30 | 93,448.29 | 98,109.61 | 103,029.30 | 108,159.96 | 113,565.97 |
| Step 8: | 92,422.23 | 97,043.23 | 101,882.28 | 106,993.14 | 112,318.27 | 117,932.23 |
| Step 9: | 95,846.16 | 100,638.17 | 105,654.95 | 110,956.98 | 116,476.58 | 122,298.49 |

| Range: | 37 | 38 | 39 | 40 | 41 | 42 |
|------------|------------|------------|------------|------------|------------|------------|
| Increment: | 4,587.61 | 4,815.55 | 5,057.06 | 5,308.56 | 5,576.80 | 5,851.88 |
| Step 1: | 91,734.67 | 96,322.28 | 101,137.83 | 106,194.89 | 111,503.45 | 117,080.25 |
| Step 2: | 96,322.28 | 101,137.83 | 106,194.89 | 111,503.45 | 117,080.25 | 122,932.13 |
| Step 3: | 100,909.89 | 105,953.38 | 111,251.95 | 116,812.01 | 122,657.05 | 128,784.01 |
| Step 4: | 105,497.50 | 110,768.93 | 116,309.01 | 122,120.57 | 128,233.85 | 134,635.89 |
| Step 5: | 110,085.11 | 115,584.48 | 121,366.07 | 127,429.13 | 133,810.65 | 140,487.77 |
| Step 6: | 114,672.72 | 120,400.03 | 126,423.13 | 132,737.69 | 139,387.45 | 146,339.65 |
| Step 7: | 119,260.33 | 125,215.58 | 131,480.19 | 138,046.25 | 144,964.25 | 152,191.53 |
| Step 8: | 123,847.94 | 130,031.13 | 136,537.25 | 143,354.81 | 150,541.05 | 158,043.41 |
| Step 9: | 128,435.55 | 134,846.68 | 141,594.31 | 148,663.37 | 156,117.85 | 163,895.29 |

| Range: | 43 | 44 |
|-------------------|------------|------------|
| Increment: | 6,146.97 | 6,455.45 |
| Step 1: | 122,932.13 | 129,079.10 |
| Step 2: | 129,079.10 | 135,534.55 |
| Step 3: | 135,226.07 | 141,990.00 |
| Step 4: | 141,373.04 | 148,445.45 |
| Step 5: | 147,520.01 | 154,900.90 |
| Step 6: | 153,666.98 | 161,356.35 |
| Step 7: | 159,813.95 | 167,811.80 |
| Step 8: | 165,960.92 | 174,267.25 |
| Step 9: | 172,107.89 | 180,722.70 |

Employee Relations Group & (M Represented)

Effective:
July 13, 2024

| Range: | 24 | 26 | 27 | 28 | 29 | 30 |
|------------|------------|------------|------------|------------|------------|------------|
| Increment: | 3,320.44 | 3,664.01 | 3,847.16 | 4,039.51 | 4,241.02 | 4,451.75 |
| Step 1: | 71,214.39 | 78,024.71 | 81,688.72 | 85,535.88 | 89,575.39 | 93,816.41 |
| Step 2: | 74,534.83 | 81,688.72 | 85,535.88 | 89,575.39 | 93,816.41 | 98,268.16 |
| Step 3: | 77,855.27 | 85,352.73 | 89,383.04 | 93,614.90 | 98,057.43 | 102,719.91 |
| Step 4: | 81,175.71 | 89,016.74 | 93,230.20 | 97,654.41 | 102,298.45 | 107,171.66 |
| Step 5: | 84,496.15 | 92,680.75 | 97,077.36 | 101,693.92 | 106,539.47 | 111,623.41 |
| Step 6: | 87,816.59 | 96,344.76 | 100,924.52 | 105,733.43 | 110,780.49 | 116,075.16 |
| Step 7: | 91,137.03 | 100,008.77 | 104,771.68 | 109,772.94 | 115,021.51 | 120,526.91 |
| Step 8: | 94,457.47 | 103,672.78 | 108,618.84 | 113,812.45 | 119,262.53 | 124,978.66 |
| Step 9: | 97,777.91 | 107,336.79 | 112,466.00 | 117,851.96 | 123,503.55 | 129,430.41 |
| Step 10: | 101,098.35 | 111,000.80 | 116,313.16 | 121,891.47 | 127,744.57 | 133,882.16 |

| Range: | 31 | 32 | 33 | 34 | 35 | 36 |
|------------|------------|------------|------------|------------|------------|------------|
| Increment: | 4,676.10 | 4,909.70 | 5,152.48 | 5,413.49 | 5,679.14 | 5,963.14 |
| Step 1: | 98,268.16 | 102,944.26 | 107,853.96 | 113,006.44 | 118,419.93 | 124,099.07 |
| Step 2: | 102,944.26 | 107,853.96 | 113,006.44 | 118,419.93 | 124,099.07 | 130,062.21 |
| Step 3: | 107,620.36 | 112,763.66 | 118,158.92 | 123,833.42 | 129,778.21 | 136,025.35 |
| Step 4: | 112,296.46 | 117,673.36 | 123,311.40 | 129,246.91 | 135,457.35 | 141,988.49 |
| Step 5: | 116,972.56 | 122,583.06 | 128,463.88 | 134,660.40 | 141,136.49 | 147,951.63 |
| Step 6: | 121,648.66 | 127,492.76 | 133,616.36 | 140,073.89 | 146,815.63 | 153,914.77 |
| Step 7: | 126,324.76 | 132,402.46 | 138,768.84 | 145,487.38 | 152,494.77 | 159,877.91 |
| Step 8: | 131,000.86 | 137,312.16 | 143,921.32 | 150,900.87 | 158,173.91 | 165,841.05 |
| Step 9: | 135,676.96 | 142,221.86 | 149,073.80 | 156,314.36 | 163,853.05 | 171,804.19 |
| Step 10: | 140,353.06 | 147,131.56 | 154,226.28 | 161,727.85 | 169,532.19 | - |

| Range: | 37 | 38 | 39 | 40 | 41 | 42 |
|------------|------------|------------|------------|------------|------------|------------|
| Increment: | 6,265.37 | 6,576.78 | 6,906.57 | 7,250.11 | 7,616.38 | 7,992.08 |
| Step 1: | 130,062.21 | 136,327.58 | 142,904.36 | 149,810.93 | 157,061.04 | 164,677.42 |
| Step 2: | 136,327.58 | 142,904.36 | 149,810.93 | 157,061.04 | 164,677.42 | 172,669.50 |
| Step 3: | 142,592.95 | 149,481.14 | 156,717.50 | 164,311.15 | 172,293.80 | 180,661.58 |
| Step 4: | 148,858.32 | 156,057.92 | 163,624.07 | 171,561.26 | 179,910.18 | 188,653.66 |
| Step 5: | 155,123.69 | 162,634.70 | 170,530.64 | 178,811.37 | 187,526.56 | 196,645.74 |
| Step 6: | 161,389.06 | 169,211.48 | 177,437.21 | 186,061.48 | 195,142.94 | 204,637.82 |
| Step 7: | 167,654.43 | 175,788.26 | 184,343.78 | 193,311.59 | 202,759.32 | 212,629.90 |
| Step 8: | 173,919.80 | 182,365.04 | 191,250.35 | 200,561.70 | 210,375.70 | 220,621.98 |
| Step 9: | 180,185.17 | 188,941.82 | 198,156.92 | 207,811.81 | 217,992.08 | 228,614.06 |

Effective:
July 13, 2024

Employee Relations Group & (M Represented)

| Range: | 43 | 44 |
|------------|------------|------------|
| Increment: | 8,395.07 | 8,816.44 |
| Step 1: | 172,669.50 | 181,064.57 |
| Step 2: | 181,064.57 | 189,881.01 |
| Step 3: | 189,459.64 | 198,697.45 |
| Step 4: | 197,854.71 | 207,513.89 |
| Step 5: | 206,249.78 | 216,330.33 |
| Step 6: | 214,644.85 | 225,146.77 |
| Step 7: | 223,039.92 | 233,963.21 |
| Step 8: | 231,434.99 | 242,779.65 |
| Step 9: | 239,830.06 | 251,596.09 |

| Range: | 29 | 30 | 32 |
|-------------------|------------|------------|------------|
| Increment: | 3,611.01 | 3,790.36 | 4,180.39 |
| Step 1: | 72,201.31 | 75,812.32 | 83,584.22 |
| Step 2: | 75,812.32 | 79,602.68 | 87,764.61 |
| Step 3: | 79,423.33 | 83,393.04 | 91,945.00 |
| Step 4: | 83,034.34 | 87,183.40 | 96,125.39 |
| Step 5: | 86,645.35 | 90,973.76 | 100,305.78 |
| Step 6: | 90,256.36 | 94,764.12 | 104,486.17 |
| Step 7: | 93,867.37 | 98,554.48 | 108,666.56 |
| Step 8: | 97,478.38 | 102,344.84 | 112,846.95 |
| Step 9: | 101,089.39 | 106,135.20 | 117,027.34 |

Effective:
July 7, 2007

| Range: | 28 | 29 | 30 | 32 | 34 | 36 |
|------------|-----------|-----------|-----------|------------|------------|------------|
| Increment: | 3,013.98 | 3,164.19 | 3,321.49 | 3,663.22 | 4,039.05 | 4,449.14 |
| Step 1: | 60,254.33 | 63,268.31 | 66,432.50 | 73,242.86 | 80,750.34 | 89,026.61 |
| Step 2: | 63,268.31 | 66,432.50 | 69,753.99 | 76,906.08 | 84,789.39 | 93,475.75 |
| Step 3: | 66,282.29 | 69,596.69 | 73,075.48 | 80,569.30 | 88,828.44 | 97,924.89 |
| Step 4: | 69,296.27 | 72,760.88 | 76,396.97 | 84,232.52 | 92,867.49 | 102,374.03 |
| Step 5: | 72,310.25 | 75,925.07 | 79,718.46 | 87,895.74 | 96,906.54 | 106,823.17 |
| Step 6: | 75,324.23 | 79,089.26 | 83,039.95 | 91,558.96 | 100,945.59 | 111,272.31 |
| Step 7: | 78,338.21 | 82,253.45 | 86,361.44 | 95,222.18 | 104,984.64 | 115,721.45 |
| Step 8: | 81,352.19 | 85,417.64 | 89,682.93 | 98,885.40 | 109,023.69 | 120,170.59 |
| Step 9: | 84,366.17 | 88,581.83 | 93,004.42 | 102,548.62 | 113,062.74 | 124,619.73 |

| Range: | 29 | 31 | 32 |
|-------------------|------------|------------|------------|
| Increment: | 4,387.28 | 4,417.29 | 4,627.37 |
| Step 1: | 98,997.25 | 103,973.52 | 106,461.65 |
| Step 2: | 103,384.53 | 108,390.81 | 111,089.02 |
| Step 3: | 107,771.81 | 112,808.09 | 115,716.38 |
| Step 4: | 112,159.09 | 117,225.38 | 120,343.75 |
| Step 5: | 116,546.37 | 121,642.67 | 124,971.11 |
| Step 6: | 120,933.65 | 126,059.95 | 129,598.48 |
| Step 7: | 125,320.93 | 130,477.24 | 134,225.84 |
| Step 8: | 129,708.21 | 134,894.53 | 138,853.21 |
| Step 9: | 134,095.49 | 139,311.81 | 143,480.57 |

Effective:
July 13, 2024

| | |
|--------------------|------------|
| Range: | 32 |
| Increment*: | 4,909.70 |
| Step 1: | 102,944.26 |
| Step 2: | 107,853.96 |
| Step 3: | 112,763.66 |
| Step 4: | 117,673.36 |
| Step 5: | 122,583.06 |
| Step 6: | 127,492.76 |
| Step 7: | 132,402.46 |
| Step 8: | 137,312.16 |
| Step 9: | 142,221.86 |
| Step 10: | 147,131.56 |

| Range: | 21 | 24* |
|-------------------|------------|------------|
| Increment: | 3,499.76 | 4,046.84 |
| Step 1: | 93,657.28 | 102,425.03 |
| Step 2: | 97,157.04 | 106,471.87 |
| Step 3: | 100,656.80 | 110,518.71 |
| Step 4: | 104,156.56 | 114,565.55 |
| Step 5: | 107,656.32 | 118,612.39 |
| Step 6: | 111,156.08 | 122,659.23 |
| Step 7: | 114,655.84 | 126,706.07 |
| Step 8: | 118,155.60 | 130,752.91 |
| Step 9: | 121,655.36 | 136,540.08 |

**Range 24 - Increment from Step 8 to Step 9 differ due to contract*

Effective:
July 13, 2024

| Range: | 17 | 18 | 19 |
|-------------|-----------|------------|------------|
| Increment*: | 3,358.02 | 3,520.82 | 3,696.52 |
| Step 1: | 67,083.26 | 77,291.93 | 80,812.75 |
| Step 2: | 70,441.28 | 80,812.75 | 84,509.27 |
| Step 3: | 73,799.30 | 84,333.57 | 88,205.79 |
| Step 4: | 77,157.32 | 87,854.39 | 91,902.31 |
| Step 5: | 80,515.34 | 91,375.21 | 95,598.83 |
| Step 6: | 83,873.36 | 94,896.03 | 99,295.35 |
| Step 7: | 87,231.38 | 98,416.85 | 102,991.87 |
| Step 8: | 90,589.40 | 101,937.67 | 106,688.39 |
| Step 9: | 95,121.75 | 106,776.69 | 114,869.71 |

**Increment from Step 8 to Step 9 differ due to contract*

Employee Relations Groups



Effective:
July 13, 2024

| Range: | 09 | 10 | 11 | 12 | 13 | 14 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 1,598.43 | 1,676.27 | 1,758.68 | 1,845.78 | 1,941.79 | 2,038.16 |
| Step 1: | 36,741.05 | 38,339.48 | 40,015.75 | 41,774.43 | 43,620.21 | 45,562.00 |
| Step 2: | 38,339.48 | 40,015.75 | 41,774.43 | 43,620.21 | 45,562.00 | 47,600.16 |
| Step 3: | 39,937.91 | 41,692.02 | 43,533.11 | 45,465.99 | 47,503.79 | 49,638.32 |
| Step 4: | 41,536.34 | 43,368.29 | 45,291.79 | 47,311.77 | 49,445.58 | 51,676.48 |
| Step 5: | 43,134.77 | 45,044.56 | 47,050.47 | 49,157.55 | 51,387.37 | 53,714.64 |
| Step 6: | 44,733.20 | 46,720.83 | 48,809.15 | 51,003.33 | 53,329.16 | 55,752.80 |
| Step 7: | 46,331.63 | 48,397.10 | 50,567.83 | 52,849.11 | 55,270.95 | 57,790.96 |
| Step 8: | 47,930.06 | 50,073.37 | 52,326.51 | 54,694.89 | 57,212.74 | 59,829.12 |
| Step 9: | 49,528.49 | 51,749.64 | 54,085.19 | 56,540.67 | 59,154.53 | 61,867.28 |
| Step 10: | 51,126.92 | 53,425.91 | 55,843.87 | 58,386.45 | 61,096.32 | 63,905.44 |

| Range: | 15 | 16 | 17 | 18 | 19 | 20 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 2,138.81 | 2,248.73 | 2,363.36 | 2,477.64 | 2,601.38 | 2,734.28 |
| Step 1: | 47,600.16 | 49,738.97 | 51,987.70 | 54,351.06 | 56,828.70 | 59,430.08 |
| Step 2: | 49,738.97 | 51,987.70 | 54,351.06 | 56,828.70 | 59,430.08 | 62,164.36 |
| Step 3: | 51,877.78 | 54,236.43 | 56,714.42 | 59,306.34 | 62,031.46 | 64,898.64 |
| Step 4: | 54,016.59 | 56,485.16 | 59,077.78 | 61,783.98 | 64,632.84 | 67,632.92 |
| Step 5: | 56,155.40 | 58,733.89 | 61,441.14 | 64,261.62 | 67,234.22 | 70,367.20 |
| Step 6: | 58,294.21 | 60,982.62 | 63,804.50 | 66,739.26 | 69,835.60 | 73,101.48 |
| Step 7: | 60,433.02 | 63,231.35 | 66,167.86 | 69,216.90 | 72,436.98 | 75,835.76 |
| Step 8: | 62,571.83 | 65,480.08 | 68,531.22 | 71,694.54 | 75,038.36 | 78,570.04 |
| Step 9: | 64,710.64 | 67,728.81 | 70,894.58 | 74,172.18 | 77,639.74 | 81,304.32 |
| Step 10: | 66,849.45 | 69,977.54 | 73,257.94 | 76,649.82 | 80,241.12 | 84,038.60 |

| Range: | 21 | 22 | 23 | 24 | 25 | 26 |
|-------------------|-----------|-----------|-----------|------------|------------|------------|
| Increment: | 2,871.65 | 3,013.62 | 3,164.76 | 3,320.44 | 3,489.88 | 3,664.01 |
| Step 1: | 62,164.36 | 65,036.01 | 68,049.63 | 71,214.39 | 74,534.83 | 78,024.71 |
| Step 2: | 65,036.01 | 68,049.63 | 71,214.39 | 74,534.83 | 78,024.71 | 81,688.72 |
| Step 3: | 67,907.66 | 71,063.25 | 74,379.15 | 77,855.27 | 81,514.59 | 85,352.73 |
| Step 4: | 70,779.31 | 74,076.87 | 77,543.91 | 81,175.71 | 85,004.47 | 89,016.74 |
| Step 5: | 73,650.96 | 77,090.49 | 80,708.67 | 84,496.15 | 88,494.35 | 92,680.75 |
| Step 6: | 76,522.61 | 80,104.11 | 83,873.43 | 87,816.59 | 91,984.23 | 96,344.76 |
| Step 7: | 79,394.26 | 83,117.73 | 87,038.19 | 91,137.03 | 95,474.11 | 100,008.77 |
| Step 8: | 82,265.91 | 86,131.35 | 90,202.95 | 94,457.47 | 98,963.99 | 103,672.78 |
| Step 9: | 85,137.56 | 89,144.97 | 93,367.71 | 97,777.91 | 102,453.87 | 107,336.79 |
| Step 10: | 88,009.21 | 92,158.59 | 96,532.47 | 101,098.35 | 105,943.75 | 111,000.80 |

Effective:
July 13, 2024

Employee Relations Groups



| Range: | 27 | 28 | 29 | 30 | 31 | 32 |
|------------|------------|------------|------------|------------|------------|------------|
| Increment: | 3,847.16 | 4,039.51 | 4,241.02 | 4,451.75 | 4,676.10 | 4,909.70 |
| Step 1: | 81,688.72 | 85,535.88 | 89,575.39 | 93,816.41 | 98,268.16 | 102,944.26 |
| Step 2: | 85,535.88 | 89,575.39 | 93,816.41 | 98,268.16 | 102,944.26 | 107,853.96 |
| Step 3: | 89,383.04 | 93,614.90 | 98,057.43 | 102,719.91 | 107,620.36 | 112,763.66 |
| Step 4: | 93,230.20 | 97,654.41 | 102,298.45 | 107,171.66 | 112,296.46 | 117,673.36 |
| Step 5: | 97,077.36 | 101,693.92 | 106,539.47 | 111,623.41 | 116,972.56 | 122,583.06 |
| Step 6: | 100,924.52 | 105,733.43 | 110,780.49 | 116,075.16 | 121,648.66 | 127,492.76 |
| Step 7: | 104,771.68 | 109,772.94 | 115,021.51 | 120,526.91 | 126,324.76 | 132,402.46 |
| Step 8: | 108,618.84 | 113,812.45 | 119,262.53 | 124,978.66 | 131,000.86 | 137,312.16 |
| Step 9: | 112,466.00 | 117,851.96 | 123,503.55 | 129,430.41 | 135,676.96 | 142,221.86 |
| Step 10: | 116,313.16 | 121,891.47 | 127,744.57 | 133,882.16 | 140,353.06 | 147,131.56 |

| Range: | 33 | 34 | 35 |
|------------|------------|------------|------------|
| Increment: | 5,152.48 | 5,413.49 | 5,679.14 |
| Step 1: | 107,853.96 | 113,006.44 | 118,419.93 |
| Step 2: | 113,006.44 | 118,419.93 | 124,099.07 |
| Step 3: | 118,158.92 | 123,833.42 | 129,778.21 |
| Step 4: | 123,311.40 | 129,246.91 | 135,457.35 |
| Step 5: | 128,463.88 | 134,660.40 | 141,136.49 |
| Step 6: | 133,616.36 | 140,073.89 | 146,815.63 |
| Step 7: | 138,768.84 | 145,487.38 | 152,494.77 |
| Step 8: | 143,921.32 | 150,900.87 | 158,173.91 |
| Step 9: | 149,073.80 | 156,314.36 | 163,853.05 |
| Step 10: | 154,226.28 | 161,727.85 | 169,532.19 |

| | |
|-------------------|-----------------|
| Range: | 33 |
| Increment: | 5,102.32 |
| Step 1: | 106,803.84 |
| Step 2: | 111,906.16 |
| Step 3: | 117,008.48 |
| Step 4: | 122,110.80 |
| Step 5: | 127,213.12 |
| Step 6: | 132,315.44 |
| Step 7: | 137,417.76 |
| Step 8: | 142,520.08 |
| Step 9: | 147,622.40 |
| Step 10: | 152,724.72 |

Effective:
July 2, 2022

Employee Relations Groups VI

| | |
|-------------------|-----------------|
| Range: | 33 |
| Increment: | 5,102.32 |
| Step 1: | 106,803.84 |
| Step 2: | 111,906.16 |
| Step 3: | 117,008.48 |
| Step 4: | 122,110.80 |
| Step 5: | 127,213.12 |
| Step 6: | 132,315.44 |
| Step 7: | 137,417.76 |
| Step 8: | 142,520.08 |
| Step 9: | 147,622.40 |
| Step 10: | 152,724.72 |

| Range : | 24 | 27 |
|--------------------|------------|------------|
| Increment*: | 3,446.84 | 3,993.60 |
| Step 1 : | 78,582.81 | 89,455.89 |
| Step 2 : | 82,029.65 | 93,449.49 |
| Step 3 : | 85,476.49 | 97,443.09 |
| Step 4 : | 88,923.33 | 101,436.69 |
| Step 5 : | 92,370.17 | 105,430.29 |
| Step 6 : | 95,817.01 | 109,423.89 |
| Step 7 : | 99,263.85 | 113,417.49 |
| Step 8 : | 102,710.69 | 117,411.09 |
| Step 9 : | 106,157.53 | 121,404.69 |
| Step 10 : | 110,653.91 | 126,605.74 |

**Increment from Step 9 to Step 10 differs due to contract*

Effective:
July 2, 2022

| Range : | 24** | 27 |
|-------------|-----------|------------|
| Increment*: | 2,584.90 | 3,728.07 |
| Step 1 : | 55,438.81 | 79,160.20 |
| Step 2 : | 58,023.71 | 82,888.27 |
| Step 3 : | 60,608.60 | 86,616.34 |
| Step 4 : | 63,193.50 | 90,344.41 |
| Step 5 : | 65,778.39 | 94,072.48 |
| Step 6 : | 68,363.28 | 97,800.55 |
| Step 7 : | 70,948.18 | 101,528.62 |
| Step 8 : | 73,533.07 | 105,256.69 |
| Step 9 : | 76,117.97 | 108,984.76 |
| Step 10 : | 79,489.89 | 113,839.99 |

**Increment from Step 9 to Step 10 differs due to contract*

***Y24 rates Effective July 7, 2018*

| | |
|-------------------|-----------------|
| Range: | 30 |
| Increment: | 3,608.28 |
| Step 1: | 76,040.65 |
| Step 2: | 79,648.93 |
| Step 3: | 83,257.21 |
| Step 4: | 86,865.49 |
| Step 5: | 90,473.77 |
| Step 6: | 94,082.05 |
| Step 7: | 97,690.33 |
| Step 8: | 101,298.61 |
| Step 9: | 104,906.89 |
| Step 10: | 108,515.17 |

Effective:
July 2, 2022

| | |
|-------------------|------------|
| Range: | 30 |
| Increment: | 4,491.59 |
| Step 1: | 94,655.16 |
| Step 2: | 99,146.75 |
| Step 3: | 103,638.34 |
| Step 4: | 108,129.93 |
| Step 5: | 112,621.52 |
| Step 6: | 117,113.11 |
| Step 7: | 121,604.70 |
| Step 8: | 126,096.29 |
| Step 9: | 130,587.88 |
| Step 10: | 135,079.47 |

| Range: | 20 | 23 | 24 | 25 | 27 | 28 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Increment: | 1,906.71 | 2,206.90 | 2,315.49 | 2,433.65 | 2,682.78 | 2,816.94 |
| Step 1: | 38,111.60 | 44,122.34 | 46,329.24 | 48,644.73 | 53,633.44 | 56,316.22 |
| Step 2: | 40,018.31 | 46,329.24 | 48,644.73 | 51,078.38 | 56,316.22 | 59,133.16 |
| Step 3: | 41,925.02 | 48,536.14 | 50,960.22 | 53,512.03 | 58,999.00 | 61,950.10 |
| Step 4: | 43,831.73 | 50,743.04 | 53,275.71 | 55,945.68 | 61,681.78 | 64,767.04 |
| Step 5: | 45,738.44 | 52,949.94 | 55,591.20 | 58,379.33 | 64,364.56 | 67,583.98 |
| Step 6: | 47,645.15 | 55,156.84 | 57,906.69 | 60,812.98 | 67,047.34 | 70,400.92 |
| Step 7: | 49,551.86 | 57,363.74 | 60,222.18 | 63,246.63 | 69,730.12 | 73,217.86 |
| Step 8: | 51,458.57 | 59,570.64 | 62,537.67 | 65,680.28 | 72,412.90 | 76,034.80 |
| Step 9: | 53,365.28 | 61,777.54 | 64,853.16 | 68,113.93 | 75,095.68 | 78,851.74 |

| Range: | 29 | 30 | 31 | 32 | 33 | 35 |
|-------------------|-----------|-----------|-----------|-----------|------------|------------|
| Increment: | 2,957.43 | 3,104.38 | 3,260.89 | 3,423.75 | 3,593.02 | 3,960.30 |
| Step 1: | 59,133.16 | 62,090.59 | 65,194.97 | 68,455.86 | 71,879.61 | 79,247.71 |
| Step 2: | 62,090.59 | 65,194.97 | 68,455.86 | 71,879.61 | 75,472.63 | 83,208.01 |
| Step 3: | 65,048.02 | 68,299.35 | 71,716.75 | 75,303.36 | 79,065.65 | 87,168.31 |
| Step 4: | 68,005.45 | 71,403.73 | 74,977.64 | 78,727.11 | 82,658.67 | 91,128.61 |
| Step 5: | 70,962.88 | 74,508.11 | 78,238.53 | 82,150.86 | 86,251.69 | 95,088.91 |
| Step 6: | 73,920.31 | 77,612.49 | 81,499.42 | 85,574.61 | 89,844.71 | 99,049.21 |
| Step 7: | 76,877.74 | 80,716.87 | 84,760.31 | 88,998.36 | 93,437.73 | 103,009.51 |
| Step 8: | 79,835.17 | 83,821.25 | 88,021.20 | 92,422.11 | 97,030.75 | 106,969.81 |
| Step 9: | 82,792.60 | 86,925.63 | 91,282.09 | 95,845.86 | 100,623.77 | 110,930.11 |

| Range: | 36 | 38 | 40 | 43 |
|-------------------|------------|------------|------------|------------|
| Increment: | 4,158.34 | 4,586.24 | 5,055.77 | 5,854.26 |
| Step 1: | 83,208.01 | 91,735.50 | 101,137.99 | 117,078.22 |
| Step 2: | 87,366.35 | 96,321.74 | 106,193.76 | 122,932.48 |
| Step 3: | 91,524.69 | 100,907.98 | 111,249.53 | 128,786.74 |
| Step 4: | 95,683.03 | 105,494.22 | 116,305.30 | 134,641.00 |
| Step 5: | 99,841.37 | 110,080.46 | 121,361.07 | 140,495.26 |
| Step 6: | 103,999.71 | 114,666.70 | 126,416.84 | 146,349.52 |
| Step 7: | 108,158.05 | 119,252.94 | 131,472.61 | 152,203.78 |
| Step 8: | 112,316.39 | 123,839.18 | 136,528.38 | 158,058.04 |
| Step 9: | 116,474.73 | 128,425.42 | 141,584.15 | 163,912.30 |

Effective:
July 13, 2024

| Range: | 25* | 30** | 33** | 35** | 38*** |
|------------|-----------|------------|------------|------------|------------|
| Increment: | 2,433.65 | 4,451.75 | 5,152.48 | 5,679.14 | 6,091.67 |
| Step 1: | 48,644.73 | 93,816.41 | 107,853.96 | 118,419.93 | 121,847.68 |
| Step 2: | 51,078.38 | 98,268.16 | 113,006.44 | 124,099.07 | 127,939.35 |
| Step 3: | 53,512.03 | 102,719.91 | 118,158.92 | 129,778.21 | 134,031.02 |
| Step 4: | 55,945.68 | 107,171.66 | 123,311.40 | 135,457.35 | 140,122.69 |
| Step 5: | 58,379.33 | 111,623.41 | 128,463.88 | 141,136.49 | 146,214.36 |
| Step 6: | 60,812.98 | 116,075.16 | 133,616.36 | 146,815.63 | 152,306.03 |
| Step 7: | 63,246.63 | 120,526.91 | 138,768.84 | 152,494.77 | 158,397.70 |
| Step 8: | 65,680.28 | 124,978.66 | 143,921.32 | 158,173.91 | 164,489.37 |
| Step 9: | 68,113.93 | 129,430.41 | 149,073.80 | 163,853.05 | 170,581.04 |
| Step 10: | - | 133,882.16 | 154,226.28 | 169,532.19 | - |

**Range 25 rates are effective 6/29/2013*

***Ranges 30, 30 and 35 rates are effective 7/13/2024*

****Range 38 rates are effective 7/13/2024*

| Range: | 30 | 33 |
|-------------------|------------|------------|
| Increment: | 4,451.75 | 5,152.48 |
| Step 1: | 93,816.41 | 107,853.96 |
| Step 2: | 98,268.16 | 113,006.44 |
| Step 3: | 102,719.91 | 118,158.92 |
| Step 4: | 107,171.66 | 123,311.40 |
| Step 5: | 111,623.41 | 128,463.88 |
| Step 6: | 116,075.16 | 133,616.36 |
| Step 7: | 120,526.91 | 138,768.84 |
| Step 8: | 124,978.66 | 143,921.32 |
| Step 9: | 129,430.41 | 149,073.80 |
| Step 10: | 133,882.16 | 154,226.28 |

Effective:
July 13, 2024

| | |
|-------------------|-----------------|
| Range: | 24 |
| Increment: | 4,568.53 |
| Step 1: | 97,641.18 |
| Step 2: | 102,209.71 |
| Step 3: | 106,778.24 |
| Step 4: | 111,346.77 |
| Step 5: | 115,915.30 |
| Step 6: | 120,483.83 |
| Step 7: | 125,052.36 |
| Step 8: | 129,620.89 |
| Step 9: | 134,189.42 |
| Step 10: | 138,757.95 |

| | |
|--------------------|-----------------|
| Range: | 21 |
| Increment*: | 3,666.11 |
| Step 1: | 79,546.90 |
| Step 2: | 83,213.01 |
| Step 3: | 86,879.12 |
| Step 4: | 90,545.23 |
| Step 5: | 94,211.34 |
| Step 6: | 97,877.45 |
| Step 7: | 101,543.56 |
| Step 8: | 105,209.67 |
| Step 9: | 108,875.78 |
| Step 10: | 117,460.33 |

**Increment from Step 9 to Step 10 differ due to contract*

Effective:
July 2, 2022

| | |
|--------------------|-----------------|
| Range: | 27 |
| Increment*: | 4,500.88 |
| Step 1: | 91,345.38 |
| Step 2: | 95,846.26 |
| Step 3: | 100,347.14 |
| Step 4: | 104,848.02 |
| Step 5: | 109,348.90 |
| Step 6: | 113,849.78 |
| Step 7: | 118,350.66 |
| Step 8: | 122,851.54 |
| Step 9: | 127,352.42 |
| Step 10: | 137,405.92 |

**Increment from Step 9 to Step 10 differ due to contract*

| Range: | 26 | 29 |
|--------------------|------------|------------|
| Increment*: | 4,320.30 | 4,890.09 |
| Step 1: | 87,742.33 | 99,119.53 |
| Step 2: | 92,062.63 | 104,009.62 |
| Step 3: | 96,382.93 | 108,899.71 |
| Step 4: | 100,703.23 | 113,789.80 |
| Step 5: | 105,023.53 | 118,679.89 |
| Step 6: | 109,343.83 | 123,569.98 |
| Step 7: | 113,664.13 | 128,460.07 |
| Step 8: | 117,984.43 | 133,350.16 |
| Step 9: | 122,304.73 | 138,240.25 |
| Step 10: | 133,117.61 | 147,456.39 |

**Increment from Step 9 to Step 10 differ due to contract*

Effective:
July 2, 2022

| Range: | 20 | 23 | 26 |
|-------------|------------|------------|------------|
| Increment*: | 3,333.76 | 3,906.45 | 4,456.26 |
| Step 1: | 68,030.26 | 83,420.12 | 90,477.94 |
| Step 2: | 71,364.02 | 87,326.57 | 94,934.20 |
| Step 3: | 74,697.78 | 91,233.02 | 99,390.46 |
| Step 4: | 78,031.54 | 95,139.47 | 103,846.72 |
| Step 5: | 81,365.30 | 99,045.92 | 108,302.98 |
| Step 6: | 84,699.06 | 102,952.37 | 112,759.24 |
| Step 7: | 88,032.82 | 106,858.82 | 117,215.50 |
| Step 8: | 91,366.58 | 110,765.27 | 121,671.76 |
| Step 9*: | 94,700.34 | 116,150.48 | 126,128.02 |
| Step 10*: | 100,499.54 | 124,289.70 | 132,879.24 |

**Increment from Step 8 to 9, and Step 9 to Step 10 differ from the standard increment amount due to contract*

| | |
|-------------------|-----------------|
| Range: | 27 |
| Increment: | 4,471.34 |
| Step 1: | 116,668.81 |
| Step 2: | 121,140.15 |
| Step 3: | 125,611.49 |
| Step 4: | 130,082.83 |
| Step 5: | 134,554.17 |
| Step 6: | 139,025.51 |
| Step 7: | 143,496.85 |
| Step 8: | 147,968.19 |
| Step 9: | 152,439.53 |

Effective:
July 13, 2024

Single Rates

| Range Code: | Title Code: | Title Name: | Rate: |
|-------------|-------------|--|--------------|
| A 99 | 56348 | Agency Services Representative Trainee | \$35,215.95 |
| I 99 | 33890 | Agricultural Products Agent Trainee | \$46,730.87 |
| FA99 | 55172 | Campus Police Officer Recruit | \$40,000.00 |
| E999 | 31865 | Captain | \$161,585.90 |
| E999 | 31865C | Captain 112 Day Pay Status | \$161,585.90 |
| P 99 | 10075 | Clinical Psychiatrist Board Certified | \$270,121.37 |
| P 99 | 00468 | Clinical Psychiatrist Board Eligible | \$254,732.72 |
| P 99 | 10074 | Clinical Psychiatrist Post Certified | \$290,497.46 |
| O 99 | 21801 | Communications Operator Trainee | \$43,620.21 |
| FA99 | 32648 | Conservation Police Officer Recruit | \$45,000.00 |
| X 99 | 00157 | Consulting Physician Specialist | \$289.51 |
| L 99 | 32641 | Correction Officer Recruit | \$49,769.05 |
| 4 99 | 32660 | Correctional Police Major | \$139,633.75 |
| L 99 | 55628 | Correctional Police Officer | \$51,418.80 |
| X 99 | 32650 | Correctional Police Officer Apprentice | \$46,000.00 |
| L 99 | 55629 | Correctional Police Officer Juvenile Justice Commission | \$51,418.80 |
| M399 | 32664 | Deputy Chief Investigator Department Of Corrections | \$134,221.59 |
| E 99 | 31867 | Lieutenant Colonel And Deputy Superintendent State Police | \$169,500.00 |
| E 99 | 31866 | Major | \$160,000.00 |
| E 99 | 31866C | Major 112 Day Pay Status | \$160,000.00 |
| H 99 | 32680 | Medical Security Officer Recruit | \$49,192.65 |
| F 99 | 37593 | Parole Officer Recruit | \$61,128.49 |
| F 99 | 37593C | Parole Officer Recruit Bilingual In Spanish & English | \$61,128.49 |
| F 99 | 40803 | Parole Officer Recruit Juvenile Justice | \$61,128.49 |
| F 99 | 40803C | Parole Officer Recruit Juvenile Justice Bilingual In Spanish and English | \$61,128.49 |
| FA99 | 55171 | Police Officer Recruit Human Services | \$40,000.00 |
| A 99 | 22530 | Printing Machine Operator Trainee | \$35,215.95 |
| P 99 | 01383 | Psychological Intern | \$43,981.93 |
| O 99 | 06229 | Public Safety Telecommunicator Trainee | \$46,730.87 |
| I 99 | 56404 | Safety Specialist Trainee MVC | \$44,730.37 |
| FA99 | 55173 | State Park Police Officer Trainee | \$40,000.00 |

Trainee/Apprentice Titles

Effective:
July 13, 2024

| Range Code: | Title Code: | Title Name: | Minimum: | Maximum: |
|-------------|-------------|---|-------------|-------------|
| P 95 | 65960 | Affirmative Action Specialist Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 55301 | Analyst Trainee | \$54,351.06 | \$56,828.70 |
| P 95 | 55300 | Analyst Trainee | \$49,738.97 | \$51,987.70 |
| I 16 | 55472 | Apprentice Inspector Multiple Dwellings | \$48,830.38 | \$68,696.71 |
| P 95 | 10247 | Auditor Accountant Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 50961 | Auditor Accountant Trainee | \$49,738.97 | \$51,987.70 |
| P 95 | 50969 | Auditor Taxation Trainee | \$62,164.36 | \$65,036.01 |
| P 95 | 50959 | Auditor Taxation Trainee | \$59,430.08 | \$62,164.36 |
| P 95 | 54892 | Behavior Support Technician Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 01750 | Biologist Trainee | \$54,351.06 | \$56,828.70 |
| O 10 | 40349 | Bridge Operator Trainee | \$37,640.67 | \$52,449.99 |
| P 95 | 50090 | Budget Analyst Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 01550 | Chemist Trainee | \$51,987.70 | \$54,351.06 |
| P 20 | 62229 | Child Care Quality Assurance Inspector Apprentice | \$59,430.08 | \$84,038.60 |
| P 95 | 61970 | Child Support Specialist Trainee | \$54,351.06 | \$56,828.70 |
| P 95 | 15843 | Civil Engineer Trainee | \$58,733.89 | \$60,982.62 |
| P 95 | 14090 | Civil Engineer Trainee | \$64,261.62 | \$66,739.26 |
| P 95 | 64951 | Claims Adjudicator Trainee Disability Determinations | \$54,351.06 | \$56,828.70 |
| P 95 | 64951c | Claims Adjudicator Trainee Disability Determinations Bilingual In Spanish and English | \$54,351.06 | \$56,828.70 |
| P 19 | 61395 | Classification Officer Apprentice | \$56,828.70 | \$80,241.12 |
| I 19 | 56516 | Compliance Officer Apprentice Mvc | \$55,789.63 | \$78,771.49 |
| I 95 | 56553 | Compliance Officer Trainee Mvc | \$53,357.54 | \$55,789.63 |
| I 95 | 56554 | Compliance Officer Trainee Mvc | \$55,789.63 | \$58,343.17 |
| I 13 | 10132 | Construction And Maintenance Technician Apprentice | \$42,824.17 | \$59,979.97 |
| P 95 | 64897 | Deaf And Hard Of Hearing Specialist Trainee | \$54,351.06 | \$56,828.70 |
| Y95 | 57096 | Detective Trainee State Investigator Law & Public Safety | \$63,022.93 | \$65,943.30 |
| YE95 | 57099 | Detective Trainee State Investigator Law & Public Safety | \$50,629.09 | \$52,975.14 |
| P 95 | 50107 | Disaster Recovery Analyst Trainee | \$56,828.70 | \$59,430.08 |
| P 95 | 31970 | Driver Improvement Analyst Trainee | \$49,738.97 | \$51,987.70 |
| P 95 | 16690 | Electrical Engineer Trainee | \$64,261.62 | \$66,739.26 |

Trainee/Apprentice Titles (cont.)

| Range Code: | Title Code: | Title Name: | Minimum: | Maximum: |
|-------------|-------------|--|-------------|--------------|
| P 95 | 15861 | Emergency Response Specialist Trainee | \$59,430.08 | \$62,164.36 |
| P 95 | 64760 | Employment Counselor Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 64760c | Employment Counselor Trainee Bilingual In Spanish and English | \$51,987.70 | \$54,351.06 |
| P 95 | 64790 | Employment Services Trainee | \$49,738.97 | \$51,987.70 |
| P 95 | 64790d | Employment Services Trainee Veterans Services | \$49,738.97 | \$51,987.70 |
| P 95 | 16270 | Engineer Trainee Transportation | \$64,261.62 | \$66,739.26 |
| A 13 | 10119 | Engineering Technician Apprentice | \$43,620.21 | \$61,096.32 |
| P 95 | 54247 | Environmental Engineer Trainee | \$64,632.84 | \$67,234.22 |
| P 95 | 12516 | Environmental Services Trainee | \$54,351.06 | \$56,828.70 |
| P 95 | 16001 | Environmental Services Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 62150 | Family Service Specialist Trainee | \$59,430.08 | \$62,164.36 |
| P 95 | 62150s | Family Service Specialist Trainee Bilingual In Spanish and English | \$59,430.08 | \$62,164.36 |
| P 95 | 64397 | Field Representative Housing Trainee Housing Assistance Program | \$49,738.97 | \$51,987.70 |
| P 95 | 54860 | Financial Examiner Trainee | \$54,351.06 | \$56,828.70 |
| A 12 | 45009 | Fingerprint Processing Technician Apprentice | \$41,774.43 | \$58,386.45 |
| P 95 | 02650 | Forester Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 03174 | Geographic Information Systems Specialist Trainee | \$56,828.70 | \$59,430.08 |
| P 95 | 12515 | Geologist Trainee | \$64,898.64 | \$67,632.92 |
| P 20 | 08085 | Health Data Specialist Apprentice | \$59,430.08 | \$84,038.60 |
| O 95 | 42049 | Highway Operations Technician Trainee | \$39,209.61 | \$41,014.97 |
| Y 95 | 40454 | Human Resource Consultant Trainee | \$51,987.70 | \$54,351.06 |
| I 15 | 09062 | Inspector Apprentice Fire Safety | \$46,730.87 | \$65,626.46 |
| P 95 | 61380 | Instructor-Counselor Trainee | \$49,738.97 | \$51,987.70 |
| P 95 | 55270 | Insurance Analyst Trainee | \$54,351.06 | \$56,828.70 |
| P 95 | 55081 | Insurance Examiner Trainee | \$56,828.70 | \$59,430.08 |
| Y 25 | 61459 | Intelligence Analyst Apprentice Office Of Homeland Security And Preparedness | \$74,534.83 | \$105,943.75 |
| P 19 | 33350 | Investigator Apprentice Public Defender | \$56,828.70 | \$80,241.12 |
| P 19 | 33350c | Investigator Apprentice Public Defender Bilingual In Spanish and English | \$56,828.70 | \$80,241.12 |
| P 95 | 56788 | Investigator Trainee | \$51,987.70 | \$54,351.06 |
| I 95 | 56798 | Investigator Trainee Office of Chief State Medical Examiner | \$53,357.54 | \$55,789.63 |

Trainee/Apprentice Titles (cont.)

| Range Code: | Title Code: | Title Name: | Minimum: | Maximum: |
|-------------|-------------|--|-------------|-------------|
| P 95 | 33854 | Investigator Trainee Law & Public Safety | \$49,738.97 | \$51,987.70 |
| P 95 | 51590 | Investigator Trainee Taxation | \$51,987.70 | \$54,351.06 |
| P 95 | 52480 | Investment Analyst Trainee | \$59,430.08 | \$62,164.36 |
| P 95 | 54140 | Labor Market Analyst Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 10690 | Landscape Designer Trainee | \$56,828.70 | \$59,430.08 |
| O 12 | 43730 | Mechanic Trainee | \$41,012.50 | \$57,317.53 |
| P 95 | 16890 | Mechanical Engineer Trainee | \$64,261.62 | \$66,739.26 |
| P 95 | 02001 | Microbiologist trainee | \$51,987.70 | \$54,351.06 |
| P 19 | 44798 | Nutrition Program Specialist Apprentice | \$56,828.70 | \$80,241.12 |
| P 95 | 03112 | Occupational Health Consultant Trainee | \$49,738.97 | \$51,987.70 |
| P 19 | 61851 | Parole Counselor Apprentice State Parole Board | \$56,828.70 | \$80,241.12 |
| P 95 | 53650 | Pensions Benefits Specialist Trainee | \$49,738.97 | \$51,987.70 |
| P 95 | 63250 | Personnel Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 16470 | Planner Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 16469 | Planner Trainee | \$54,351.06 | \$56,828.70 |
| P 95 | 64491 | Program Specialist Trainee | \$49,738.97 | \$51,987.70 |
| P 95 | 62920 | Public Health Representative Trainee | \$49,738.97 | \$51,987.70 |
| P 95 | 62920c | Public Health Representative Trainee Bilingual In Spanish and English | \$49,738.97 | \$51,987.70 |
| O 15 | 08095 | Public Safety Telecommunicator First Responder Apprentice State Police | \$46,730.87 | \$65,626.46 |
| P 95 | 56720 | Rate Analyst Utilities Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 57107 | Realty Specialist Trainee Transportation | \$51,987.70 | \$54,351.06 |
| P 95 | 57061 | Realty Specialist Trainee Transportation | \$49,738.97 | \$51,987.70 |
| P 95 | 03150 | Registered Environmental Health Inspector Trainee | \$51,987.70 | \$54,351.06 |
| Y 95 | 63400 | Regulatory Officer Trainee Civil Service Commission | \$62,164.36 | \$65,036.01 |
| O 12 | 10316 | Safety Servicepatrol Apprentice | \$41,012.50 | \$57,317.53 |
| P 95 | 52501 | Securities Market Trader Trainee | \$59,430.08 | \$62,164.36 |
| C 95 | 42052 | Sign Technician Trainee | \$39,286.15 | \$41,014.97 |
| P 95 | 60050 | Social Worker Trainee | \$49,738.97 | \$51,987.70 |
| P 95 | 60050c | Social Worker Trainee Bilingual In Spanish and English | \$49,738.97 | \$51,987.70 |
| FA 95 | 51342 | Special Agent Trainee | \$50,492.53 | \$53,017.96 |
| P 95 | 50842 | State Budget Specialist Trainee | \$59,430.08 | \$62,164.36 |

Trainee/Apprentice Titles (cont.)

| Range Code: | Title Code: | Title Name: | Minimum: | Maximum: |
|-------------|-------------|--|-------------|-------------|
| Y 95 | 56313 | State Investigator Trainee Law and Public Safety | \$54,351.06 | \$56,828.70 |
| P 95 | 51400 | Tax Representative Trainee | \$51,987.70 | \$54,351.06 |
| Y 95 | 63220 | Test Development Specialist Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 57141 | Title Examiner Trainee | \$49,738.97 | \$51,987.70 |
| P 95 | 57149 | Title Examiner Trainee | \$51,987.70 | \$54,351.06 |
| P 95 | 62352 | Veterans Services Officer Trainee | \$51,987.70 | \$54,351.06 |
| FA 14 | 04201 | Weights And Measures Apprentice | \$51,950.84 | \$78,552.79 |
| FA 14 | 04201 | Weights And Measures Apprentice | \$51,950.84 | \$78,552.79 |

State Benefits Programs

In addition to the salary programs, State employees are entitled to a number of benefits programs. The details of these benefits programs are set forth in various statutes, regulations and collective negotiations agreements. However, this Appendix summarizes the programs that are currently available and provides the sources for further information.

The following programs are administered in accordance with Civil Service Commission regulations:

Supplemental Compensation on Retirement

Eligible retirees are entitled to one half pay for unused accumulated sick time at retirement, up to a maximum of \$15,000.

Vacation Leave

One day per month during initial employment. On January 1 following appointment, the career service employee receives 12 days per year. After five years of employment, the employee is credited with 15 days per year; after twelve years 20 days; and after twenty years 25 days. One year's allowance of unused vacation leave may be carried over to the next year. Employees are paid for unused days upon termination or retirement. In some departments, unclassified employees have vacation leave entitlements based on a plan specific to that department.

Administrative Leave

One half day per month during initial employment, up to three days. The employee is credited with three days per year thereafter. Administrative leave may be used for personal business and can be used in conjunction with vacation leave. Administrative leave does not accumulate.

Sick Leave

One day per month during initial employment. On every January 1 following appointment, the employee is credited with 15 days per year. Unused sick days accumulate from year to year with no limit on accumulation.

Bereavement Leave

State employees in the career, senior executive and unclassified services are entitled to one full day of Paid Bereavement Leave effective July 1, 2024 and at the beginning of each calendar year thereafter. Bereavement leave must be used before an employee's sick leave. Bereavement Leave does not accumulate and unused time cannot be carried forward. Bereavement time is not paid out upon employee separation.

State Benefits Programs (cont.)

School Volunteer Leave

State employees in the career, senior executive and unclassified services are entitled to paid leave of up to 20 hours per calendar year to volunteer in an academically beneficial school activity in New Jersey approved by the local board of education or other administrative authority of the school.

Jury Duty

Employees receive full pay while serving on jury duty.

Military Leave

Permanent employees who belong to the NJ National Guard receive full pay for all mandatory duty up to 90 days per year. Members of the Reserves receive full pay for time spent in unit field training operations. Leave without pay is available for other types of military service, and differential pay is provided for participants in specified military operations in accordance with Executive Orders by the Governor.

Convention Delegate Leave

Delegates to conventions of specified organizations, receive up to five days with pay to attend the convention for that organization.

Athletic Competition Leave

Members of the United States team for athletic competition at the world, Pan American or Olympic level, in a sport contested in either the Pan American or Olympic games, receive full pay for up to 90 calendar days for training camp and competition combined.

Emergency Civilian Duty

Career employees are given time off with pay to perform emergency civilian duty in relation to national defense or other emergency when so ordered by the Governor or by the President of the United States.

Leave to Appear as a Witness

Employees are granted time off with pay to appear as a witness or a party before a judicial or administrative body or legislative committee when such appearance is part of the job function. Leave with pay is also granted when an employee is summoned as a witness in a proceeding to which he or she is not a named party.

Donated Leave Program

This program allows State employees to voluntarily donate a portion of their earned sick and/or vacation time to other State employees who have exhausted their own earned leave time and who are suffering from a catastrophic health condition or injury which mandates the employee's prolonged absence from work; or is needed to provide care to a member of the employee's immediate family who is suffering from a catastrophic health condition or injury; or requires absence from work due to the donation of an organ (which shall include, for example, the donation of bone marrow); or requires absence from work during a period of disability due to the pregnancy of the employee which requires the care of a physician who provides a medical verification of the need for the employee's absence from work for 30 or more work days regardless of whether the absence from work commences before the expected delivery date or after the actual delivery date.

Voluntary Furlough Program

This program allows employees to take up to 30 days (extensions up to 60 days may be requested) off from work without pay in a calendar year without adversely affecting the accrual of leave time or seniority. Effective January 1, 2011, an employee who wishes to extend a voluntary furlough beyond 30 days may request up to 60 days' furlough extension leave without pay. The employee may continue health benefits by paying the full premium amount (employer's and employee's share) for the furlough extension days.

Leaves Without Pay

Employees with permanent status may be granted leaves of absence without pay for a period not to exceed one year. Leaves may be extended beyond one year for exceptional circumstance.

Education Leave

Employees may be granted leaves with or without pay for the purpose of obtaining training that is of direct value to the State but is not available through State in-service training programs.

Tuition Aid Program

Subject to available appropriations, eligible employees are provided tuition aid to complete required course work at accredited educational institutions which relates to current or planned job responsibilities.

Employee Interchange Program

This program allows employees to participate in an interchange program with any federal, State or local governmental or private sector entity with the intent to improve the management of government through shared experience, communication and learning.

State Benefits Programs (cont.)

The following programs are administered by the Division of Pensions and Benefits, Department of the Treasury, in accordance with applicable statutory and regulatory provisions. For more detailed information, please visit the Division of Pensions and Benefits website at <https://www.nj.gov/treasury/pensions>:

- State Health Benefits Program
- Employee Prescription Drug Plan
- Employee Dental Plans
- State-Administered Retirement Systems
- Group Life Insurance
- New Jersey State Employees Deferred Compensation Program
- Supplemental Annuity Collective Trust of New Jersey (SACT)
- State Employees Tax Savings Program (Tax\$ave)
- New Jersey State Employees Commuter Tax Savings Program (Commuter Tax\$ave)

The following programs are administered by each State appointing authority in accordance with provisions set forth in collective negotiations agreements:

Clothing Maintenance Allowance

This benefit is provided to certain State employees. Eligibility and amounts are established in accordance with contractual provisions.

Tool Allowance

This benefit is provided to certain State employees. Eligibility and amounts are established in accordance with contractual provisions.

Eye Care Program

This benefit is provided to all eligible State employees and their dependents, and offers reimbursement toward the cost of eye examinations and prescription lenses.

Other benefit programs are as follows:

Holidays

The following holidays are observed:

New Year's Day; Martin Luther King Day (Third Monday in January); President's Day (Third Monday in February); Good Friday; Memorial Day (Last Monday in May); Juneteenth (Third Friday in June); Independence Day; Labor Day (First Monday in September); Columbus Day (Second Monday in October); Election Day; Veteran's Day; Thanksgiving; and Christmas.

State Benefits Programs (cont.)

Any holiday which falls on a Saturday will be observed the preceding Friday. Any holiday which falls on a Sunday will be observed the following Monday.

Workers' Compensation

This benefit is provided to employees who are injured or who contract an occupational disease while working. The benefits include medical care, temporary disability payments and compensation for a resulting permanent disability. This program is administered through the Division of Risk Management, Department of the Treasury, in accordance with applicable statutory and regulatory provisions.

Temporary Disability Insurance Program

This program provides cash benefits when an employee cannot work due to illness or injury which is not work-related. It is administered by the Division of Temporary Disability Insurance, Department of Labor, in accordance with applicable statutory and regulatory provisions.

Child Care Assistance

At some State locations, on-site day care centers are provided at a reduced rate. Human Resource staffs are familiar with these programs, where available.

Family Leave

Under the New Jersey Family Leave Act, eligible employees receive up to 12 weeks of leave to provide care for a newborn or newly adopted child, or for a family member with a serious health condition. Under the Federal Family and Medical Leave Act, eligible employees also receive up to 12 weeks' leave for their own serious health condition. The employee may use paid leave, but must meet the requirements for the type of paid leave used. Whether paid or unpaid, health benefits and seniority are continued during the family leave.

Family Leave Insurance

The Family Leave Insurance benefits program became effective July 1, 2009 and provides covered individuals income replacement benefits. Family Leave Insurance benefits can be claimed in order to:

- Bond with a child during the first 12 months after the child's birth or the first 12 months after the placement of the child for adoption with the covered individual; or to
- Care for a family member with a serious health condition

The Insurance is 100% funded by employee contributions through payroll deductions beginning January 1, 2009. For more information on Family Leave Insurance, refer to the Department of Labor and Workforce Development's website at: <https://myleavebenefits.nj.gov/labor/myleavebenefits/worker/fli/index.shtml>

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