

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
Fraternal Order of Police Lodge 74 (University Police Office) (FOP) Contract Dates: July 1, 2003 – June 30, 2007	AH	CGI* CSI**	<p><u>Effective July 1, 2007</u> Pending contract negotiations</p> <p><u>Effective July 1, 2006</u> The base salaries for Police Officers were increased by 5% plus .25/hr. for incumbents with ten (10) plus years of UMDNJ Police Officer experience, and .50/hr for incumbents with fifteen (15) plus years of UMDNJ Police Officer experience (“Experience Differential”). No step movement for FY07 (July 1, 2006- June 30, 2006).</p> <p><u>Effective July 1, 2005</u> The base salaries for Police Officers were increased by 3%, plus .25/hr for incumbents with ten (10) plus years of UMDNJ Police Officer experience, and .50/hr for incumbents with fifteen (15) plus years of UMDNJ Police Officer experience (“Experience Differential’). A Police Officer will move one step on his/her anniversary date as a Police Officer providing he/she receives at least a satisfactory performance evaluation.</p>

* CGI – Contractual General Increase ** CMI – Contractual Merit Increase ***CSI – Contractual Step Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
Fraternal Order of Police Lodge 155 (Sergeants Public Safety) (FOP) Contract Dates: July 1, 2003 – June 30, 2007	BH	CGI*	<p><u>Effective July 1, 2007</u> Pending contract negotiations.</p> <p><u>Effective July 1, 2006</u> The base salaries for Police Officers were increased by 3% plus .25/hr. for incumbents with ten (10) plus years of UMDNJ Police Officer experience, and .50/hr for incumbents with fifteen (15) plus years of UMDNJ Police Officer experience (“Experience Differential”). One (1) step movement on anniversary date of hire for FY07 (July 1, 2006- June 30, 2006).</p> <p><u>Effective July 1, 2005</u> A 4.5% across-the-board increase was given, plus .25/hr for incumbents with ten (10) plus years of UMDNJ Police Officer across-the-board increase was given, plus .25/hr for incumbents with ten (10) plus years of UMDNJ Police Officer experience, and .50/hr for incumbents with fifteen (15) plus years of UMDNJ Police Officer experience (“Experience Differential”).</p>

* CGI – Contractual General Increase ** CMI – Contractual Merit Increase ***CSI – Contractual Step Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
Office Professional Employees International Union Local 153 (Public Safety Interns/Dispatchers & Security Officers) Contract Dates: July 1, 2006 – June 30, 2010	GH	CGI*	<p><u>Effective July 1, 2007</u> A 2.5% across-the-board increase was given Job rates were increased by 2.0%</p> <p><u>Effective July 1, 2006</u> A 2.5% across-the-board increase was given. Job rates increased by 2.0%.</p> <p><u>Effective July 1, 2006</u> A 2.5 % across-the-board increase was given.</p> <p><u>Effective July 1, 2005</u> A 3% across-the-board increase was given, plus an additional 0.5% multiplied by the number of steps the employees would have been eligible to receive between 7/1/97 and 6/30/01 had the "OH" step adjustments have been implemented in those years. Increases range from 3 -5 %</p> <p><u>Effective April 17, 2005</u> A Probationary Rate, Job Rate and Two (2) Year Rate has been implemented for Security Guards and Dispatchers as follows:</p> <p>Security Guards: Probationary Rate: \$13.50 Job Rate: \$14.00 Two (2) Year Rate: \$14.42</p> <p>Public Safety Dispatchers: Probationary Rate: \$15.00 Job Rate: \$15.50 Two (2) Year Rate: \$15.97</p>

* CGI – Contractual General Increase ** CMI – Contractual Merit Increase ***CSI – Contractual Step Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
International Union of Operating Engineers Local 68 (Skilled Trades) (IOUE) Contract Dates: July 1, 2006 – June 30, 2010	OH	CGI*	<p><u>Effective July 1, 2007</u> A 2.5% across-the-board increase was given. Job rates will increase by 2.0%.</p> <p><u>Effective July 1, 2006</u> A 2.5% across-the-board increase was given. Job rates increased by 2.0%.</p> <p><u>Effective July 1, 2005</u> A 3% across-the-board increase was given, plus additional 0.5% multiplied by the number of steps the employee would have been eligible to receive between 7/1/97 and 6/30/01 had the “OH” Salary Scale been implemented in those years. Increases range from 3 – 5%.</p>

* CGI – Contractual General Increase ** CMI – Contractual Merit Increase ***CSI – Contractual Step Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
Healthcare Professionals and Allied Employees Local 5094 (Professional Staff) (HPAE) Contract Dates: July 1, 2006 – June 30, 2010	PH and PS	CGI*	<u>Effective July 1, 2007</u> A 2.5% across-the-board increase was given. No step movement.
		CGI*	<u>Effective July 1, 2006</u> A 2.5% across-the-board increase was given. No step movement.
		CGI*	<u>Effective January 1, 2006</u> A 2% across-the-board increase was given.
		CGI* CSI***	<u>Effective July 1, 2005</u> Employees were placed on a newly-created mini-step salary scale that matches their salary. Employees advance one (1) step on the Salary Scale on their anniversary date. AN employee must have a satisfactory performance rating of a “3” or higher for step movement.

* CGI – Contractual General Increase ** CMI – Contractual Merit Increase ***CSI – Contractual Step Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
<p>Healthcare Professionals and Allied Employees Local 5089 (Registered Nurses)</p> <p style="text-align: center;">(HPAE)</p> <p style="color: blue;">Contract Dates: July 1, 2006 – June 30, 2010</p>	<p>UA and UB</p>	<p>CGI* CSI***</p>	<p><u>Effective July 22, 2007</u> <u>Scale A:</u> Staff Nurses on Scale A received a 1.0% across-the-board increase; no step movement. <u>Scale B:</u> Staff Nurses on Scale B received a 3.0% across-the-board increase; step movement based on experience as of June 30, 2007.</p> <p><i>Nurses at Step 26 and employed for at least one (1) year at UMDNJ received a \$500 lump sum payment.</i></p> <p><u>Effective July 23, 2006</u> <u>Scale A:</u> Staff Nurses on Scale A received a 1.0% across-the-board increase; no step movement. <u>Scale B:</u> Staff Nurses in Scale A received a 3.0% across-the-board increase and step movement based upon experience as of June 30, 2006.</p> <p><u>Effective July 1, 2005</u> <u>Scale A:</u> Staff Nurses on Scale A received a 4.5% across-the-board increase and moved to the next step on the scale. <u>Scale B:</u> Scale B was increased by 6.0%. Eligible employees moved to the next step on the scale based upon credited years of experience. Those employees who did not move a step received a 6% increase.</p> <p><u>Effective July 22, 2007</u> All Nurse Clinicians and Research Nurse Clinicians received a 2.75% across-the-board increase.</p> <p><u>Effective July 23, 2006</u> All Nurse Clinicians and Research Nurse Clinicians received a 2.75% across-the-board increase.</p>
<p>Healthcare Professionals and Allied Employees Local 5089 (Nurse Clinicians & Research Nurse Clinicians)</p> <p style="text-align: center;">(HPAE)</p> <p style="color: blue;">Contract Dates: July 1, 2006 – June 30, 2010</p>	<p>UC <i>(formally classified on the NH03 Scale)</i></p>	<p>CGI* CGI*</p>	<p><u>Effective July 22, 2007</u> All Nurse Clinicians and Research Nurse Clinicians received a 2.75% across-the-board increase.</p> <p><u>Effective July 23, 2006</u> All Nurse Clinicians and Research Nurse Clinicians received a 2.75% across-the-board increase.</p>

* CGI – Contractual General Increase ***CSI – Contractual Step Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
<p style="text-align: center;">Healthcare Professionals and Allied Employees Local 5094 (Advanced Practice Nurses)</p> <p style="text-align: center;">(HPAE)</p> <p style="text-align: center;">Contract Dates: July 1, 2006 – June 30, 2010</p>	US	CGI*	<p><u>Effective July 22, 2007</u> All Advanced Practice Nurses (APNs) received a 4.5% across-the-board increase; no step movement. Scale was increased by 4.5%.</p> <p><u>Effective July 23, 2006</u> All Advanced Practice Nurses (APNs) received a 4.5% across-the-board increase; no step movement.</p>

* CGI – Contractual General Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
Healthcare Professionals and Allied Employees Local 5089 (Nurse Anesthetists) (HPAE) Contract Dates: July 1, 2006 – June 30, 2010	XH	CGI* CSI***	<u>Effective July 22, 2007</u> All Nurse Anesthetists received a \$4,300 increase to the base salary plus step movement to the next step on their anniversary date as a Nurse Anesthetist. <u>Effective July 23, 2006</u> All Nurse Anesthetists received a \$4,300 increase to their base rate plus step movement to the next step on their anniversary date as a Nurse Anesthetist.
Healthcare Professionals and Allied Employees Local 5089 (Case Management Coordinators) (HPAE) Contract Dates: July 1, 2006 – June 30, 2010	XS	CGI* CGI*	<u>Effective July 22, 2007</u> All Case Management Coordinators received a 2.75% across-the-board increase, with no step movement. <u>Effective July 23, 2006</u> All Case Management Coordinators received a 2.75% across-the-board increase, with no step movement.

* CGI – Contractual General Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
<p>Communications Workers of America Local 1031 (Supervisors) (CWA)</p> <p style="color: blue;">Contract Dates: November 1, 2005 – June 30, 2008</p>	<p>SH and SS</p>	<p>CMI**</p>	<p><u>Effective November 1, 2007</u> Employees in CWA represented positions will receive a merit increase, based on the current share value system 1.7% merit pool. No increase to salary tables.</p>
		<p>CGI*</p>	<p><u>Effective November 1, 2006</u> Employees in CWA represented positions on payroll by October 31, 2006, received an across-the-board increase of 2.5%. SH and SS Salary Tables were increased by 2.5%.</p>
		<p>CGI*</p>	<p><u>Effective November 1, 2005</u> Employees in CWA represented positions on payroll by October 31, 2005, received an across-the-board increase of 2.5%. SH and SS Salary Tables were increased by 2.5%.</p>

* CGI – Contractual General Increase **CMI – Contractual Merit Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)



Bargaining Unit	Salary Table	Type of Increase	Details
Communications Workers of America Local 1041 (University Correctional HealthCare) (CWA) Contract Dates: August 2, 2005 – December 31, 2008	JH & JS	CGI*	<u>Effective August 7, 2005</u> All bargaining unit staff hired before August 7, 2005 will receive a 1% across-the-board increase.
		CGI*	<u>Effective December 25, 2005</u> All bargaining unit staff hired before December 25, 2005, will receive a 3% across-the board increase.
		CMI***	Clinician Supervisors employed prior to October 1, 2005 will be eligible for a merit increase. This increase will be based upon maintenance of a 4% budgetary average with individual increases assigned on a range of 3% to 5% based upon performance.

* CGI – Contractual General Increase **CMI – Contractual Merit Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
International Association of EMT's & Paramedics Local 100 (EMS Supervisors) (IAEP) Contract Dates: November 1, 2005 – October 31, 2008	WS	CGI*	<p><u>Effective October 28, 2007</u> Across-the-Board Salary Increase Eligibility: Employees in EMS Supervisor positions on October 28, 2007, receiving performance ratings of "2" or higher receive a 1.25% across-the-board increase (based on the employees rating multiplied by the operating unit's per share value). Employees with a rating of "3" or higher employed in the bargaining unit as of 7/1/07 will receive a merit increase. The merit pool average was 1.25%.</p>
		CMI**	<p><u>Effective October 29, 2006</u> Merit Increase Eligibility: Employees in EMS Supervisor positions on October 29, 2006, receiving performance ratings of "3" or higher received a merit increase (based on the employees rating multiplied by the operating unit's per share value). The merit pool average was 2.5%.</p>
		CGI*	<p><u>Effective October 1, 2006</u> All bargaining unit employees changed from exempt to non-exempt (hourly) status making the position overtime eligible after forty (40) hours of work per week.</p>
		CGI*	<p><u>Effective November 1, 2005</u> Across-the-Board Salary Increase Eligibility: Employees in EMS Supervisor positions on October 30, 2005, received an across-the-board increase of 2.5% in their September 22 paychecks. Employees with performance ratings of "2" or higher are eligible.</p>
		CMI**	<p><u>Effective November 1, 2004</u> Across-the-Board Salary Increase Eligibility: Employees in EMS Supervisor positions on October 31, 2004, received an across-the-board increase of 2.5% in their 11/19/04 paychecks. Employees with performance ratings of "2" or higher are eligible. Merit Increase Eligibility: Employees in EMS Supervisor positions on July 1, 2004, receiving performance ratings of "3" or higher received merit increases (Based on the employee's rating multiplied by the operating unit's per share value). The merit pool average was 1.0%.</p>

* CGI – Contractual General Increase **CMI – Contractual Merit Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
<p>Teamsters Local 97</p> <p>Contract Dates: July 1, 2006 – June 30, 2010</p>	<p>TC (Clerical) TS (Service/Support) TT (Technical) TP (Professional)</p>	<p>CGI*</p>	<p><u>Effective July 1, 2007</u> A 2.5% across-the-board increase was given. TC and TS job rates were increased by 2%. TT and TP job rates were increased by 2.5%</p> <p><u>Effective July 1, 2006</u> A 2.5% across-the-board increase was given.</p> <p><u>Effective July 1, 2005</u> A 3% across-the-board increase was given, plus an additional 0.5% multiplied by the number of steps the employee would have been eligible to receive between 7/1/97 and 6/30/01 had the “TH” Salary Scale been implemented in those years. Increases ranged from 3 - 5%.</p> <p><u>Effective January 9, 2005</u> A Probationary Rate, Job Rate and Two (2) Year Rate were implemented for each Teamster Job Classification.</p>

* CGI – Contractual General Increase

SALARY INCREASE UPDATE
(From HR – Compensation Services)

Bargaining Unit	Salary Table	Type of Increase	Details
Confidential Support Staff	KH	<p style="text-align: center;">General Increase</p> <p style="text-align: center;">General Increase</p> <p style="text-align: center;">General Increase</p>	<p><u>Effective July 1, 2007</u> A 2.5% across-the-board increase was given.</p> <p><u>Effective July 1, 2006</u> A 2.5% across-the-board increase was given.</p> <p><u>Effective July 1, 2005</u> A 3.5% across-the-board increase was given plus an additional 0.5% multiplied by the number of steps the employee would have been eligible to receive between 7/1/97 and 6/30/01 had the “KH” step adjustments been implemented in those years. Increases range from 3.5 - 5%</p> <p><u>Effective January 9, 2005</u> Salary Increases were given to employees falling below the market rate of pay. A comparison was made to external market data in conjunction with internal equity considerations.</p>
Non-Union Management & Confidential Professionals	MS, VS, NS, NH, CS, YH & YS	<p style="text-align: center;">Merit Increase</p> <p style="text-align: center;">Merit Increase</p>	<p><u>Effective July 1, 2007</u> The 2007 Non-Union Management & Confidential Professional Appraisal Program was approved.</p> <p><u>Effective June 25, 2006</u> The 2006 Non-Union Management & Confidential Professional Appraisal Program was approved.</p>