

SENATE, No. 4249

STATE OF NEW JERSEY
219th LEGISLATURE

INTRODUCED DECEMBER 6, 2021

Sponsored by:

Senator STEPHEN M. SWEENEY

District 3 (Cumberland, Gloucester and Salem)

SYNOPSIS

Requires certain unclassified State employees to receive certain salary increases.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning salary increases for certain State employees and
 2 amending P.L.2005, c.142.

3
 4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
 5 *of New Jersey:*

6
 7 1. Section 1 of P.L.2005, c.142 (C.34:13A-5.10) is amended to
 8 read as follows:

9 1. a. The Legislature finds and declares that, for more than three
 10 decades, there have been broad-based collective negotiations units
 11 for the employees in the Executive Branch of State government. This
 12 existing unit structure has contributed to the stability of labor
 13 relations between the public employees and the Executive Branch
 14 and has served to avoid disruption of services to the public. To foster
 15 continued harmonious labor relations between State employees and
 16 the Executive Branch, the existing structure for collective
 17 negotiations units must be codified.

18 In addition, the Legislature finds and declares that the structure
 19 should be expanded to permit collective negotiations for managers
 20 and deputy attorneys general who are not covered by the ten units for
 21 civilian employees of the Executive Branch.

22 b. (1) There shall be only twelve collective negotiations units for
 23 civilian employees of the Executive Branch of State government.
 24 The units shall be as follows: administrative and clerical;
 25 professional; primary level supervisory; high level supervisory;
 26 operations, maintenance and services; crafts; inspection and security;
 27 health care and rehabilitation services; State colleges and
 28 universities; State colleges and universities adjuncts; deputy
 29 attorneys general; and State government managers.

30 (2) Unclassified managers with the employee relations group
 31 designation of managerial who are represented by the International
 32 Brotherhood of Electrical Workers and who have a designation code
 33 of &98 shall receive annual salary increases for each year of a
 34 collective negotiations agreement with the State based upon the
 35 following scale:

36	<u>Final Annual ePAR Rating</u>	<u>Increase</u>
37	<u>5 on a 5-tier rating system</u>	<u>5 percent</u>
38	<u>3 on a 3-tier rating system</u>	<u>5 percent</u>
39	<u>4 on a 5-tier rating system</u>	<u>4 percent</u>
40	<u>3 on a 5-tier rating system</u>	<u>3 percent</u>
41	<u>2 on a 3-tier rating system</u>	<u>3 percent</u>

42 Such annual salary increases shall be awarded until the employee
 43 reaches the salary limitation as determined through collective
 44 negotiations. For those hired or promoted before January 1, 2020
 45 into the position held on the effective date, the annual increase shall

EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 be based on their current salary. For those hired or promoted on or
2 after January 1, 2020 into the position held on the effective date, the
3 annual increase shall be based on their initial starting salary. In the
4 absence of a Final Annual PAR Rating, the salary increase awarded
5 shall be four percent of base salary. The salary increases provided by
6 this paragraph shall be retroactive to January 1, 2020.

7 For the purposes of this section:
8 “ePAR” means electronic performance assessment review; and
9 “PAR” means performance assessment review.

10 **[(2)] (3)** An existing or newly established title that is not assigned
11 managerial, executive or confidential duties, as defined in
12 subsections (f) and (g) of section 3 of P.L.1941, c.100 (C.34:13A-3),
13 may be placed in one of the twelve collective negotiations units for
14 civilian employees by the Governor's Office of Employee Relations.
15 Such placements may be challenged through a unit clarification
16 procedure pursuant to the rules of the New Jersey Public Employment
17 Relations Commission.

18
19 2. This act shall take effect immediately.
20
21

22 STATEMENT
23

24 This bill specifies in law annual salary increases that will be
25 awarded to deputy attorneys general and State government managers
26 who have a designation code of &98 and who are represented by the
27 International Brotherhood of Electrical Engineers. The increases will
28 be as follows:

Annual Performance Rating	Increase
5 on a 5-tier rating system	5 percent
3 on a 3-tier rating system	5 percent
4 on a 5-tier rating system	4 percent
3 on a 5-tier rating system	3 percent
2 on a 3-tier rating system	3 percent