

AGREEMENT

STATE OF NEW JERSEY

**LOCAL NO. 195, INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS, AFL-CIO
REPRESENTING OPERATIONS, MAINTENANCE AND
SERVICES AND CRAFTS UNITS**

**LOCAL NO. 195, INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS, AFL-CIO**

AND

**LOCAL NO. 32BJ, NEW JERSEY STATE MOTOR VEHICLE
EMPLOYEES UNION, SEIU—AFL-CIO
REPRESENTING INSPECTION AND SECURITY UNIT**

July 1, 2019 - June 30, 2023



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 "" 64" Vwkvkqp"Ckf"Rtqi tc o "00 86
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 " 6:" Rtugtxcvkqp"qh" Tki jvu"000 89
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 C0""Vtcpuht"00 96
 D0""Tgcuk i p o gpv."Ujkhv"qt"Uejgfwng"Ejcpigu"0000000000000000000000000000000000 96
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" 90" C"

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Fig. 10. 10. 10. 10.

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O

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CTVKENG"33

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CTVKENG"42

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C0" Rgpukqpu

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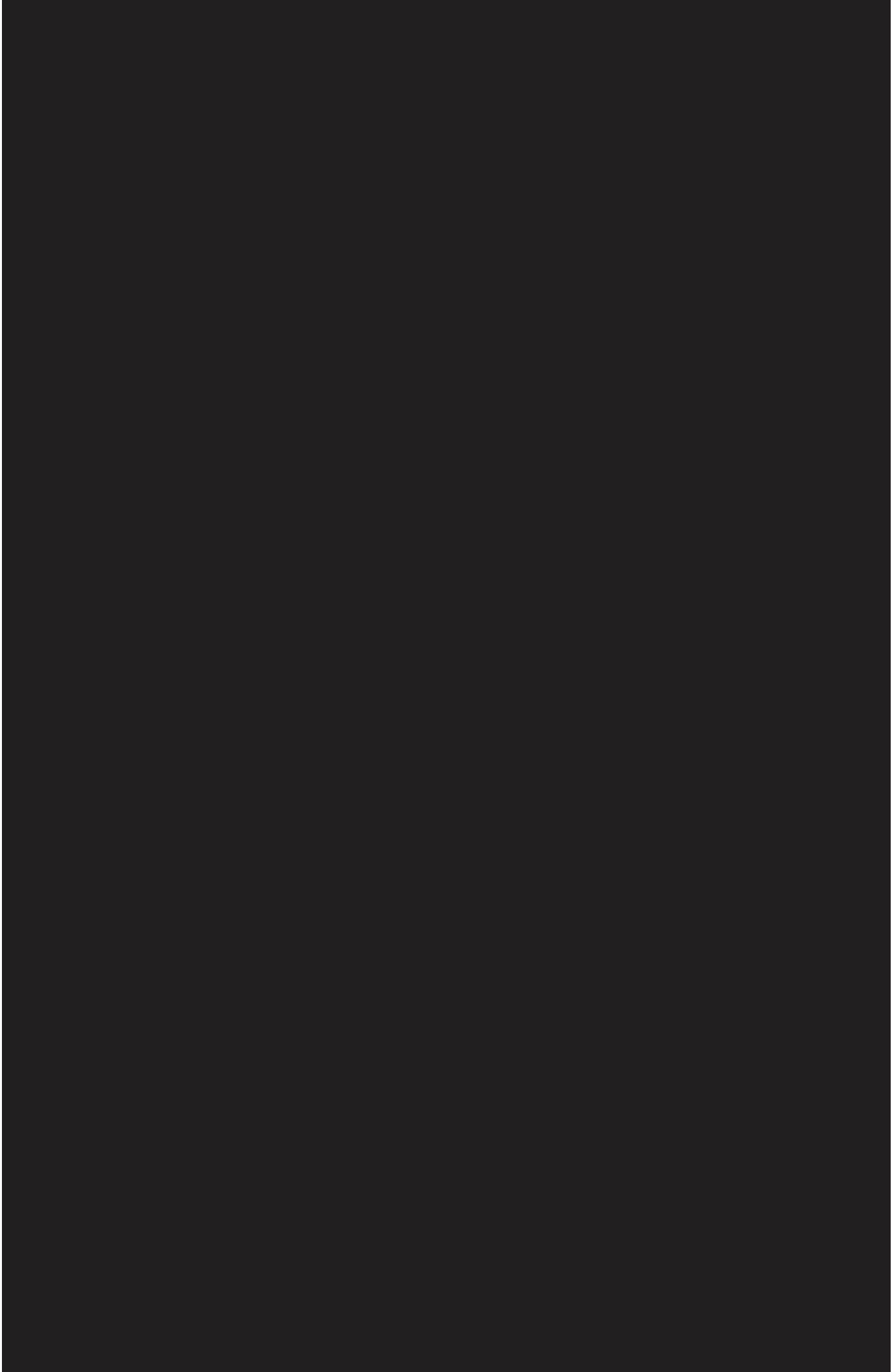
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CTVKENG"58

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hq

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Wpkqp"ujcm

E0" Eq o rnyg"Eqpytcev
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IN WITNESS WHEREOF, the State and the Union have caused this Contract to be signed by their duly authorized representatives as of this 27th day of September 2019.

FOR THE STATE OF NEW

For LOCAL 195 International

Engineer:

J. R. SNEY

Federated Technical
AFF-510 representing the
Operators, Maintenance &
Services and Craft Unit

[The following section contains numerous handwritten signatures and initials, which are illegible due to the high level of image noise and distortion.]

PQVGU

v j g " l q d " e n c u u k L e c v k q p " u g p k q t k v { " q h " v j g " g o r n q { g g u " c h h g e v g f . " r t q x k f k p i " v j g " g o r n q { g g u " c t g " e c r c d n g " q h " f q k p i " v j g " y q t m . " c p f " v j g " q d l g e v k x g u " u v c v g f " c d q x g " c t g " o g v 0 " " K p f k x k f w c n " u j k h v " q t " u e j g f w n g " e j c p i g u " y k m n " d g " e q p u k f g t g f " v q " d g " e q x g t g f " w p f g t " v j k u " r t q x k u k q p " c p f " r e t c i t e r j u " d g n q y 0

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" " F w t k p i" v j g" v k o g" r t k q t" v q" t c v k L e c v k q p" q h" v j k u" E q p v t c e v" v j g" W p k q p" o c{ " t g s w g u v" c e e g u u" v q" r t g o k u g u" k p" c e e q t f c p e g" y k v j" v j g" C e e g u u" v q" R t g o k u g u" r t q x k u k q p" q h" v j g" E q p v t c e v" k p" q t f g t" v q" g z r n c k p" v j g" p g i q v k c v g f" E q p v t c e v 0 " " C" o g g v k p i" o c{ " d g" e q p f w e v g f" h q t" w r" v q" v j k t v{ " * 5 2 + " o k p w v g u" c v" g c e j" y q t m" u k v g" c p f" g o r n q{ g g u" o c{ " c v v g p f" u w e j" o g g v k p i" d{ " e q o d k p k p i" v j g k t" h q t g" c p f" c h v g t p q q p" d t g c m u 0 " " O c p c i g o g p v" y j g t g" q r g t c v k q p c n n{ " h g c u k d n g" u j c m" c v v g o r v" v q" c e e q o o q f c v g" g o r n q{ g g u" y j q" y k u j" v q" c v v g p f" u w e j" o g g v k p i u" d{ " r g t o k v v k p i" v j g o" v q" e q o d k p g" v j g k t" d t g c m u 0 " " G o r n q{ g g u" y j q" c t g" w p e d n g" v q" c v v g p f" u w e j" c" o g g v k p i" f w g" v q" v j g" p g g f" v q" o c k p v c k p" e q x g t c i g" u j c m" d g" c m n q y g f" v q" e q o d k p g" v j g k t" d t g c m u" y j g t g" q r g t c v k q p c n n{ " h g c u k d n g" u j q w n f" u w d u g s w g p v" r t g/ t c v k L e c v k q p" o g g v k p i u" d g k p i" e q p f w e v g f" d{ " v j g" W p k q p" c v" v j c v" n q e c v k q p 0 " " P q" g o r n q{ g g" o c{ " c v v g p f" c" v j k t v{ " * 5 2 + " o k p w v g" o g g v k p i" o q t g" v j c p" q p e g 0

NGVVGT"QH"CI TGGOGPV"%5
Nc{qhh"cpf"Tgecm"Ctoqtgt"KKK"cpf"KX

C 0 " V j g" w p e n c u u k L g f" v k v n g u" C t o q t g t" K K K" c p f" K X" w v k n k | g f" d{ " v j g" F g r c t v o g p v" q h" O k n k v c t{ " c p f" X g v g t c p u" C h h c k t u" c t g" k p e n w f g f" k p" v j g" Q r g t c v k q p u" O c k p v g p c p e g" c p f

kp"lqd"cuuk ip o gpvu" y jgtg"vjg"õDncem"Ugcnö"nkegpug"ku"pqv" c" o c p f c v q t { " t g s w k t g o g p v 0 " " K v "
ku"wpfgtuvqqf"vjcv"qrgtcvkqpcn"

NGVVGT"QH"CITGGOGPV"%8
Lqd"Ugewtkv{

C0" Vjku

vjg"Uvcvg

D0 C"oczko w o "qh"vj tgg"*5+" o g o dgtu"qh"vjg"Wpkv" o c{"cwgpf"uwej" o ggkpiu"cpf"kh"qp"
fww{."ujcnn"dg"i tcpvgf"vk o g"qhh"vq"cvvgpf."pqv"vq"dg"fgfwevgf"htq o "vjg"vk o g"rtqkfgf"kp"
Ctkeng"55."Wpkqp"Tkijvu"cpf"Tgrtgugpvcvkxgu0"
E0 C fkvkqpcn" o ggkpiu"cu"fguetkdgf"cdqyg" o c{"dg"jgnf"cv"vjg"tgswguv"qh"gvjgt"rctv{"
cv"c" o wwwcm{"citggcdng"vk o g0

NGVVGT"QH"CI TGGOGPV"%34

Jgcvj"Kpuwtcepg"kp"Tvktg o gpv

" Vjqug"g o rnq{ggu" yjq" jcxg"42"qt" o qtg" {gctu"qh" etgfkvcng"ugtxkeg"qp"Lwpg"4:."
4233"cpf." yjq"ceetwg"47" {gctu"qh" rgpukqp" etgfkv"cpf"tvktg"qt"tvktg"qp" c" fkucdkkv{"
tvktg o gpv"qp"qt" chvgt"Lwn{"3."4233" yknn"eqpvtkdwwg"307 ' "qh"vjg" o qpvjn{"tvktg o gpv"

ku" cp" qpiqkpi" cpf" eqpvkpwkpi" fkcniwg" coqpi" cpf" dgvyggp" Nqecn" 3;7" cpf" vjg"
EqnngigulWpkxgtukvkgu" cu" vq" vjgug" kuuwgu" qh" eq o o qp" eqpegtp0" Vjg" rctvkgu" tgeqipk|g"
vjg" ko rqtvcpeg" qh" fkuwuukqp" cpf" fkcniwg." cpf" vjcv" vjg" rwtrqug" qh"

60" Cv"vjg"tgsuguv"qh"Nqecn

23;65"	Ncdqtevt{"Cuukvepv
23;55"	Ncdqtevt{"Ugtxkeg"Yqtmgt"3
65254"	Ockpvgpcepeg"Yqtmgt"4
65564"	Ockpvgpcepeg"Yqtmgt"Dqcv"Qrgtevt
42367"	Dwu"Ftkxgt
54534"	Iwctf
54545"	Kpvgto kvvgpv" Iwctf
65953"	Ogejcpke"Jgnrgt
68956"	Oqvqt"Xgjkeng"Qrgtevt"3/32" o qpvju
68956"	Oqvqt"Xgjkeng"Qrgtevt"4
65:88"	Uwrrn{"Uwrrqtv"Vgejpkecp
67834"	Yknfnkhg"Yqtmgt
78666"	Uchgv{"Urgekcnkv"3" OXE
78667"	Uchgv{"Urgekcnkv"4" OXE

Vjg" Iqxgtpqtøu" QhLeg" qh" Gornq{gg" Tgncvkqpu" ci tggv" kv" yknn" kpfkecvg" uwrrqtv" hqt" cp"
 gxcnwcvkqp" qpeg" uwd o kvvgf" vq" vjg" Ekxkn" Ugtxkeg" Eq o o kuukqp0

PGY"UCNCT["UEJGFWNGU"CTG"KPENWFGF"HQT"KPHQTOCVKQPCN"
RWTRQUGU"QPN[0

APPENDIX 3-A
Operators, Maintenance and Service Titles

ERG	RANGE	TITLE CODE	TITLE NAME
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O

ERG	RANGE	TITLE CODE	TITLE
O	09	43866	SUPPLY SUPPORTTECHNICIAN 3
O	10	43872	SUPPLY SUPPORTTECHNICIAN 3
O	15	42149	TRANSPORT HAULER
O	11	42132	TRUCK DRIVER SINGLE AXLE
O	12	42128	TRUCK DRIVER TANDEM AXLE
O	09	45612	WILDLIFE WORKER

APPENDIX 3-B**Craft Titles**

ERG	RANGE	TITLE CODE	TITLE NAME
C	17	43723	AUTOMOBILE TRIMMER
C	17	43724	AUTOMOTIVE MECHANIC
C	22	43713	AVIATION MECHANIC
C	17	43722	BODY AND FENDER MECHANIC
C	12	00880	BOILER OPERATOR
C	13	70205	BOILER OPERATOR REPAIRER
C	16	41122	CARPENTER
C	18	43653	COMMUNICATIONSSYSTEMS TECHNICIAN 1
C	16	43652	COMMUNICATIONSSYSTEMS TECHNICIAN 1

ERG	RANGE	TITLE CODE	TITLE NAME
C	19	41143	MODEL MAKER 2
C	16	40423	OPERATING ENGINEER 1
C	13	40422	OPERATING ENGINEER 2
C	18	40433	OPERATING ENGINEER HEATING AND AIR CONDITIONING
C	16	40420	OPERATING ENGINEER HEATING AND AIR CONDITIONING APPRENTICE
C	13	40432	OPERATING ENGINEER REPAIRER
C	16	40302	OPERATOR REFRIGERATION SERVICES
C	16	40301	OPERATOR SEWAGE DISPOSAL PLANT
C	14	51664	PAINTER
C	16	41513	PAINTER
C	16	41313	PLUMBER AND STEAMFITTER
C	20		

APPENDIX 3-C
Inspection and Security Titles

ERG	RANGE	TITLE CODE	TITLE NAME
I	16	33892	AGRICULTURAL PRODUCTS AGENT 1
I	19	33893	AGRICULTURAL PRODUCTS AGENT 2

I

ERG	RANGE	TITLE CODE	TITLE
I	12	59961	ENVIRONMENTAL TECHNICIAN
I	17	11633	EQUIPMENT INSPECTOR TRANSPORTATION
I	25	64469	FIRE CODE ASSISTANCE REPRESENTATIVE 1
I	22	64467	FIRE CODE ASSISTANCE REPRESENTATIVE 2
I	15	32183	FIRE PREVENTION AND SAFETY OFFICER STATE COLLEGES
I	09	32312	GUARD



APPENDIX 3-D

Operators, Maintenance & Service Titles - WSA

ERG	RANGE	TITLE NAME
O	13	ASSISTANT PLANT OPERATOR WSA
O	11	ASSISTANT PUMPING STATION OPERATOR TRAINEE WSA
O	13	ASSISTANT PUMPING STATION OPERATOR WSA
O	13	ASSISTANT RESERVOIR SYSTEM OPERATOR WSA
O	13	ASSISTANT WATER SUPPLY OPERATOR WSA
O	11	CARPENTER HELPER WSA
O	11	CUSTODIAN WSA

APPENDIX 3

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Dcugkpg"Rtg o kw o 0""Cp{ "kpetgcug"kp"g o rnq { gg"eqpvtkdwwkqpu" y knn"
dg"ghhgevkg"vjg"Łtuv"rc{ "rgtkqf"qh"vjg"**4244**"rncp" { gct0

<i>R</i> : :	17	18	19	20	21	22
<i>I</i> : :	2,040.65	2,139.41	2,246.28	2,360.95	2,479.62	2,602.19
• 1:	44,896.28	46,936.93	49,076.34	51,322.62	53,683.57	56,163.19
• 2:	46,936.93	49,076.34	51,322.62	53,683.57	56,163.19	58,765.38
• 3:	48,977.58	51,215.75	53,568.90	56,044.52	58,642.81	61,367.57
• 4:	51,018.23	53,355.16	55,815.18	58,405.47	0 00353 13.16247 re f*	397.6287

<i>R</i> :	04	05	07	08	09	10
<i>I</i> :	1,101.30	1,157.60	1,278.71	1,343.26	1,407.75	1,476.42

<i>R. 2 :</i>	17	18	19	20	21	22
<i>I - :</i>	2,081.46	2,182.20	2,291.20	2,408.17	2,529.21	2,654.24
<i>4 l:</i>	45,794.21	47,875.67	50,057.87	52,349.07	54,757.24	57,286.45

R_{μ} : 17 18 19

R : 04

<i>R</i> : <i>t</i>	17	18	19	20	21	22
<i>I</i> : <i>t</i>	2,165.55	2,270.37	2,383.76	2,505.46	2,631.39	2,761.47
<i>r</i> 1:	47,644.29	49,809.84	52,080.21	54,463.97	56,969.43	59,600.82
<i>r</i> 2:	49,809.84	52,080.21	54,463.97	56,969.43	59,600.82	62,362.29
<i>r</i> 3:	51,975.39	54,350.58	56,847.73	59,474.89	62,232.21	65,123.76
<i>r</i> 4:	54,140.94	56,620.95	59,231.49	61,980.35	64,863.60	67,885.23
<i>r</i> 5:	56,306.49	58,891.32	61,615.25	64,485.81	67,494.99	70,646.70
<i>r</i> 6:	58,472.04	61,161.69	63,999.01	66,991.27	70,126.38	73,408.17
<i>r</i> 7:	60,637.59	63,432.06	66,382.77	69,496.73	72,757.77	76,169.64
<i>r</i> 8:	62,803.14	65,702.43	68,766.53	72,002.19	75,389.16	78,931.11
<i>r</i> 9:	64,968.69	67,972.80	71,150.29	74,507.65	78,020.55	81,692.58
<i>r</i> 10:	67,134.24	70,243.17	73,534.05	77,013.11	80,651.94	84,454.05

Table 1. Interest rate and interest rate

