

Bill and Sponsors Statement identical to S1758

COMMITTEE STATEMENT: **ASSEMBLY:** No

SENATE: No

FLOOR AMENDMENT STATEMENTS: No

LEGISLATIVE FISCAL ESTIMATE: No

VETO MESSAGE: No

GOVERNOR'S PRESS RELEASE ON SIGNING: No

FOLLOWING WERE PRINTED:

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REPORTS: No

HEARINGS: No

NEWSPAPER ARTICLES: No

SENATE, No. 1758

STATE OF NEW JERSEY
209th LEGISLATURE

INTRODUCED JUNE 7, 2001

Sponsored by:

Senator DIANE ALLEN

District 7 (Burlington and Camden)

Senator JOHN J. MATHEUSSEN

District 4 (Camden and Gloucester)

Co-Sponsored by:

**Assemblymen Thompson, Azzolina, Gusciora and Assemblywoman
Watson Coleman**

SYNOPSIS

Requires negotiation with employee majority representative for change in State employee compensation plan.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 6/29/2001)

1 AN ACT concerning the civil service system and amending
2 N.J.S.11A:3-7.

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

6
7 1. N.J.S.11A:3-7 is amended to read as follows:

8 11A:3-7. a. The commissioner shall [establish,] administer [and
9 amend] an equitable State employee compensation plan which shall
10 include pay schedules[, the assignment and reassignment of salaries
11 for all State titles,] and standards and procedures for salary
12 adjustments other than as provided for in the State compensation plan
13 for the career, senior executive and unclassified services.

14 b. Prior to adoption or implementation of an amendment, change
15 or modification to the compensation plan for State employees which
16 amendment, change or modification affects public employees
17 represented by a majority representative selected or designated
18 pursuant to section 7 of P.L.1968, c.303 (C.34:13A-5.3), the State
19 shall negotiate with the majority representative for an agreement on
20 the amendment, change or modification to the compensation plan. The
21 State shall negotiate in good faith with the majority representative. A
22 State employee compensation plan shall not be amended, changed or
23 modified except pursuant to a written agreement entered into between
24 the State and the majority representative following negotiations.

25 c. When an employee has erroneously received a salary
26 overpayment, the commissioner may waive repayment based on a
27 review of the case.

28 d. Employees of political subdivisions are to be paid in reasonable
29 relationship to titles and shall not be paid a base salary below the
30 minimum or above the maximum established salary for an employee's
31 title.

32 (cf: N.J.S.11A:3-7)

33
34 2. This act shall take effect immediately.

35
36
37 STATEMENT

38
39 This bill modifies current law to only authorize the Commissioner
40 of Personnel to administer, rather than establish and amend, an
41 equitable State employee compensation plan which includes pay
42 schedules but not the assignment and reassignment of salaries for all
43 State titles. Also, before the adoption or implementation of a change

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

Matter underlined thus is new matter.

S1758 ALLEN, MATHEUSSEN

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1 to the compensation plan for State employees, the State will be
2 required to negotiate, in good faith, with the majority representative
3 of employees affected for an agreement on the change. Under this bill,
4 a change in the State employee compensation plan will not take effect
5 unless there is a written agreement between the State and the majority
6 representative.

SENATE LABOR COMMITTEE

STATEMENT TO

SENATE, No. 1758

STATE OF NEW JERSEY

DATED: JUNE 25, 2001

The Senate Labor Committee reports favorably Senate Bill No. 1758.

This bill modifies current law to authorize the Commissioner of Personnel only to administer, rather than establish and amend, an equitable State employee compensation plan which includes pay schedules, but not the assignment and reassignment of salaries for all State titles. Also, before the adoption or implementation of a change to the compensation plan for State employees, the State will be required to negotiate, in good faith, with the majority representative of employees affected for an agreement on the change. Under this bill, a change in the State employee compensation plan will not take effect unless there is a written agreement between the State and the majority representative.

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO

SENATE, No. 1758

STATE OF NEW JERSEY

DATED: JUNE 25, 2001

The Senate Budget and Appropriations Committee reports favorably Senate Bill No. 1758.

This bill modifies current law to only authorize the Commissioner of Personnel to administer, rather than establish and amend, an equitable State employee compensation plan which includes pay schedules but not the assignment and reassignment of salaries for all State titles. Also, before the adoption or implementation of a change to the compensation plan for State employees, the State will be required to negotiate, in good faith, with the majority representative of employees affected for an agreement on the change. Under this bill, a change in the State employee compensation plan will not take effect unless there is a written agreement between the State and the majority representative.

FISCAL IMPACT:

The bill was not certified as requiring a fiscal note.

ASSEMBLY, No. 3787

STATE OF NEW JERSEY 209TH LEGISLATURE

INTRODUCED JUNE 28, 2001

Sponsored by:

Assemblyman SAMUEL D. THOMPSON

District 13 (Middlesex and Monmouth)

Assemblyman JOSEPH AZZOLINA

District 13 (Middlesex and Monmouth)

Co-Sponsored by:

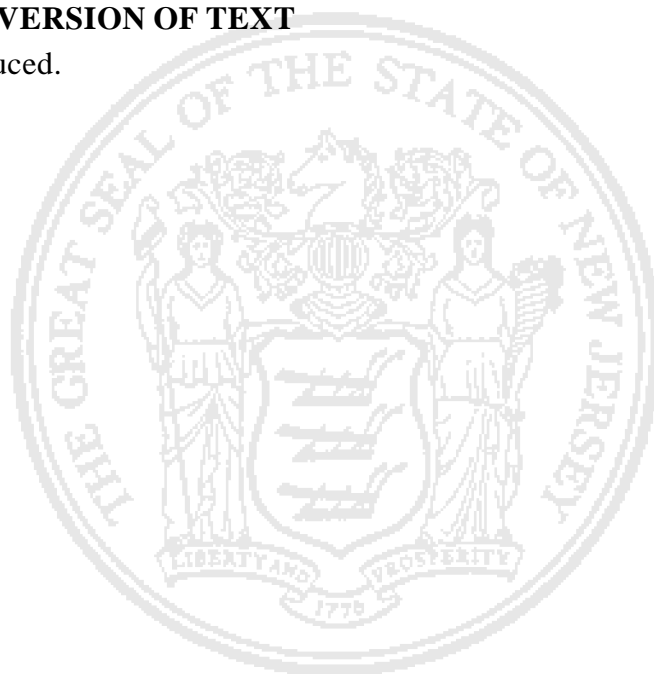
Assemblyman Gusciora and Assemblywoman Watson Coleman

SYNOPSIS

Requires negotiation with employee majority representative for change in State employee compensation plan.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning the civil service system and amending
2 N.J.S.11A:3-7.

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

6
7 1. N.J.S.11A:3-7 is amended to read as follows:

8 11A:3-7. a. The commissioner shall [establish,] administer [and
9 amend] an equitable State employee compensation plan which shall
10 include pay schedules[, the assignment and reassignment of salaries
11 for all State titles,] and standards and procedures for salary
12 adjustments other than as provided for in the State compensation plan
13 for the career, senior executive and unclassified services.

14 b. Prior to adoption or implementation of an amendment, change
15 or modification to the compensation plan for State employees which
16 amendment, change or modification affects public employees
17 represented by a majority representative selected or designated
18 pursuant to section 7 of P.L.1968, c.303 (C.34:13A-5.3), the State
19 shall negotiate with the majority representative for an agreement on
20 the amendment, change or modification to the compensation plan. The
21 State shall negotiate in good faith with the majority representative. A
22 State employee compensation plan shall not be amended, changed or
23 modified except pursuant to a written agreement entered into between
24 the State and the majority representative following negotiations.

25 c. When an employee has erroneously received a salary
26 overpayment, the commissioner may waive repayment based on a
27 review of the case.

28 d. Employees of political subdivisions are to be paid in reasonable
29 relationship to titles and shall not be paid a base salary below the
30 minimum or above the maximum established salary for an employee's
31 title.

32 (cf: N.J.S.11A:3-7)

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34 2. This act shall take effect immediately.

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37 STATEMENT

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39 This bill modifies current law to only authorize the Commissioner
40 of Personnel to administer, rather than establish and amend, an
41 equitable State employee compensation plan which includes pay
42 schedules but not the assignment and reassignment of salaries for all
43 State titles. Also, before the adoption or implementation of a change
44 to the compensation plan for State employees, the State will be

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Matter underlined thus is new matter.

A3787 THOMPSON, AZZOLINA

3

1 required to negotiate, in good faith, with the majority representative
2 of employees affected for an agreement on the change. Under this bill,
3 a change in the State employee compensation plan will not take effect
4 unless there is a written agreement between the State and the majority
5 representative.

P.L. 2001, CHAPTER 240, *approved September 6, 2001*

Senate, No. 1758

1 AN ACT concerning the civil service system and amending
2 N.J.S.11A:3-7.

3

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

6

7 1. N.J.S.11A:3-7 is amended to read as follows:

8 11A:3-7. a. The commissioner shall [establish,] administer [and
9 amend] an equitable State employee compensation plan which shall
10 include pay schedules[, the assignment and reassignment of salaries
11 for all State titles,] and standards and procedures for salary
12 adjustments other than as provided for in the State compensation plan
13 for the career, senior executive and unclassified services.

14 b. Prior to adoption or implementation of an amendment, change
15 or modification to the compensation plan for State employees which
16 amendment, change or modification affects public employees
17 represented by a majority representative selected or designated
18 pursuant to section 7 of P.L.1968, c.303 (C.34:13A-5.3), the State
19 shall negotiate with the majority representative for an agreement on
20 the amendment, change or modification to the compensation plan. The
21 State shall negotiate in good faith with the majority representative. A
22 State employee compensation plan shall not be amended, changed or
23 modified except pursuant to a written agreement entered into between
24 the State and the majority representative following negotiations.

25 c. When an employee has erroneously received a salary
26 overpayment, the commissioner may waive repayment based on a
27 review of the case.

28 d. Employees of political subdivisions are to be paid in reasonable
29 relationship to titles and shall not be paid a base salary below the
30 minimum or above the maximum established salary for an employee's
31 title.

32 (cf: N.J.S.11A:3-7)

33

34 2. This act shall take effect immediately.

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STATEMENT

38

39 This bill modifies current law to only authorize the Commissioner
40 of Personnel to administer, rather than establish and amend, an
41 equitable State employee compensation plan which includes pay

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Matter underlined thus is new matter.

1 schedules but not the assignment and reassignment of salaries for all
2 State titles. Also, before the adoption or implementation of a change
3 to the compensation plan for State employees, the State will be
4 required to negotiate, in good faith, with the majority representative
5 of employees affected for an agreement on the change. Under this bill,
6 a change in the State employee compensation plan will not take effect
7 unless there is a written agreement between the State and the majority
8 representative.

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10

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13 _____
14 Requires negotiation with employee majority representative for change
in State employee compensation plan.

CHAPTER 240

AN ACT concerning the civil service system and amending N.J.S.11A:3-7.

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

1. N.J.S.11A:3-7 is amended to read as follows:

Employee compensation.

11A:3-7. a. The commissioner shall administer an equitable State employee compensation plan which shall include pay schedules and standards and procedures for salary adjustments other than as provided for in the State compensation plan for the career, senior executive and unclassified services.

b. Prior to adoption or implementation of an amendment, change or modification to the compensation plan for State employees which amendment, change or modification affects public employees represented by a majority representative selected or designated pursuant to section 7 of P.L.1968, c.303 (C.34:13A-5.3), the State shall negotiate with the majority representative for an agreement on the amendment, change or modification to the compensation plan. The State shall negotiate in good faith with the majority representative. A State employee compensation plan shall not be amended, changed or modified except pursuant to a written agreement entered into between the State and the majority representative following negotiations.

c. When an employee has erroneously received a salary overpayment, the commissioner may waive repayment based on a review of the case.

d. Employees of political subdivisions are to be paid in reasonable relationship to titles and shall not be paid a base salary below the minimum or above the maximum established salary for an employee's title.

2. This act shall take effect immediately.

Approved September 6, 2001.