

COLLECTIVE BARGAINING AGREEMENT

NEW HAMPSHIRE JUDICIAL BRANCH

&

THE STATE EMPLOYEES' ASSOCIATION OF NH, SEIU

LOCAL 1984

FY 14-15 AGREEMENT

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ADMINISTRATIVE LEAVE

- (1) The administrative authority shall authorize use of administrative leave with pay to administrative/exempt employees within the limits specified below. Part-time administrative/exempt employees shall receive pro-rated administrative leave based upon the regular budgeted hours divided by 37.5 hours and then multiplied by the number of days allowed per year. If a part-time employee's regular weekly hours consistently exceed his or her regular budgeted hours, the employee may request the Manager of Operations to review the proration.
- (2) Administrative leave shall be available as follows:

<u>Years Completed</u>	<u>Days Allowed Per Year</u>
0 - <5	3 days
5 - <10	4 days
10+	5 days

- (3) Administrative leave shall:
 - (a) not be included nor considered as annual leave;
 - (b) not be compensated upon termination;
 - (c) not be accrued from year to year; and
 - (d) be applied on a fiscal year basis.
- (4) Eligible employees may substitute unused administrative leave within a fiscal year for previously taken annual leave.

ANNUAL LEAVE

Annual leave shall be accumulated at specific rates per month and accumulated according to the rates shown below. Prior years credit shall be included up to the maximums shown. "Years Completed" shall be computed by adding all court and state service, and a year of service shall be deemed completed at the close of work on the business day prior to an employee's anniversary date. Annual leave shall be cumulative for not more than the maximum days indicated below and shall not lapse. Leave shall be accrued as follows and prorated for part-time employees based upon the regular budgeted hours divided by 37.5 hours and then multiplied by the number of days allowed per year. If a part-time employee's regular weekly hours consistently exceed his or her regular budgeted hours, the employee may request the Manager of Operations to review the proration.

Administrative/Exempt

<u>Years Completed</u>	<u>Time Earned Per Month</u>	<u>Days Per Year/ Maximum Days Allowed</u>
0 - <2	1 1/2 days (11.250 hours)	18 / 24 days
2 - <8	1 1/2 days (11.250 hours)	18 / 32 days
8 - <15	1 3/4 days (13.125 hours)	21 / 38 days
15 - <20	1 3/4 days (13.125 hours)	21 / 44 days
20 Plus	2 days (15.000 hours)	24 / 60 days

Nonadministrative/Nonexempt

<u>Years Completed</u>	<u>Time Earned Per Month</u>	<u>Days Per Year/ Maximum Days Allowed</u>
0 - <2	1 day (7.500 hours)	12 / 24 days
2 - <8	1 1/4 days (9.375 hours)	15 / 32 days
8 - <15	1 1/2 days (11.250 hours)	18 / 38 days
15 - <20	1 3/4 days (13.125 hours)	21 / 44 days
20 Plus	2 days (15.000 hours)	24 / 60 days

Annual Leave Provisions:

(1) An employee may use annual leave only when authorized by the appropriate Administrative Authority or such authority's designee. The administration of annual leave will be conducted in a fair and equitable manner considering seniority and other relevant factors.

(2) Annual leave may be taken when available and approved by the Administrative Authority. The Administrative Authority shall make a determination within ten (10) business days and shall not unreasonably deny a request. Reasons for a denial shall be provided to the employee in writing. A granted annual leave request shall not be unreasonably rescinded. To the extent an employee has accumulated annual leave available, all employees with more than two years service shall take at least ten (10) days, or pro-rated portion thereof for part-time employees, annual leave each calendar year. Payment of annual leave pursuant to the article entitled "Resignation, Abandonment, Departing Employees" shall be limited to a maximum of fifty (50) days.

(3) Requests for annual leave in excess of two consecutive weeks shall be authorized only upon a determination that such absence will not have a detrimental effect on the operation of the court.

(4) For the purpose of utilization, annual leave shall be converted to hours (example: 1 1/4 days equals 9.375 hours).

(5) Employees shall earn annual leave during periods of leave with pay except that leave shall be credited only when the employee returns to work, and leave earned during such periods shall be forfeited if the employee fails to return to work.

(6) Employees shall not earn annual leave during a period of leave of absence without pay, except as otherwise provided in this agreement.

(7) Forfeiture of accrued annual leave as a disciplinary action shall not be authorized.

(8) No employee shall lose accrued annual leave when promoted, demoted or transferred provided that there is no break in service. This includes a regular employee who changes from the service of one Administrative Authority to another.

(9) An employee who transfers from one position to another position in the court system during his or her initial probationary period shall be credited with any accrued time toward annual leave.

(10) If insufficient leave has been accumulated, the employee shall be charged with leave without pay for time away from work.

APPEAL PROCEDURES

(A) Appeal of Adverse Action:

- (1) An appeal of an adverse action shall be in writing and delivered to the Director within fifteen working days of the date of the action. The appeal shall state the basis for the appeal. The appeal may be submitted by the employee personally or on his or her behalf by the SEA.
- (2) Upon receipt of the appeal, the Director, or designee, shall within ten working days from the day the appeal is received: (a) recommend to the Administrative Judge granting the relief without arranging for a hearing or, (b) begin arrangements for a hearing.

(B) Selection of the Appeals Board: The Appeals Board shall be composed of the following members:

- (1) A justice of the New Hampshire court system appointed by the supreme court who shall be chair;
- (2) An individual chosen by the Association; and
- (3) An individual chosen by the individuals listed in subsection (1) and (2) above. In the event agreement is not reached concerning the appointment of the third member, a list will be requested from the American Arbitration Association in accordance with their rules. An alternate may also be chosen.
- (4) None of the members shall be a member of a bargaining unit represented by the Association.

All travel expenses incurred by members of the board in the course of the board's work shall be paid by the judicial branch.

(C) Procedure:

- (1) The Director, or designee, shall arrange for the hearing to take place no later than 30 working days from the date the appeal is received.
- (2) The Director, or designee, shall provide written notice by personal service or by certified mail, return receipt requested, at least twenty working days prior to the hearing, including the date, time, and place of the hearing, and a summary of how the hearing shall be conducted under this policy, including, but not limited to, deadlines for submission of witness and exhibit lists. The appellant shall sign a receipt for this notice and return it immediately to the Director, or designee.
- (3) Requests for postponement of the hearing shall be addressed to the appeals board and shall include a statement of whether the opposing party assents.

(D) Conduct of the Hearing:

- (1) The appeals board shall conduct an independent, impartial hearing.
- (2) The jurisdictional burden shall be on the appellant to establish a prima facie case that the imposing official did not follow proper procedure or otherwise have justification for the sanction or that the sanction imposed was not within the authority or discretion of the imposing official. Once jurisdiction is established, the burden is on the appellant to prove his or her case is more probable than not.
- (3) The appellant shall have the right to be present at the hearing, with a representative provided at his or her expense. If the appellant is in pay status at

the time of the hearing, the appellant shall be in duty status while in attendance at the hearing.

- (4) The Judicial Branch shall have the right to be present at the hearing and be represented by the Attorney General's office if a request is made and consented to under RSA 99-D:2 or its subsequent statutory counterpart or by a court employee with such employee's consent. A court employee providing such representation shall be allowed reasonable time for preparation. Any court employee shall be in duty status while in necessary attendance at the hearing.
 - (5) The parties or their representative shall have the right to present evidence, witnesses, and to cross-examine witnesses.
 - (6) All testimony shall be under oath or affirmation. For this purpose, the appeals board is authorized to administer the oath or affirmation.
 - (7) Witnesses may be presented by the parties if their testimony is considered relevant by the chair of the appeals board or may be requested by the appeals board. Witnesses may not be compelled to appear without a subpoena.
 - (8) The hearing shall be recorded. A party may request a transcript at his or her own expense.
 - (9) The chair of the appeals board shall decide on the admissibility of evidence at the hearing. The chair shall not apply the rules of evidence strictly, but may exclude witnesses or matters which are irrelevant, immaterial, or unduly repetitious.
 - (10) Since all matters before the appeals board are personnel matters, proceedings hereunder shall be private.
 - (11) In a case of progressive discipline, the appellant may contest any and all prior discipline that formed the basis of the action being appealed.
- (E) Witnesses:
- (1) Witnesses who are court employees shall be in duty status during the time they are participating in a hearing and supervisors shall provide for those employees to be available.
 - (2) Witnesses shall remain free from restraint, coercion, or reprisal before, during, and after testimony before an appeals board. Any employee who attempts to influence the testimony of a witness through coercive means shall be subject to discipline through adverse action.

(F) **Record of the Hearing:** The record of the hearing shall consist of all documents, papers, or other physical objects accepted by the appeals board, as well as the recording of the hearing. Documents, papers, and physical objects which were denied admissibility by the chair of the appeals board shall not be part of the official record of the hearing, but shall be attached to it and identified properly.

(G) **Scope of the Appeals Board's Review:** The appeals board shall review the personnel action by determining the facts surrounding the adverse action; the procedural and legal justification under this Agreement and under the standard of fundamental fairness and justice to the grievant; and whether or not the sanction imposed was within the authority and discretion of the imposing official. Management has discretion in applying a sanction under the article on Disciplinary or Adverse Action. Before submitting a decision for reversing or modifying the sanction imposed, there must be a finding that:

- (1) The sanction was not legally or procedurally justified under the this Agreement and under the standard of fundamental fairness and justice to the grievant; or
- (2) Management abused its discretion in imposing the sanction.

Absent one or the other of these findings, the appeals board should not substitute its judgment for that of management. It is not the intent of this Agreement to encourage appeals for the sake of mitigating sanctions. It is, however, the intent of this Agreement to ensure fair treatment of employees and to provide procedural due process in the adverse action area.

- (3) To the extent an issue of interpretation of statutes or of this Agreement arises in an appeal of an adverse action, the appeals board shall have jurisdiction to decide the issue. However, the appeals board will be limited in its interpretation of statutes and this Agreement by precedent. Any interpretation of this Agreement by the Appeals Board will not have precedential effect.

(H) Decision of the Appeals Board:

- (1) The decision of the appeals board shall be submitted to the Director, the employee's representative, and respective Administrative Judge no later than 20 working days after the end of the hearing.
- (2) The decision shall consist of findings and recommendations relating solely to the adverse action originally commenced and the grounds for appeal initially alleged. The findings shall be based solely on the evidence in the record. The decision shall be consistent with findings.

(I) Final Decision: The decision of the appeals board shall be subject to any rights of appeal provided by law.

ASSIGNMENT/REASSIGNMENT/RELOCATION

For the purposes of this article only, court monitor/assistant assignments shall be divided into divisions. These divisions shall be designated superior court division; circuit court division; and travel division. For purposes of this article, the court monitor/assistant previously employed by the probate court and now employed by the circuit court shall be considered a part of the circuit court division. Sections I-IV shall apply to court monitor/assistants only.

I. INITIAL ASSIGNMENT

1. Upon hire all court monitor/assistants will be given a designation to a home court and a division.
2. All court monitors/assistants shall maintain their current home court and division assignment except as explicitly provided herein.

II. ASSIGNMENTS WITHIN HOME COURT

1. Court monitors/assistants within the travel division are assigned to a home court. These individuals are hired with the expectation that a substantial portion of their assignments will be in courts other than their home court. These individuals will receive their assignments from the Administrative Judge of the assigning court and/or his/her designee. Court monitors/assistants in the travel division will get their assignments with as much notice as possible.
2. Superior court and circuit court assignments within the home court are initially at the discretion of the Administrative Judge or designee, subject to the daily

direction of the clerk. That discretion shall not be exercised in an unreasonable fashion or in contravention of this agreement.

III. ASSIGNMENTS OUTSIDE OF HOME COURT

Court monitor/assistants in the travel division are utilized as the primary individuals for outside home court assignments; however, other court monitor/assistants may be used for such assignments at the convenience of the court. Convenience of the court shall include, but not be limited to, reduced expenses, compatibility of judicial officer and court monitor/assistant, training on the equipment to be used, and experience in the procedures of the court. In making all outside home court assignments, the Administrative Judge or designee shall consider the distance to be traveled by the court monitor/assistant and any relevant family and other personal issues of the court monitor/assistant being considered for the assignment. All assignments are at the discretion of the Administrative Judge. That discretion shall not be exercised in an unreasonable fashion or in contravention of this agreement.

If a court monitor/assistant in the superior court division remains without a regular assignment for more than three months, a court monitor/assistant from the home court in question shall be assigned to the travel division. In the first instance, volunteers from among the court monitor/assistants at that home court shall be sought. If no volunteers come forward, the court monitor/assistant at that home court location with the least seniority shall be assigned to the travel division. If the court monitor/assistant at that home court location with the least seniority does not wish to be assigned to the travel division, that court monitor/assistant may elect to be laid off. Such layoffs will entitle the court monitor/assistant to the benefits of the contract as to layoff. In such layoffs, the court agrees to cite the official reason for the layoff as being "lack of work" within the facility.

If a home court location needs to increase the number of assigned court monitor/assistants, first preference shall be given to a court monitor/assistant in the travel division who previously worked in that home court location but who was assigned to the travel division in accordance with the terms of the preceding paragraph. Second preference shall be given to court monitor/assistants in the travel division with the most seniority.

Any court monitor/assistant being reassigned to a different division in accordance with the preceding paragraph shall be notified in writing at least twenty-one (21) days prior to such transfer.

IV. REASSIGNMENT/RELOCATION TO NEW HOME COURT

Because reassignments/relocations to a new home court location may result in dramatic changes in a court monitor/assistant's life, reassignments/relocations to new home courts will not be done unless the interest of justice, fiscal circumstances, or necessary reduction in workforce so requires. When reassignment/relocation is necessary, the judicial branch will provide the court monitor/assistant as much notice as possible. To this end, the judicial branch will strive to give the court monitor/assistant at least 90 days notice of any reassignment/relocation. In the event that the reassignment/relocation will be to a new home court that requires the court monitor/assistant to commute more than 50 miles from that court monitor/assistant's current residence or the former home court at the discretion of the employee, the court monitor/assistant may elect to be laid off. Such layoffs will entitle the court monitor/assistant to the benefits of the contract as to layoff, except for recall rights. In such layoffs, the court agrees to cite the official reason for the layoff as being "lack of work" within the facility.

V. OTHER EMPLOYEES

1. All other employees shall be assigned a home court which shall be the judicial branch site to which the employee most often reports for work; however, employees may be called upon for temporary or permanent assignments to other courts.
2. In making all temporary outside home court assignments, the Administrative Judge or designee shall consider the distance to be traveled by the employee and any relevant family and other personal issues of the employee being considered for the assignment. All assignments are at the discretion of the Administrative Judge. That discretion shall not be exercised in an unreasonable fashion or in contravention of this agreement. The Administrative Judge or designee shall give the employee as much notice as possible of any temporary assignment.
3. Because reassignments/relocations to a new home court location may result in dramatic changes in an employee's life, reassignments/relocations to new home courts will not be done unless the interest of justice, fiscal circumstances, or necessary reduction in workforce so requires. In any reassignment/relocation, volunteers shall be sought, and accepted if qualified to perform the essential functions of the position, if the reassignment/relocation of the volunteer does not interrupt the objective business needs of the judicial branch, and if the factors listed below make the employee a good fit for the position. If no volunteer is selected for the reassignment/relocation, the judicial branch will consider, but not be limited to, the following factors in deciding to reassign/relocate an employee:

- Commuting distance to the new home court;

- Experience necessary at the new home court;
 - Impact of the employee's departure on the former home court;
 - Seniority of the employee;
 - Personal circumstances of the employee;
 - Qualifications of the employee; and
 - Allocation of resources to caseload
4. In the event that the reassignment/relocation involves the physical relocation of an employee's home court to a site more than fifteen miles from the prior home court, an employee so reassigned/relocated shall be entitled to four (4) hours of personal leave for every three (3) months that such reassignment/relocation is in effect up to a maximum of two years from the start of the reassignment/relocation. The following conditions shall apply to the use of such personal leave:
- a.) must be taken in four hour increments;
 - b.) may accumulate up to eight hours;
 - c.) has no pay-out value;
 - d.) must be taken while the employee is reassigned/relocated or within thirty (30) days thereafter; and
 - e.) use must be approved by the Administrative Authority, which approval shall not be unreasonably withheld.

This subparagraph shall be retroactive to January 1, 2010.

VI. IMPACT OF NH e-COURT PROJECT AND OTHER INNOVATIONS

The parties agree that the NH e-Court Project and other innovations will result in reassignments/relocations of employees. A report on the progress of the NH e-Court Project and other innovations and a discussion of the impact of that progress on employees subject to this Agreement shall be a standing issue on the agenda of the Labor Management Committee, which shall meet at least every four months.

ASSOCIATION REPRESENTATION

Stewards: The Employer agrees to recognize at least ten (10) Stewards and four (4) alternates duly authorized by the Association. The selection of Stewards shall be equitably allocated among the various trial courts and court locations.

Non-discrimination: The Employer agrees there shall be no discrimination against any Steward because of his or her duties as an Association official or member. The

Association shall furnish the Employer a list of the Stewards representing the Branch and keep the list current.

Use of Work Time: The Employer shall authorize a reasonable amount of time during the regular working hours without loss of time or pay, to permit the Steward to carry out their responsibilities in accordance with the provisions of this Agreement. The Employer agrees to use reasonable efforts to provide a confidential space for Stewards/employees to discuss union business. The Association agrees that it shall guard against the use of excessive time in handling such responsibilities. Each Steward, before leaving his/her assigned work area to transact appropriate Association business, shall first obtain the consent (which consent shall not be unreasonably withheld) of his/her Administrative Authority; upon entering a work area, other than his/her own, the Steward shall first advise the appropriate Administrative Authority of his/her presence and specify the name(s) of the employee(s) to be contacted.

Training: The Employer agrees to authorize up to three (3) days off per year, without loss of time or pay for up to five (5) Steward(s) to attend an Association training program. The Association and the Employer shall attempt to distribute the geographic locations of stewards to maximize the availability of the stewards. The Association shall notify the Employer as soon as possible but not less than twenty (20) work days in advance of such proposed training program. The Association agrees to receive input from the Employer about potential topics for steward training.

Incur No Expense: The Employer will not bear any expense, other than with respect to the Steward's time involved during regular duty hours and travel expenses, for the functions of any Steward. Stewards shall submit travel expenses for their functions as Stewards to the Manager of Operations. The Association shall reimburse the Employer for any other expense to the state Incurred as a result of the Steward's function.

Steward/Branch Meetings: The Chief Justice of the Superior Court, or Administrative Judge of the Circuit Court or their respective designees shall meet with steward(s) upon written notice from the Association, including the purpose of the requested meeting. Such meetings will be held within ten (10) working days from the request date, unless it is mutually agreed to extend the time frame.

Representation of Employees: With the exception of newly-appointed or re-appointed employees during their probationary period, an employee shall be entitled to Association representation at an investigative interview or meeting if requested by the employee when that employee reasonably believes that the interview or meeting may result in disciplinary action against him/her. All parties shall be given at least 24-hour notice of such meetings except in extraordinary circumstances. The employee will be given specific notice regarding the matters being investigated prior to the meeting. The Association representative's role at an investigative interview or meeting is to consult with the employee. The Employer is free to insist upon hearing the employee's own

account of the matter(s) under investigation. The Parties agree that in all cases the principles of "Weingarten" and "Garrity" and other applicable case law shall be observed. The provisions of this article shall apply to both full and part-time employees.

"Disciplinary action" means action resulting in a written reprimand, a suspension, a demotion or a dismissal.

ASSOCIATION RIGHTS

Bulletin Boards: The Employer shall furnish reasonable space on bulletin boards in court locations where employees are assigned for the use of the Association. The Association shall use this board for posting of notices pertaining to recreational and social activities, Association elections, reports of the Association, or its committees, Association meetings notices, legislative enactments, decisions of the Public Employee Labor Relations Board (PELRB), and judicial decisions affecting public employee labor relations. The Association shall not post any materials that are obscene, defamatory, or impair the operation of the court; or which constitute partisan, political campaign material.

Member and Employee Reports: The Employer agrees to provide payroll deduction information to the Association by electronic mail or other mutually agreed format at least biweekly for the administration of dues deductions and Association programs.

In addition, the Employer shall notify the Association of all newly hired unit employees, the names and business addresses of all regular unit employees, and unit employees who have terminated state service at least monthly by electronic mail, or other mutually agreed format.

These reports shall include, at least, the following:

- Employee's name
- Employee's home address (for Association members only)
- Employee's payroll number
- Employee's labor grade and step
- Employee's salary schedule
- Employee's business address
- Employee's job classification
- Employee's date of employment

Association Business: Employees shall conduct the internal business of the Association during their non-duty hours.

Association chapters may utilize the Employer's electronic mail system(s) and such other systems as may be agreed upon for the duration of this Agreement for internal

Association business, provided that said mailings are clearly identified as the property of the Association.

Use of Facilities: Association committees or chapters shall be allowed the use of facilities of the Employer for meetings providing that written approval of the Employer is secured subject to the following conditions:

Such Employer facilities are available and their use for such meetings would not conflict with the Employer's business.

Such approval shall be subject to such other reasonable conditions as may be imposed by the Employer.

Such approval, if given, will be limited to members of the committee, full and part-time bargaining unit employees, Association staff members, and guests.

Nothing in this provision shall be construed as a limitation of the rights of the Association, its chapters or committees to utilize the Employer's facilities that are otherwise available for public use.

Access to Employees: Staff representatives of the Association shall be allowed to visit work areas of employees during working hours and confer on conditions of employment to the extent that such visitations do not disrupt the work activities of the area being visited. Prior to entering the work area, the representative shall receive permission from the appropriate administrative judge or his/her designee stating the reason(s) for such visitations. Permission shall not be unreasonably denied.

Administrative Leave: SEA officials shall be allowed a cumulative total of thirty (30) days off per contract year without loss of time or pay for the purpose of attending meetings, conventions or conferences relative to labor relations or Association affiliations. Time off shall be limited to five (5) days per official for each such request. All requests shall be submitted to, and approved by, the Manager of Operations for timely notification to the Employer that the leave has been approved and shall be awarded.

Union Leave: The Employer shall grant five (5) working days of union leave to each of the duly elected representatives of the Association to the quadrennial convention of the Service Employees International Union. The Association shall provide the Employer with not less than 60-days notice of the dates for this leave and the names of the elected representatives.

The employer shall approve reasonable preparation time for up to six (6) members of the Association's contract bargaining team without loss of time or pay.

Group Programs: The Association shall be allowed the use of seven (7) payroll deductions for any group program(s) in addition to a dues deduction.

Board of Directors Leave: The Employer shall authorize up to forty-eight hours per year per person without loss of time or pay for directors and officers of the Association's Board of Directors, for the purpose of attending meetings of the Board of Directors. The employee shall give a seven-day notice for use of such leave.

Employee Orientation: Unit orientation programs and/or orientation handbooks shall inform new unit employees that the unit is a bargaining unit represented by the State Employees Association of New Hampshire, Inc. The Employer agrees to distribute informational packets provided by the Association to new unit employees. The Association shall be allowed to make a presentation, consistent with other vendor presentations, at group orientation programs offered by the Employer for unit members. The presentation may be up to one half hour in duration and shall be conducted by an Association staff person or his/her designee. If no group orientation program exists in the unit, the Association staff person shall have access to all new unit employees for up to one half hour at the convenience of the Employer and the new unit employee will be required to attend said meeting.

President's Leave: The Employer shall authorize one leave of absence with pay for each President of the Association. If the Association elects to have the President take the leave of absence with pay, he/she shall do so for a two-year period beginning four (4) weeks after written notice. The Employer may authorize additional leaves of absence beyond the initial leave of absence for a President.

During such leave of absence with pay, the President shall continue to receive and retain all of his/her wages, rights, benefits, and seniority as a state employee except that all leave accumulation shall be frozen for the duration of the leave of absence. Upon returning from the leave of absence, the President shall resume earning leave at the rates appropriate to his/her service at the time of return.

The Association agrees to reimburse the Employer for the full cost of the wages and benefits for the President, and to indemnify the Employer against any and all liabilities associated with the leave of absence, including but not limited to workers' compensation.

BASIC WORK WEEK

Basic Work Week: The basic workweek for every full-time employee in the judicial branch shall be thirty seven and one half (37 ½) hours per week. The basic work week for every part-time employee in the judicial branch shall be fewer than thirty-seven and one half (37 ½) hours per pay week. No full-time employee shall be converted to a part-time employee without the employee's consent.

Normal Work Day:

Full-Time Employees:

For existing full-time employees, the normal workday shall consist of 7.5 hours per day with work normally performed between the hours of 7:30 a.m. to 5:00 p.m. Monday through Friday; however, the normal workday may be adjusted as the needs of the court require and as otherwise provided in this agreement. If the needs of the court require extension of the normal work day, the needs of the employee shall be taken into consideration. For non-administrative/nonexempt employees, overtime, either paid or compensatory time off, shall be provided to the employee for hours worked in excess of 37.5 hours in a week. Eligible employees shall be entitled to overtime at straight time rate for the first 2.5 hours worked over 37.5 hours and at the rate of one and one-half times the hours worked over 40 hours.

No full-time employee in place as of the date of this contract ratification shall be required to shift their hours outside the hours of 7:30 a.m. to 5:00 p.m., but rather, any changes to work hours outside those hours would be by mutual agreement.

For full-time employees with starting dates on or after the date of this contract ratification, the normal workday shall consist of the hours advertised in the position posting. The hours to be posted for full-time employees will be 37.5 hours per week; however, the normal workday may be adjusted as the needs of the court require and as otherwise provided in this agreement. If the needs of the court require extension of the normal work day, the needs of the employee shall be taken into consideration. For non-administrative/nonexempt employees, overtime, either paid or compensatory time off, shall be provided to the employee for hours worked in excess of 37.5 hours in a week. Eligible employees shall be entitled to overtime at straight time rate for the first 2.5 hours worked over 37.5 hours and at the rate of one and one-half times the hours worked over 40 hours.

No full-time employee hired after the date of this contract ratification shall be required to shift work hours outside the hours posted for the position, except by mutual agreement or on 90 day notice, during which the Judicial Branch will negotiate said change in hours with the SEA.

Part-Time Employees: The normal workday shall consist of any number of hours up to 7.5 hours per day provided the hours per pay week are not equal to or greater than 37.5.

For existing part time employees, except for employees already hired specifically for evening shifts, work will normally be performed between the hours of 7:30 a.m. to 5:00 p.m. Monday through Friday.

For employees hired specifically for evening work, and for part time employees with starting dates on or after the date of this contract ratification, the hours will be fewer than 37.5 hours per week and will be as advertised in the position postings.

No part-time employee shall be required to shift their work hours outside the hours posted for the position, except by mutual agreement or on 90 day notice, during which the Judicial Branch will negotiate said change in hours with the 5EA.

Breaks for Court Monitor/Assistants: No reduction shall be made from the basic workday for rest periods of fifteen (15) minutes after approximately 90 to 105 minutes in the courtroom on any keyboard, including digital/5ony note taking, computer/typewriter, and/or mouse, or major fraction thereof. Such rest periods are required and shall be taken in such a manner that the normal delivery of services will not be interrupted. While performing duties outside of the courtroom a court monitor/assistant shall be subject to breaks as outlined in the "Breaks for All Other Employees" section.

Breaks for All Other Employees: The Judicial Branch recognizes that court employees need an occasional break period during the workday and encourages the respective Administrative Authority to address this need by providing break periods when appropriate.

Generally, break periods should occur approximately halfway between the start of the shift and the end of the shift if the shift is five (5) hours or fewer; or between the start/end of the shift and the meal period if the shift is more than five (5) hours.

Break periods shall last not more than a total of fifteen (15) minutes in the morning, fifteen (15) minutes in the afternoon, and/or fifteen (15) minutes in the evening. Part-time employees should receive break periods totaling fifteen (15) minutes for each work period of more than 3 hours.

Break periods shall not extend the meal period, shorten or extend the workday, or be taken consecutively if more than one break period is due. Break periods are to be taken in such a manner that the normal delivery of services will not be interrupted.

Meal Periods: All employees working more than five (5) hours per work shift shall receive a meal period of not less than one half hour nor more than one hour. Such meal periods shall not be considered working time.

BI-WEEKLY PAY PERIOD

(A) All employees shall be routinely paid on every other Friday as is the state practice.

(B) Pay periods shall commence on a Friday and extend 14 days in length through and including the second Thursday after the beginning of the pay period.

(C) All employees became part of the payroll system by having the state withhold no more than the first two weeks of pay. Compensation shall continue on a biweekly basis based upon hours worked and paid two weeks in arrears, except for employees who became part of the unified court system on January 1, 1984, and are not paid two weeks in arrears.

CONSULTATION and LABOR MANAGEMENT COMMITTEE

Consultation:

Obligation to Meet: The Parties recognize their mutual obligation to meet and confer regarding problems arising out of the employment relationship.

Matters for Consultation: It is agreed and understood that policies and procedures related to terms or conditions of employment are appropriate matters for consultation between the Parties, providing however, that neither Party waives or relinquishes their right to negotiate mandatory subjects of collective bargaining.

Requests: Either Party in writing, stating the reason for the meeting and the agenda or topic of consultation, shall request a Consultation. Consultation requests by the Association shall be made to the Director, or his/her designee. Consultation requests by the Employer shall be made to the President of the Association or his/her designee.

Meetings: A mutually agreeable meeting date shall be established providing that such date shall be within fifteen (15) workdays of receipt of the written notice. The time limit may be extended by agreement.

Attendees: An Association staff member shall represent the bargaining unit alone, or with not more than four (4) employees. The Association will state the names and work areas of the employees, if any, who are to attend the meeting. Representatives of the Employer shall meet with the Association representatives. The Manager of Operations at the Administrative Office of the Courts will attend such consultations whenever feasible providing that his/her attendance may be specifically requested and complied with by notice of either the Association or the Employer.

Labor Management Committee:

Composition: The Parties agree to establish a Labor Management Committee consisting of not more than five (5) representatives for each side. In addition, the chief negotiator and/or designee from each side may attend the meetings of the Committee.

Meetings: The Committee shall meet as frequently as may be necessary to carry out its purpose and responsibilities as set forth in this Agreement. Either party may request a meeting. In such event, the meeting shall be scheduled within twenty (20) business days.

Purpose: The purpose of the Committee shall be to ensure the application, clarification and administration of this Agreement. The Committee may resolve grievances presented to the Committee for review.

COST OF LIVING

FRINGE BENEFITS: Full-time employees shall receive all fringe benefits as negotiated by the State Employees Association of New Hampshire and as provided for classified state employees, including health and dental insurance. The Health Insurance provisions of section 19.8.1 and the Dental Insurance provisions of section 19.13 of the agreement negotiated by the State Employees' Association of New Hampshire, Inc. for executive branch employees are attached hereto as Appendix A. For purposes of this Agreement, Health Insurance section 19.8.1.a and Dental Insurance section 19.13 will be applied to the judicial branch with the same meaning and intent as the executive branch and shall be changed for judicial branch employees as follows: All full-time employees who subscribe to health insurance shall pay \$20.00 per pay period if their annual salary is \$35,000 or less, \$40.00 per pay period if their annual salary is more than \$35,000 up to \$47,400, or \$60.00 if their annual salary is more than \$47,400, and all full-time employees who subscribe to dental insurance shall pay \$1.00 per pay period if their annual salary is \$35,000 or less, \$2.00 per pay period if their annual salary is more than \$35,000 up to \$47,400, or \$3.00 per pay period if their annual salary is more than \$47,400. Part-time employees shall receive the fringe benefits provided in this agreement, and for part-time employees regularly budgeted for 30 or more hours per week pro-rated health and dental insurance in accordance with RSA 98-A:6-a. In the event the State Employees' Association of New Hampshire and the State of New Hampshire agree to a new master contract for classified state employees and should that contract contain changes in health and dental benefits, the parties will accept the changes in plan design. If that agreement adjusts the employee contribution for the benefit which the legislature applies to the judicial branch, the parties shall ascertain the amount of the adjustment applied to the judicial branch that is applicable to the bargaining unit. The parties shall in good faith agree upon the manner in which the amount of the adjustment applicable to the bargaining unit is implemented.

SALARIES: Salaries for all employees during the term of this agreement shall be in accordance with the judicial branch salary matrices effective July 12, 2013; July 11, 2014; and January 9, 2015, as provided in Appendix B, except that for the period from July 12, 2013, until November 28, 2013, the pay raise effective July 12, 2013, was paid in the form of a \$300 payment to all full-time employees and a prorated portion thereof for all part-time employees based upon their regularly budgeted hours divided by 37.5

hours.

C.O.L.A.S: The meaning and intent of this article is to provide employees with any cost of living adjustments provided to executive branch employees represented by the State Employees' Association of New Hampshire. In the event the State Employees' Association of New Hampshire and the State of New Hampshire agree to a new master contract for classified state employees and should that new contract contain any cost of living adjustments which the legislature applies to the judicial branch, the parties shall ascertain the amount of the adjustment applied to the judicial branch that is applicable to the bargaining unit. The parties shall in good faith agree upon the manner in which the amount of the adjustment applicable to the bargaining unit is implemented. The Association acknowledges, without prejudice to any arguments that it may advance, that the judicial branch's obligation to pay any such adjustments requiring additional funds is contingent on the appropriation of such funds to the judicial branch for that purpose.

RECLASSIFICATIONS: Employees shall have the right to request reclassification of their position in accordance with Rule 13 of the State of New Hampshire, Judicial Branch Personnel Rules (dated March 4, 1996), except that the time for action on such requests in Rule 13 (D) shall be 120 days for a request involving an individual position and 150 days for a request involving several positions. If the granting of a reclassification request is beyond the 120 or 150 days, as the case may be, the reclassification shall be retroactive to the 120th or the 150th day.

DEFINITIONS

As used in this collective bargaining agreement, the following terms shall have the following meanings:

A. ADMINISTRATIVE AUTHORITY: For court monitor/assistants, the Administrative Authority shall be defined as follows:

1. The administrative authority shall be the clerk who will have the responsibility for the overall supervision of the court monitor/assistant under his or her direction.

2. When a court monitor/assistant is assigned to a particular courthouse on a regular work basis, the administrative authority shall be the clerk of that courthouse.

3. When a court monitor/assistant is housed in a particular courthouse, but not assigned there on a regular work basis, the overall administrative authority shall be the administrative judge of that level of court or his or her designee; however, the clerk of the courthouse where the court monitor/assistant is assigned to work has the daily administrative responsibility over the court monitor/assistant while assigned to his or her court.

For all employees other than court monitor/assistants, the Administrative Authority shall be the clerk who will have the responsibility for the overall supervision of the employee under his or her direction. Such authority is subject to the supervisory authority of the chief justice of the supreme court and respective administrative judges, supervisory judges, or as limited by statute or rule. The clerk of a court shall also have the responsibility to coordinate the administration of a court and serve as the primary contact between that court and the administrative office of the courts.

For all employees, the authority given to the Administrative Authority in the article on Disciplinary or Adverse Action may be exercised by the Administrative Judge who supervises the Administrative Authority or by the designee of the Administrative Judge, which designee shall not be a unit member.

B. ADMINISTRATIVE OR EXEMPT EMPLOYEES: Employees who are exempt from wage and hour laws and therefore ineligible for overtime compensation. Within the bargaining units covered by this agreement, the following positions are administrative/exempt: Court Monitor/Assistant; Court Assistant IV; Case Manager; Family Division Case Manager; and Service Center Coordinators.

C. ADMINISTRATIVE JUDGE: Administrative judge means a judge appointed pursuant to Supreme Court Rule 54(2) as the administrative judge for the circuit court, or in his or her absence or at his or her discretion the deputy administrative judge also appointed pursuant to Supreme Court Rule 54(2). For the superior court, the administrative judge shall be the chief justice.

D. ANNUAL SALARY: An employee's annual salary for the employee's labor grade and step as shown in Appendix A. For those employees who have received merit advancement[s], the annual salary shall include the merit advancement[s].

E. DEMOTION: The involuntary transfer to a lower classification.

F. DIRECTOR: Director means the director of the administrative office of the courts.

G. ESSENTIAL FUNCTION: For court monitor/assistants, an in-court monitoring assignment, and for all other employees including court monitor/assistants when not in the courtroom, an assignment reasonably deemed necessary by the clerk to the adequate staffing of a particular court location.

H. HOME COURT: The judicial branch site to which the employee is assigned upon hiring or is permanently assigned thereafter.

I. NONADMINISTRATIVE OR NONEXEMPT EMPLOYEE: Employee who is eligible for overtime compensation under wage and hour laws.

J. SENIORITY: Seniority shall be calculated as the amount of time of state service an employee has to his or her credit. As such, it shall equal the time an employee has to his or her credit for the calculation of longevity compensation and shall specifically include court service rendered before January 1, 1984.

K. TERMINAL PAY: Three (3) days pay for each year or fraction thereof of service by administrative/exempt employees. For employees who transferred to state service on January 1, 1984, terminal pay begins with that transfer.

DISCIPLINARY OR ADVERSE ACTION

The Judicial Branch shall not discharge or take other disciplinary action without adherence to the principles of fundamental fairness and justice to the affected employee.

(A) Employee Actions Warranting Disciplinary or Adverse Actions: Examples of employee actions that may result in disciplinary or adverse actions include, but are not limited to:

- (1) submitting false travel, payroll or purchase vouchers;
- (2) personal use of official vehicles;
- (3) falsifying, destroying, mutilating or altering court documents or records;
- (4) providing false information on any Judicial Branch job application;
- (5) willfully violating the policy against discrimination or sexual harassment;
- (6) accepting loans, free services, goods or favors, including cash, from any business or person seeking favorable or preferential treatment from the court or soliciting favorable or preferential treatment from the court;
- (7) causing loss or damage to court property through willful or grossly negligent action;
- (8) theft occurring on court property;
- (9) insubordination, including failure to follow oral or written directives;
- (10) verbally abusing or physically assaulting any individual on court property or in relation to official duty;

- (11) use of alcohol or drugs, while on duty or otherwise, to the extent that job performance is adversely affected;
- (12) the use, possession, distribution, dispensation, or manufacture of a controlled substance, unless such use, possession, distribution, dispensation, or manufacture is lawful under RSA ch. 318-B or any other state or federal statute regulating controlled substances;
- (13) failure to report in writing to the Administrative Authority and the Administrative Judge within three days any criminal charges and failure to report in writing to the Administrative Authority and the Administrative Judge within three days any criminal conviction, regardless of whether an appeal is taken;
- (14) engaging in partisan political activity prohibited by law or by this Agreement;
- (15) conviction of any crime;
- (16) unsatisfactory performance of job responsibilities, including excessive tardiness or absence from work;
- (17) knowingly providing case or court file related information to persons or entities not entitled to that information or to persons or entities outside of standard or customary procedures; or
- (18) notwithstanding any of the above, violating employee standards of conduct, which recognizes that:

Every position in the Judicial Branch is a public trust. Employees must conduct themselves in a manner which will uphold the dignity and integrity of the Judicial Branch. Employees must observe standards of fidelity and diligence appropriate to their position with the Judicial Branch.

- (B) **Disciplinary Progression:** The Administrative Authority shall be responsible for taking appropriate intermediate steps and initiating adverse action. Employees entrusted with supervisory responsibility shall be required to expeditiously report to the Administrative Authority any matters that require review, discipline and/or adverse action. The Judicial Branch may not demote an employee for disciplinary reasons except for conduct within section (A)(16) or in a performance evaluation. Such a demotion shall be considered adverse action.
- (C) **Intermediate Disciplinary Steps:** In that it is the Administrative Authority's responsibility to use sound judgment and to act promptly and fairly, it is

advisable to take lesser disciplinary action where appropriate. Intermediate disciplinary steps include the following:

- (1) **Written Warning:** Written warnings may be given to the employee by the Administrative Authority upon recommendation by the employee's supervisor or on the Administrative Authority's own initiative. The number of warnings given prior to taking further disciplinary or adverse action depends on the seriousness and/or frequency of the matter or conduct.

It is the Administrative Authority's responsibility to point out the specific nature of the conduct and discuss in detail with the employee the correct action to be followed in the future. This responsibility may be delegated to the employee's immediate supervisor if appropriate.

The judicial branch is not precluded from issuing discipline for conduct, on or off official duty, that adversely affects the integrity of the judicial system.

- (2) **Written Reprimand:**

- (a) If the Administrative Authority feels written warnings have been, are, or would be ineffective or insufficient in view of the nature or seriousness and/or frequency of the conduct, a written reprimand may be prepared.
- (b) Written reprimands must contain a complete description of the misconduct alleged, the supporting factual data, details of the corrective action to be taken by the employee and a time frame in which it should occur, and the consequences if corrective action does not occur. Written reprimands must indicate that unless corrective action is taken the employee will be subject to discharge.
- (c) The written reprimand shall be signed by both the Administrative Authority and the employee. If the employee refuses to sign, the Administrative Authority shall so indicate on the form. The Administrative Authority, employee, Administrative Judge, and Director shall each receive a copy of the signed written reprimand.
- (d) Each written reprimand shall expire as a basis of possible discharge three years after its date but shall be kept in the employee's file.
- (e) The judicial branch is not precluded from issuing discipline for conduct, on or off official duty, that adversely affects the integrity of the judicial system.

- (D) **Adverse Action:** The Administrative Authority is responsible for initiating or taking adverse action against an employee where appropriate and, if appealed,

following the appeal procedure. All adverse actions shall be approved by the Administrative Judge who shall consult with the Director before any action is taken. Adverse actions include the following:

- (1) **Suspension:** Suspension is the temporary removal of an employee from a position with or without pay.
 - (a) The decision to suspend an employee with or without pay shall be based on the seriousness and nature of the matter or conduct. The judicial branch is not precluded from issuing discipline for conduct, on or off official duty, that adversely affects the integrity of the judicial system.
 - (b) An employee may be suspended with or without pay pending disposition of a felony or misdemeanor charge or a serious violation as determined in the discretion of the Administrative Judge. If an employee is suspended without pay and the suspension is set aside through the appeal procedures, the pay shall be reinstated retroactive to the date of suspension.
 - (c) Suspension may be appealed through the appeal procedure set out in this contract, but the suspension shall become effective when imposed.
- (2) **Discharge:** Discharge is the permanent removal of an employee from employment with the judicial branch.
 - (a) The judicial branch is not precluded from issuing discipline for conduct, on or off official duty, that adversely affects the integrity of the judicial system.
 - (b) Discharge may be appealed through the appeal procedure, but the discharge will become effective when imposed. If the employee successfully appeals the discharge, all pay denied during the period of discharge shall be reinstated retroactive to the date of discharge, except for any period of suspension ordered by the Appeals Board.
- (E) **Actions By Judges:** Notwithstanding any provision set forth herein, any justice or judge of any court may report or recommend disciplinary actions when they become aware of activities or conduct which justify disciplinary action as set forth under this Agreement.
- (F) **Judicial Conduct Code:** The court monitor/assistants and employees covered by this agreement who are designated as deputy clerks acknowledge that they are subject to the Code of Judicial Conduct to the extent provided in section E of the Application of the Code of Judicial Conduct in Supreme Court Rule 38. Accordingly, they are subject to the jurisdiction of the Committee on Judicial

Conduct. The provisions of this collective bargaining agreement are not intended to limit or enhance that jurisdiction.

DUES CHECK-OFF

Payroll Deduction: The Association shall be entitled to have payroll deductions for membership dues and agency fee payments from its members and non-members.

Written Authorlzation: The Associatlon shall be entitled to have payroll deductions for membership dues from any new member who indicates in writing that he/she wishes such deductions to be made. The Association shall be entitled to have payroll deductions for agency fee payments from any new employees that Indicate in writing that he/she wishes such fee payments to be made.

Dues Change: When Association members vote for a change in Association dues, which necessitates a modification of payroll deductions, and the Association wishes to implement such modification, it shall furnish a certificate evidencing the authorizing vote to the Manager of Operations, Administrative Office of the Courts, together with a written request for the modification in payroll deductions. The certificate shall be signed and sworn to by the Secretary of the Association with Corporate Seal.

To the extent that action is necessary by the Employer to implement the dues deductions and agency fee payments, the Employer shall make reasonable effort to insure that the payroll deductions are put into effect as soon as practicable.

Maintenance of Membership: Employees who are members of the Association on the effective date of the Agreement shall be notified in writing by the Association that they must retain their membership throughout the period (term) of the Agreement, except that each member shall have the opportunity annually to withdraw membership during a fifteen-day period commencing with the member's anniversary date of employment. The withdrawal shall be in writing, and postmarked no later than the end of the fifteen (15) day perlod and addressed to:

The State Employees' Association of NH, Inc.
SEIU Local 1984
207 North Main Street
Concord, NH 03301

Agency Fee: Any court employee who is a member of a bargaining unit represented by the Association and who is not a member of the Association shall be required to pay a fee to the Association as a condition of employment. The fee shall not exceed an amount that represents a prorated share of actual cost of negotiating and administering this Collective Bargaining Agreement. This fee shall be taken from an employee's wages

via an automatic payroll deduction within 30 days of employment or execution of this agreement, whichever occurs first.

DUTIES AND RESPONSIBILITIES

1. The duties and responsibilities of all employees shall be contained in job descriptions which as of the date of execution of this agreement are attached as Appendices as follows:

Superior Court Monitor/Assistant – Appendix C
Circuit Court Court Monitor/Assistant – Appendix D
Superior Court Traveler Court Monitor/Assistant – Appendix E
Court Assistant II – Appendix F
Court Assistant III – Appendix G
Court Assistant IV – Appendix H
Courtroom Clerk – Appendix I
Case Manager – Appendix J
Service Center Coordinator – Appendix K
Child Impact Specialist – Appendix L
Family Division Case Manager – Appendix M
Juvenile Intake Officer – Appendix N
Call Center Representative I – Appendix O
Call Center Representative II – Appendix P
Call Center Representative III – Appendix Q

2. No employee shall be required to perform any duties not contained within the job descriptions or substantially related to the described job duties.

EMPLOYEE RECORDS AND RIGHTS

Access to Personnel Files: Employees shall be allowed access to their personnel files during normal working hours for inspection and/or copies of documents which will be provided by the Employer. Such inspection shall be made subject to prior arrangement with the Employer. Employees shall be entitled to a copy of their complete personnel file without charge.

Copies of Letters: Employees shall be provided with a copy of any material concerning work performance, commendations or discipline that are placed in the personnel file within a reasonable time.

Employment Recommendations: If requested, upon termination employees will be advised of any recommendation for rehire which has been made a part of that employee's record.

Location of Files: Every employee shall be informed as to the existence and location of all personnel files. Personnel file shall be defined as any file kept by a supervisor or custodian of official records which relate directly in any way to an employee's status as an employee.

Pay and Leave Records: All records pertaining to time worked and leave earned and taken shall be maintained and be available for inspection at a designated area.

Disciplinary Investigations: Employees shall be informed when a disciplinary investigation is complete and of the determination of said investigation.

Changes of Job Specifications: Employees and the SEA shall be notified in writing of any substantive changes in his/her job specifications and duties as contained in their job descriptions upon receipt of said changes from the Administrative Office of the Courts, and/or from directives from the Administrative Judge or any of his/her designated representatives.

Privacy: The Employer agrees to make every reasonable effort to counsel and/or reprimand employees in private and to limit discussion of any employee's problems by supervisors to essential parties.

GRIEVANCE PROCEDURE

Purpose: The purpose of this Article is to provide a mutually acceptable procedure for adjusting grievances and disputes arising with respect to interpretation or application of any provision of this Agreement and matters of complaint, concern or dissatisfaction to an employee. This grievance procedure may not be used, however, for matters involving discipline and adverse action.

Intentions: It is intended that the procedure provided herein shall facilitate the resolution of any such disputes at the lowest possible level, and the judicial branch and the SEA agree to work together towards this end. Nothing in this article shall be interpreted as preventing or discouraging employees from discussing any disputed matter in an informed and informal manner with the immediate supervisor, the Administrative Judge, or AOC personnel. Such discussions will not, however, interfere with the right to seek resolution of the dispute through the grievance procedure provided herein.

Supervisory/Administrative Authority Responsibility: Supervisors and the Chief Justice of the Superior Court, the Administrative Judge of the Circuit Court, and AOC and Supreme Court personnel are to make a sincere effort to resolve grievances, and must refrain from making any statement or taking any action that amounts to coercion or intimidation. It is the responsibility of the supervisor and the Chief Justice of the

Superior Court, the Administrative Judge of the Circuit Court, and AOC and Supreme Court personnel to use sound judgment and to act promptly and fairly.

Investigations: The Steward, when requested by one or a number of employees whom he/she represents, may investigate the basis for any dispute arising under this Agreement and may, at any stage, assist the employee(s) in seeking resolution of such dispute through the grievance or appeal procedure, provided herein, as may be applicable. A staff representative of the Association may substitute in place of the Steward at the second step or sooner if the judicial branch is represented by other than the supervisor or intermediate supervisor.

Procedure: Any employee having problems concerning the interpretation or application of any provision of this Agreement subject to this grievance procedure shall seek adjustment in the step order listed below. There shall be not less than two nor more than five adjustment steps.

Time Limits: All time limits set herein may be extended by mutual agreement between the grievant and the Employer.

Non-Intervention: Nothing in this Article shall be construed as an abrogation of the right of any employee to present a grievance without the intervention of the exclusive representative in accordance with RSA 273-A:11(a).

Group Grievances: If a group of employees files a grievance, not more than three (3) employees shall represent the group at any scheduled meeting provided for in the steps listed below.

In any case where the rights of the Association, as opposed to rights of members, are affected, the Association may file a grievance in its own name through any of its agents or officers and shall be filed directly with the Chief Justice of the Superior Court or the Administrative Judge of the Circuit Court or the Director or the Clerk of the Supreme Court and shall be considered a Step II appeal.

A grievance initiated by the Employer against the Association or its members shall be filed directly with the President of the Association and shall be considered a Step II appeal. The deadlines and procedures provided in Step II below shall apply to a grievance initiated by the Employer.

Filings: A grievance shall be filed within thirty (30) work days of the time the grievant knew or should have known of the alleged violation.

Written Notices: A copy of all grievances which have been reduced to writing shall be forwarded to the Director and to the offices of the Association.

Grievance Procedure - STEP I - Employee and Administrative Authority

The employee and/or his/her Steward shall present the facts pertaining to the dispute to his/her Administrative Authority at the employee's current location. The Administrative Authority shall resolve the dispute at once or notify the employee or his/her representative of the decision in writing within ten (10) working days from the day the problem was presented to him/her. Copies of any written decision shall be forwarded to the respective Chief Justice or Administrative Judge and the Director.

Grievance Procedure - STEP II - Employee and the Respective Chief Justice of Superior Court, or Administrative Judge of the Circuit Court, or the Director or the Chief Justice of the Supreme Court

If, subsequent to the Administrative Authority's decision, the employee and/or his/her Steward feels further review is justified, notification to that effect and a statement of all the facts pertaining to the problem, specifying the Article(s) and Section(s) which have been allegedly violated shall be made in writing to the respective Chief Justice or Administrative Judge or the Director, as well as the Administrative Authority, within fifteen (15) working days from the day the employee was informed of the Administrative Authority's decision.

The Chief Justice or Administrative Judge of the Circuit Court or the Director shall schedule a meeting with those concerned as soon as practicable after receipt of the written notification of appeal. Such meeting shall be scheduled within ten (10) working days.

The Chief Justice or Administrative Judge of the Circuit Court or the Director shall notify in writing the employee, the Administrative Authority, and the Director of the decision reached within ten (10) working days after the meeting.

Grievance Procedure - STEP III - ARBITRATION

If the Association or the Employer is not satisfied with the decision rendered pursuant to Step II, the Association may file within twenty (20) calendar days following receipt of the Chief Justice's or Administrative Judge's of the Circuit Court or the Director's written decision, or expiration of the time limit delineated therein, a request for arbitration to the American Arbitration Association under its rules and regulations. The decision of the arbitrator shall be final and binding upon the parties, except as provided herein.

Arbitrator's Powers: The arbitrator shall be limited to interpretation or application of the express terms of this Agreement, and all other complaints filed before him/her. To the extent that a matter is properly before an arbitrator in accordance with this provision, the arbitrator's decision thereon shall be final and binding providing it is not

contrary to existing law or regulation nor requires an appropriation of additional funds, in either of which case it will be advisory in nature.

The Parties further agree that questions of arbitrability are proper issues for the arbitrator to decide.

Cost of arbitration: If there is any expense charged by the arbitrator, it shall be borne equally.

General Provisions:

Consistency with Agreement: Any resolution of a grievance shall not be inconsistent with the terms of this Agreement.

Missed Time Limits: Failure on the part of either party to comply with the time limit requirement of this Article shall elevate a grievance to the next step unless the Parties have agreed to extend the time limit requirement.

HOLIDAYS

- (A) Regular full-time employees shall be entitled to 12 holidays annually as set forth in an administrative order issued by the New Hampshire Supreme Court. Part-time employees shall be compensated for the holiday based upon the employee's regular budgeted hours divided by 37.5 hours. If a part-time employee's regular weekly hours consistently exceed his or her regular budgeted hours, the employee may request the Manager of Operations to review the proration. The administrative office of the courts shall consult with the Association prior to the issuance of the holiday schedule.
- (B) An employee shall be compensated for the holiday at the employee's rate of pay in effect at the time of the holiday.
- (C) An eligible employee shall receive holiday pay only if the employee is in pay status (actually working or on approved paid leave) on the regularly scheduled work day prior to and immediately following the holiday.

LAYOFFS

Employee layoffs may become necessary because of a general reduction in work force, a change in the organization, a decline in the workload, insufficient funding, a change in state law, or a change in federal requirements.

An employee who is laid off shall receive the following which shall be paid within thirty (30) days after the effective date of the layoff:

(1) Compensation for all unused accrued annual leave remaining to his/her credit up to a maximum of fifty (50) days;

(2) Compensation for 50% of accumulated sick leave to his/her credit not to exceed sixty (60) days; and

(3) Compensation for terminal pay for administrative/exempt employees.

A bargaining unit employee who is laid off and who elects to continue on the health plan shall not be required to submit a contribution for coverage for the first three months following lay off if the laid off employee is not eligible to retire and receive post-retirement benefits under RSA 21-1:26-36 or RSA 100-A:52-55, and is not eligible to receive medical or healthcare coverage under another employer, as the spouse of a person covered under the plan of another employer, or the state plan as the spouse of a state employee. This provision shall expire on June 30, 2013.

The Judicial Branch may seek employees in the bargaining unit who wish to volunteer to be laid off. Any employee electing a lay off shall be entitled to the benefits of the Layoff Provision except for the right to recall.

In the event involuntary employee layoffs are initiated, for employees with less than seven (7) years of seniority the layoff will be conducted on the basis of seniority, for court monitor/assistants within the affected division as described in the article on assignment/reassignment/relocation, and for all other employees within each judicial branch group, i.e., the Supreme Court full-time employees, the AOC full-time employees, the Superior Court full-time employees, the Circuit Court full-time employees, the Supreme Court part-time employees, the AOC part-time employees, the Superior Court part-time employees, the Circuit Court part-time employees, and the call center employees. An exception to the seniority rule within each judicial branch group may be made for court locations with fewer than three employees. In the event of a layoff, the affected employees shall receive at least 21 days notice. Any layoffs shall be equitably apportioned among judicial branch groups.

However, in the event involuntary employee layoffs are continued beyond employees with seven (7) years or more of seniority, the layoff will be conducted on the basis of seniority with layoffs consisting of both part time and full time employees. The lists in the preceding paragraph shall be eliminated and there shall be only two seniority lists, one for the full time employees and another for the part time employees.

After the effective date of the layoff, the Judicial Branch shall post vacant bargaining unit positions in groups on the 1st and 15th of each month, or the first business day thereafter, as vacant bargaining unit positions are approved for external recruitment. The postings shall be placed on the JIBB, sent to all court sites, and sent by email to all

laid off employees who have provided the Manager of Operations with an email address. The Manager of Operations will copy the SEA by email on all email postings. If a laid off employee does not have a personal email address, the laid off employee must notify the Manager of Operations at the time of layoff that he/she will need his/her notices sent by normal mail service. Each posting period shall last 10 days.

In the event that the Judicial Branch elects to convert any vacant full-time position to a part-time position(s), laid off full-time employees may express an interest in those converted position(s). Laid off part-time employees may express an interest in the converted position(s) after the recall list of full-time employees has been exhausted or in the event no laid off full-time employee expresses an interest in the converted position(s). A laid off full-time employee who either accepts a converted position or who does not express an interest in a converted position shall not be removed from the recall list as a result but shall retain all recall rights outlined in this provision. The method of recall shall be, in all other respects, as set forth in this provision.

Laid off employees interested in a posted position shall express that interest either by email or by letter to the Manager of Operations. To be timely, the email or the letter must be received by the Manager of Operations before the end of the 10 day posting period. Laid off employees may express interest in only such positions that are of a labor grade the same as or lower than the position from which the employee was laid off. Except as set forth in the preceding paragraph, laid off full-time employees may express interest in only full-time positions until the recall list of part-time employees has been exhausted, and laid off part-time employees may express interest in only part-time positions until the recall list of full-time employees has been exhausted. At the conclusion of each posting period, the Manager of Operations shall review the names of the laid off employees expressing an interest in each position posted and shall recall to each position the most senior laid off employee who expressed an interest, considering any priority expressed by the employee. An employee recalled to work shall report to work within fifteen (15) days after the recall, failing which the employee shall be removed from the recall list and the next most senior laid off employee who has yet to be recalled and who had expressed interest in the position shall be recalled to the position.

All laid off employees are free to express an interest in as many posted positions as they desire during each posting period, and if expressing an interest in more than one, shall provide the Manager of Operations with his or her priority of posted positions. The right to recall shall end for an employee when the employee has been removed from the recall list or three years from the date of the layoff, whichever occurs first.

In the event layoffs are initiated, the judicial branch agrees to enact an external hiring freeze within positions covered by this agreement such that no external hiring shall occur for bargaining unit positions until all eligible laid-off employees have been offered

recall or have not expressed an interest in the positions posted in accordance with the preceding paragraphs.

LONGEVITY COMPUTATION AND COMPENSATION

1. Any full-time employee who has completed 10 years of service for the state shall be paid, in addition to the salary to which he/she is entitled by the classification plan, the sum of \$300 annually and an additional \$300 for each additional 5 years of state service. This provision will change as necessary to reflect the amount provided either in RSA 94:4 or the State Employees Association of New Hampshire and State of New Hampshire Collective Bargaining Agreement. Part-time employees who do not receive benefits from the New Hampshire Retirement System shall receive a pro rated share. The proration shall be based upon the regular budgeted hours as of November 30 of that current year for the part-time employee divided by 37.5 hours and then multiplied by the longevity payment for the employee's seniority.
2. The additional compensation provided by the provisions of this section shall not affect the maximums set by the classification plan and the receipt of said long service payments shall not prohibit the recipient from receiving the yearly increments to which he/she may be otherwise entitled within his/her classification ranges.
3. Unless otherwise directed by administrative payroll protocols, the longevity payment will be made by separate paycheck on the first payday in December and will reflect years of service as of November 30 of that current year.
4. Longevity pay will be included in the payout of a terminating employee provided the terminating employee has worked beyond his or her next anniversary date following November 30.

MANAGEMENT PREROGATIVES AND RIGHTS

1. **Rights Retained:** The judicial branch retains all rights to manage, direct and control its operations in all particulars, subject to the provisions of law, personnel regulations and the provisions of this Agreement, to the extent that they are applicable. These rights shall include but not be limited to:

Directing and supervising employees;

Appointing, promoting, transferring, assigning, demoting, suspending, and discharging employees;

Laying off unnecessary employees due to lack of work, for budgetary reasons, or for other like considerations;

Maintaining the efficiency of governmental operations;

Determining the means, methods and personnel by which such operations are to be conducted;

Taking whatever actions may be necessary to carry out the mission of the judicial branch in situations of emergency, the determination of such situations to be the prerogative of the judicial branch.

2. **"Emergency" Defined:** For purposes of this section "emergency" is defined as any condition or situation out of the ordinary which requires immediate action to avoid danger to life, property, or to prevent losses affecting the judicial branch, the employee or the general public.

MERIT ADVANCEMENT

1. If an employee reaches step six of a particular labor grade and remains at that step for five consecutive years, that employee is eligible for a 5% increase in salary at the conclusion of the fifth year upon approval of the Administrative Judge, the Clerk of the Supreme Court, or Director, certifying that the employee's performance is satisfactory or better.
2. An employee who has reached step six of a particular labor grade and received a merit advancement of 5% after completing five years satisfactory service at that step is eligible for an additional 5% increase after completing an additional five years of service provided the Administrative Judge, the Clerk of the Supreme Court, or Director again approves the increase and certifies that the employee's performance is satisfactory or better.
3. All requests shall be filed with the Director.
4. No employee shall receive more than two such increases while serving in the same position.
5. The parties agree to discuss possible revisions to the merit advancement plan through the Labor Management Committee prior to the beginning of negotiations on a successor collective bargaining agreement. If any possible revisions agreed upon by the parties would cause an increase in judicial branch personnel costs, agreement must be reached by September 2014 so that any increased costs can be put in the judicial branch's budget request for fiscal years 2016-17.

MISCELLANEOUS

1.) Blood Donations and Bone Marrow Registry Testing:

Employees shall not be unreasonably denied time off without loss of pay or leave for the purpose of making blood donations or undergoing bone marrow registry testing.

2.) Civic Duties

An employee who is late for work as a result of duties as a volunteer fire fighter or licensed ambulance attendant or licensed rescue squad attendant, shall be granted use of annual leave and/or accrued compensatory leave to cover the period of lateness, provided that performance of said duties may be verified by the employer.

3.) Community Service

An employee is encouraged to participate in community service programs or activities outside of work hours provided such service does not impair the employee's job performance, is not a conflict of interest with the employee's judicial branch work, or does not present an appearance of impropriety. Employees are encouraged to consult with their administrative authority before engaging in community service which could conflict with this provision. If the employee's administrative authority believes this community service could conflict with this provision, the employee may request a Consultation under this agreement. The employee's Administrative Judge or the Director, as the case may be, shall be present at the Consultation. Both the employee and the administrative authority may present information to the Administrative Judge/Director. The decision of the Administrative Judge or the Director shall not be subject to the grievance procedure.

4.) Inclement Weather

While it may be reasonable to cancel jury trials, non-jury trials, and even some hearings during inclement weather, the judicial branch strives to keep courthouses open to serve the needs of lawyers, litigants, and the public during workdays. If inclement weather prevents an employee from getting to work, the time away from work may be charged as a day of accumulated annual leave, bonus leave, administrative leave, or personal day awarded as a result of furlough days. Nonadministrative/nonexempt employees may take compensatory time or make arrangements with the administrative authority to work compensatory time to cover the amount of time away from work due to inclement weather. Such time must be worked within two pay periods of the date it is taken.

Notwithstanding the above, truly exceptional circumstances may arise that require that a court or several courts be closed for all or a portion of a workday due to inclement weather. In the event of such a closure, employees shall receive their normal compensation during the period of closure. Employees who do report to work during periods of closure shall be entitled to only their normal rate of compensation and shall not receive additional leave or compensatory time.

5.) Surveillance

The parties agree to discuss any employee concerns with the use of surveillance equipment in courthouses through the Labor Management Committee.

NOTICES

Notice to Association: Whenever a written legal notice is required to be given by the State to the Association, such notice shall be given to the state organization of the State Employees Association of New Hampshire, Inc., with offices in Concord, New Hampshire.

Notice to AOC: Whenever written legal notice is required to be given by the Association to the Employer, such notice shall be given to the Director, Administrative Office of the Courts, 2 Charles Doe Drive, Concord, NH.

OTHER LEAVES

(A) Bonus Leave:

- (1) All regular full-time nonadministrative/nonexempt employees will receive one day of bonus leave for each consecutive three-month period during which the eligible employee is not absent due to illness, disability, whether paid or unpaid, and unpaid leave of absence. The eligible employee will then receive one-third day for each month thereafter within which the same conditions are met. An eligible employee shall not earn bonus days while being paid under workers' compensation. Earned bonus leave must be used during the fiscal year following the fiscal year for which it was earned or it shall lapse.
- (2) Use of sick leave for any purpose, unless otherwise exempted, shall require an eligible employee to complete a new three-month period of employment without the type absence specified in subsection (1) above, in order to receive further bonus leave.
- (3) Utilization of sick leave for bereavement of a death as defined by the provision on sick leave shall not be counted against the time accumulation as defined in this rule. Utilization of sick leave for dependent leave for up to six (6) days per year shall not be counted against the time accumulation as defined in this rule.
- (4) An eligible employee may use bonus leave at his/her discretion subject to reasonable restrictions necessitated by legitimate business purposes.
- (5) Bonus leave shall not be used during an eligible employee's probationary period.

(B) Military Leave: An employee of the State of New Hampshire who is a member of any reserve component of the armed forces of the United States shall, upon request, be entitled to not more than 15 days leave of absence with pay in any one training year for the purpose of engaging in military drill, training or other

temporary duty, in accordance with RSA ch. 112 or its subsequent statutory counterpart.

(C) Workers' Compensation Leave:

- (1) An employee must meet the stipulations of RSA ch. 281-A or its subsequent statutory counterpart in order to be entitled to workers' compensation. Review, notification, and appeal procedures are pursuant to RSA ch. 281-A or its subsequent statutory counterpart.
- (2) If an employee receives a personal injury as defined in RSA 281-A:2, XI (Supp. 1995) or its subsequent statutory counterpart, in the course of employment, the employee shall report the injury immediately to the Administrative Authority and to the New Hampshire Retirement System. The Administrative Authority shall notify the Administrative Office of the Courts immediately of the injury.
- (3) If an employee is required to miss work and a decision has not been reached regarding the workers' compensation claim, the employee shall be compensated using accumulated sick and annual leave time.
 - (a) If the workers' compensation claim is awarded, the portion of the sick and annual days equivalent to the workers' compensation award will be restored and credited to the employee's accumulated leave.
 - (b) If the workers' compensation claim is denied, other leave time may be used.
- (4) An employee may choose to supplement workers' compensation with sick or annual leave if accumulated leave is available.
 - (a) The combination of workers' compensation and sick or annual leave benefits shall not exceed the employee's full pay.
 - (b) Compensation made using annual and sick leave benefits are subject to payroll deductions.
- (5) Sick leave and annual leave shall not accumulate to the extent the employee is receiving workers' compensation.
- (6) Receipt of sick or annual leave pay by an employee shall not affect the right to medical benefits, nor shall it affect the right to workers' compensation benefits for permanent disability.

(D) Court Leave:

- (1) An employee who is subpoenaed for other than judicial branch business to appear as a witness before a federal or state grand jury or court, or before a federal or state agency, shall be entitled to leave with pay for the required period. An employee who appears as such on judicial branch business is not considered on leave.
- (2) An employee shall be entitled to leave with pay for serving on a federal or state grand or petit jury.
- (3) Fees received for service as a juror or witness earned during the normal work day, excluding reimbursement for travel, shall be remitted to the employer.
- (4) The employee shall be paid his or her current salary while on court leave. Court leave shall not be a charge against any other accumulated leave as prescribed in these rules.
- (5) Court leave applies only to the time actually served in court and the time required to return to work.

(E) Family and Medical Leave:

- (1) This subsection is intended to comply with the federal Family and Medical Leave Act of 1993, effective August 5, 1993, and regulations promulgated thereto, to the extent they are applicable. Any interpretation of the subsection is intended to be consistent with the act and regulations.
- (2) An employee eligible for Family and Medical Leave pursuant to section (4)(a) below shall be granted family medical leave:
 - (a) because of the birth of a child, and/or to care for that child;
 - (b) if an employee adopts a child or takes a foster child into the employee's home;
 - (c) if the employee must care for a spouse, child or parent who is suffering from a serious health condition;
 - (d) if the employee's own serious health condition makes the employee unable to perform their job.

- (3) An employee may be required at any time to provide verification of a serious health condition, where applicable, from either the attending physician or a neutral party selected from a list of physicians compiled by the Director.
- (4) An employee can take up to 12 weeks of paid or unpaid leave during any rolling 12-month period for the reasons specified in subsection (2) above.
 - (a) An employee shall have been employed for at least one year and for at least 1,250 hours during the year proceeding the start of the leave to qualify for this leave.
 - (b) An employee shall apply accumulated annual leave and sick leave, where applicable, to cover this period of absence. Unpaid leave may be used if all other leave has been exhausted.
 - (c) For an expected birth or adoption, and for planned medical treatment, the employee shall provide the employer with 30 days advance notice.
- (5) The employee shall file with the Administrative Authority a written statement of how accumulated time will be applied. This plan will be forwarded immediately to the administrative office of the courts for verification of time available for use.
- (6) During the leave, the judicial branch shall continue to pay its share of the health insurance premiums for the employee on family medical leave. If the employee does not return to work, the judicial branch shall recapture from the employee the cost of the health care premiums paid during the leave.
- (7) Following the leave, the employee shall be restored to his or her job or to an equivalent position.
- (8) Leave beyond 60 days, whether paid or unpaid, may be granted by the Administrative Judge after consultation with the Director.
- (9) Within five (5) business days of designation or receipt of a fully executed Certification of Health Care Provider for Employee's Serious Health Condition form, the judicial branch human resources department will notify the employee whether leave will be designated as FMLA leave and count towards the employee's FMLA leave entitlement.

(F) Leave of Absence Without Pay:

After consultation with the Director, the Administrative Judge may grant the employee leave without pay for personal reasons for a period not to exceed 12 months, provided that any leave of absence without pay for reasons other than

sickness or maternity may not be granted unless justified and until a suitable replacement has been found or adequate coverage has been arranged.

- (1) Medical benefits for employees who have been granted a leave of absence without pay shall be governed by the Medical Benefits Eligibility Rules provided by the Department of Administrative Services.
- (2) Any employee who requests a leave of absence without pay shall be required to utilize all applicable accumulated leave before being granted the leave of absence without pay.
 - (a) if the request for leave without pay is caused by sickness or injury, the employee shall utilize accumulated leave in the following order: sick, annual, and administrative.
 - (b) If the request for leave without pay is not caused by sickness or injury, the employee shall utilize accumulated leave in the following order: annual and administrative.
- (3) No annual leave or sick leave shall be accumulated during a leave of absence without pay.
- (4) Leave of absence without pay is counted as state service for purpose of computing longevity pay.
- (5) Exceptions to the leave of absence policy shall be submitted to the Director for approval.

PERFORMANCE EVALUATION

- (A) A formal written evaluation of each employee shall be completed at least once each year for all employees. This performance evaluation serves two purposes:
 - (1) to analyze the employee's performance during the past year, to identify strengths and weaknesses, and to compare such performance to previously set goals; and
 - (2) to establish performance goals for the following year, to determine the steps necessary to achieve them, and to identify the standards on which the employee's job performance will be rated.
- (B) Performance evaluation ratings shall be considered in determining salary increases, promotions, demotions, and dismissals. Probationary evaluations excepted, written

annual evaluations shall be completed prior to the employee's anniversary date, in a manner prescribed by the Director.

- (C) The initial rating of each employee shall be made by the employee's immediate supervisor, by the Administrative Authority, or by another qualified person designated by the Administrative Authority. For court monitor/assistants, the performance evaluation shall be conducted in consultation with any or all of the judges or marital masters with whom court monitor/assistant works. If an employee's performance evaluation is less than satisfactory, it will include a list of individuals whose input was considered in the development of the evaluation.
- (D) The Administrative Authority shall review each performance evaluation and approve, disapprove or modify each evaluation.
- (E) The employee, and the Administrative Authority or designee, shall sign the evaluation form. The signature of the employee shall indicate only that the person has been informed of the rating and does not signify agreement with the rating.
 - (1) Any modifications made after the employee's signature is affixed must be read and initialed by the employee to indicate awareness of the modifications.
 - (2) A copy of the entire performance evaluation, including the signature page, shall be forwarded to the administrative office of the courts to be maintained in the employee's personnel file and shall be provided to the employee.
- (F) An employee shall receive a written evaluation indicating at least satisfactory performance in order to receive an annual merit pay increase.
 - (1) If any employee's evaluation is less than satisfactory, the employee's status and performance shall be reviewed for a period not to exceed 90 calendar days with a written evaluation of performance at the end of each 30-day period.
 - (2) At the end of the review period, if the employee's overall job performance is evaluated as at least satisfactory, an annual merit pay increase will be granted at that time prospectively. If at the end of the review period, the overall evaluation continues to be unsatisfactory, the employee may be subject to demotion, termination, or other disciplinary action.
- (G) In addition to the annual evaluation, a written evaluation of an employee's performance may be initiated by the Administrative Authority at any time during the year, or in the case of a court monitor/assistant, by the Administrative Authority in consultation with the court monitor/assistant's closely working judges or masters. The written evaluation shall be provided to the employee. The employee's performance may be monitored for a period not to exceed 90 calendar days with a

written evaluation of performance at the end of each 30-day period. If at any time after initial notice the employee's performance continues to be unsatisfactory, the employee may be subject to demotion, termination, or other disciplinary action.

POLITICAL ACTIVITY

Employees may participate in political activity during non-duty hours as long as it does not create a conflict of interest, is consistent with the United States and New Hampshire Constitutions and existing statutes, and does not interfere with an employee's assigned duties. Participation must also be within the limitations set by other sections of this article.

- (A) Activities prohibited during working hours include, but are not limited to: distribution of campaign materials, display of campaign materials within a Judicial Branch building, including political buttons and bumper stickers, solicitation of contributions for a political candidate or party, and soliciting signatures for political candidacy.
- (B) Employees who participate in political activity during their off-duty hours shall not use their position title, except persons running for the office of register of probate, as influence in such activities.
- (C) Employees shall not use court supplies, equipment, or facilities in connection with any political activity.
- (D) Employees shall not use or promise to use, directly or indirectly, any official authority or influence, whether possessed or anticipated, for the purpose of influencing the vote or political action of any person.
- (E) Employees shall not seek or hold elected office in the New Hampshire legislative or executive branches.
- (F) Nothing in this rule shall be construed to limit the right of an employee to hold office in a constitutional convention, to express opinions, to register a party preference, and to cast a vote. Nothing in this rule shall be construed to limit the right of an employee to contribute voluntarily to a political party or candidate, the right to belong to a partisan political club, or to attend political party meetings and functions. Nothing in this rule shall interfere in any way with the right of freedom of speech, full criticism, or disclosure by any unit member.

PROBATIONARY OR TRAINING PERIOD

- (A) Probationary Period – newly-appointed or re-appointed employees. Any newly-appointed or re-appointed employee shall serve a six-month probationary

period in the position to which he or she is appointed or re-appointed. A newly-appointed or re-appointed employee is not eligible to apply for any vacant Judicial Branch position while in probationary status, unless approved by the employee's current Administrative Authority. A reappointed employee shall not include an employee recalled under the Layoff article of the Agreement provided that the recalled employee completed a probationary period.

- (1) Any newly-appointed or re-appointed employee on probationary status may be dismissed or demoted by the Administrative Authority, the respective Administrative Judge, or the Director, if applicable to employees under his or her authority, at any time.
- (2) Dismissal or demotion of a newly-appointed or re-appointed probationary employee by the Administrative Authority, the respective Administrative Judge, or the Director, if applicable, shall be in writing and shall be final. The Administrative Authority, the respective Administrative Judge, or the Director, if applicable to employees under his or her authority, does not need to give a reason for such a dismissal or demotion.

(B) Probationary Period – promoted or demoted employees or an employee recalled or hired to a materially different position. Any promoted or demoted employee or an employee recalled or hired to a materially different position shall serve a three month probationary period in the position to which he or she is promoted or demoted or recalled or hired.

- (1) No annual increment shall be approved while such employee is in probationary status. Upon successful completion of the probationary period in the new position, the annual increment that the employee would have been entitled to receive shall be paid.
- (2) Such employee is not eligible to apply for any vacant Judicial Branch position while in probationary status, unless approved by the employee's current Administrative Authority.
- (3) This Agreement shall apply during the probationary period of such employee except that the Judicial Branch may determine in its sole discretion that the employee is not an appropriate fit for the position.
- (4) A promoted employee may return to his or her previous position or to a similar vacant position at any time during the probationary period if such a position is available. A position shall be considered available if it has been posted and not filled by or offered to and accepted by an applicant within five working days of the offer.

(C) Extension of Probationary Period. At any time prior to the completion of the probationary period, the Administrative Authority may extend the probationary period of an employee in a probationary status one time, for an additional maximum of three months.

- (1) The Director and employee shall be notified in writing of the reasons for the extension of a probationary period and the length of the extension period.
- (2) Any interruption of service during the probationary period shall not be counted toward accumulation of time required to satisfy the probationary period.

(D) Waiver of Qualifications. Any employee who is hired by the Judicial Branch and who lacks some necessary entry level requirements may be placed in a training status for a period not to exceed 12 months. Hiring employees who need to be placed in a training status should only occur where there are no qualified applicants or the position is being filled by a reclassified Judicial Branch employee. Positions for which a training period is established shall be downgraded in labor grade for the term of the training period. The amount of downgrading shall be determined by the Administrative Authority and the Director.

RECOGNITION AND UNIT DESCRIPTION

Recognition: The Employer recognizes the Association that shall serve as exclusive representative of all employees in the following bargaining units: a unit consisting of all full-time and part-time Court Assistants (Grades II, III, and IV), Courtroom Clerks, Case Managers, Service Center Coordinators, Child Impact Specialists, Family Division Case Managers, Family Division Court Assistant II, Family Division Court Assistant III, Juvenile Intake Officer, Call Center Representative I, Call Center Representative II, and Call Center Representative III, and a unit consisting of Court Monitor/Assistants. The Association recognizes the responsibility of representing the interest of all employees in the units without discrimination for the purpose as set forth in this Agreement. Attached hereto as Appendices R and S are the certifications from the Public Employee Labor Relations Board of the respective bargaining units. Appendix R consists of the initial certification and two subsequent modifications. The parties agree that upon creation of a new position title, the Employer will notify the SEA for the purpose of discussion concerning the appropriateness of the inclusion of the position title in the bargaining unit.

Other Agreements: The Employer shall not enter into any agreements, regarding employment relations matters with any other organization or individual purporting to represent any group of employees in the bargaining units, and shall not furnish any facilities or engage in any type of conduct, which would imply recognition of any group other than the Association as a representative of the employees in the units.

Association: Reference to the "Association" as exclusive representative of the employees, means the state organization of SEIU Local 1984 the State Employees' Association of New Hampshire, Inc., as appropriate under the authority of RSA 273-A, and the Employer shall have no obligation to bargain with and shall not bargain or enter into agreements with any committee, chapter or district organization of the Association in matters covered by this Agreement, unless such persons or bodies are specifically designated by the Association as authorized representative for such purposes. Further references to the Association in this Agreement means the State Employees Association of New Hampshire, Inc., as appropriate under the authority of RSA 273-A.

Equal Application: The provisions of this Agreement shall be applied equally to all employees in the bargaining units in accordance with state and federal law.

REDUCTIONS IN HOURS

As provided in the Supreme Court order of March 22, 2010, any employee, who retires after the execution of this agreement at a time when the reductions in hours of work will impact the employee's pension, may utilize, at the employee's sole discretion, sick days to the extent available to replace the number of hours reduced. This election shall be made at time of retirement and applied retroactively by the Judicial Branch. The payment of sick days pursuant to this section shall be in addition to the number of sick days paid pursuant to the section of this Agreement on payments to retiring employees.

RESIGNATION, ABANDONMENT, DEPARTING EMPLOYEES

A. An employee who wishes to resign shall submit a written letter of resignation to the Administrative Authority at least ten (10) working days prior to the effective date of the resignation. The Administrative Authority shall forward a copy of the resignation letter to the Administrative Judge and to the Director.

B. An employee shall have the right to withdraw a resignation before the effective date only upon the recommendation of the Administrative Authority and the approval of the Administrative Judge. Recommendation of the withdrawal of a resignation by the Administrative Authority shall be immediately conveyed to the Administrative Judge. Approval of the withdrawal by the Administrative Judge shall be conveyed to the Director.

C. An employee shall be deemed to have abandoned employment if absent from work for three consecutive working days without notifying the Administrative Authority of the reason for absence and receiving approval for the leave unless physically or mentally unable to do so. Such a termination shall be administered as a dismissal.

D. The pay computation for an employee who resigns from the employ of the New Hampshire Judicial Branch shall be as follows:

- (1) A resigning employee shall be compensated for all unused accrued annual leave remaining to his/her credit up to a maximum of fifty (50) days.
- (2) All unused accrued sick leave shall lapse upon the resignation of an employee.
- (3) A resigning administrative/exempt employee shall be compensated for terminal pay.
- (4) A resigning employee shall be compensated for legal holidays occurring on a workday if he/she is in pay status the workday prior to and the workday following a legal holiday.
- (5) A resigning eligible employee shall be paid bonus leave compensation for days accrued prior to resignation.
- (6) The resigning employee shall be paid all compensation as soon as possible but no later than thirty (30) days from the date of resignation. In the event that any compensation is not paid within this period of time, the judicial branch agrees that the non-payment is neither at the consent nor the fault of the resigning employee. The judicial branch agrees to cooperate in taking those steps necessary to have this compensation included in the "earnable compensation" for calculation of benefits with the New Hampshire Retirement System (See RSA 100-A:1, XVII).

E. The pay computation for an employee who is dismissed from the employ of the New Hampshire Judicial Branch shall be as follows:

- (1) A dismissed employee shall be compensated for all unused accrued annual leave remaining to his/her credit up to a maximum of fifty (50) days.
- (2) All unused accrued sick leave days shall lapse upon dismissal of an employee.
- (3) A dismissed administrative/exempt employee shall be compensated for terminal pay.

- (4) A dismissed employee shall be compensated for legal holidays occurring on a workday if he/she is in pay status the workday prior to and the workday following a legal holiday.
- (5) A dismissed eligible employee shall be paid bonus leave compensation for days accrued prior to dismissal.

F. The pay computation for an employee who retires from the employ of the New Hampshire Judicial Branch shall be as follows:

- (1) A retiring employee shall be compensated for all unused accrued annual leave remaining to his/her credit up to a maximum of fifty (50) days.
- (2) An employee retiring under the provisions of RSA 100-A, the New Hampshire Retirement System, shall be compensated for 50% of accumulated sick leave at the time of retirement not to exceed 60 days.
- (3) A retiring administrative/exempt employee shall be compensated for terminal pay.
- (4) A retiring employee shall be compensated for legal holidays occurring on a workday if he/she is in pay status the workday prior to and the workday following a legal holiday.
- (5) A retiring eligible employee shall be paid bonus leave compensation for days accrued prior to retirement.
- (6) The retiring employee shall be paid all compensation as soon as possible but no later than sixty (60) days from the effective date of retirement in accordance with the New Hampshire Retirement System. In the event that any compensation is not paid within this period of time, the judicial branch agrees that the non-payment is neither at the consent nor the fault of the retiring employee. The judicial branch agrees to cooperate in taking those steps necessary to have this compensation included in the "earnable compensation" for calculation of benefits with the New Hampshire Retirement System (See RSA 100-A:1, XVII).

G. The pay computation for an employee who dies while in the employ of the New Hampshire Judicial Branch shall be as follows:

- (1) A sum equal to the unused accrued annual leave remaining to the employee's credit, up to a maximum of fifty (50) days, shall be paid to the employee's estate.

- (2) A sum equal to the unused accrued sick leave remaining to the employee's credit shall be paid to the employee's estate.
- (3) The estate of a deceased administrative/exempt employee shall be compensated for terminal pay.
- (4) An employee's estate shall be compensated for legal holidays occurring on a workday if the employee was in pay status the workday prior to and the workday following a legal holiday.
- (5) An eligible employee's estate shall be paid bonus leave compensation for days accrued prior to the employee's death.

SEPARABILITY

In the event that any provision of this Agreement at any time after execution shall be declared to be invalid by any court of competent jurisdiction, or abrogated by law, such decision or law shall not invalidate the entire Agreement, it being the expressed intention of the Parties hereto that all other provisions not thereby invalidated shall remain in full force and effect.

SICK LEAVE

Administrative/Exempt Employees

One and one-half days (11.250 hours) sick leave shall be earned each month by all regular full-time administrative/exempt employees from the date of their initial employment. Part-time regular administrative/exempt employees shall earn sick leave on a prorated basis.

- (1) Administrative employees will have 20 sick days credited to their accrued sick leave upon employment with the judicial branch.
- (2) The 18 days earned per year plus the 20 days initially credited to administrative/exempt employees may accumulate to a maximum of 120 days for all regular full-time employees.

Nonadministrative/Nonexempt Employees

One and one-quarter days (9.375 hours) sick leave shall be earned each month by all regular full-time nonadministrative/nonexempt employees from the date of their initial employment. The fifteen days earned per year may accumulate to a maximum of 120 days for all regular full-time employees. Part-time regular nonadministrative/nonexempt employees shall earn sick leave on a prorated basis.

Sick Leave Provisions:

- (1) An employee's sick leave allowance may be utilized upon approval of the Administrative Authority on the basis of proper application in writing.
 - (a) Sick leave absences may be due to illness or disability of the employee, medical and dental appointments with prior approval except when such approval is not practical, illness of an immediate family member requiring the care of the employee, injury, exposure to contagious diseases endangering the health of other employees when requested by the attending physician, or death in the employee's immediate family. Immediate family is defined in section (4) below.
 - (b) Sick leave used shall be deducted from the employee's allowance on the basis of workdays and not calendar days. All sick leave must be reported on the biweekly payroll report and shall be deducted from available accumulated balances.
 - (c) An employee who is unable to report to work due to the reasons stated above and who wishes to utilize sick leave shall make a good faith effort to notify the Administrative Authority of the employee's court as early in the day as possible to report the reason for the absence and the expected date of return to work. If the employee is unable to call, another person should contact the court with the same information.
 - (d) The employee shall continue to advise the Administrative Authority each day of absence unless an extended absence has been indicated and an alternative call schedule has been established. Failure to report to the Administrative Authority may be grounds for disciplinary action.
- (2) Sick leave may be utilized only to the extent that it has been earned.
- (3) For purposes of utilization, sick leave shall be converted to hours (example: 1 1/4 days equals 9.375 hours).
- (4) An employee may use sick leave for a death in the employee's immediate family or such other persons as the Administrative Authority approves. Immediate family is defined as: spouse, children, mother-in-law, father-in-law, parents, step-parents, step-children, step-brother, step-sister, foster child, grandparents, grandchildren, brothers, sisters, legal guardian, daughter-in-law, and son-in-law.

When using sick leave for bereavement leave, an eligible employee shall not lose credit toward bonus leave.

- (5) Sick leave taken for the illness of an immediate family member requiring the care of the employee shall not exceed six (6) days per year unless such leave is taken pursuant to the family and medical leave provisions contained in the Other Leaves article. Additional sick leave for the illness of an immediate family member may be granted with approval from the Administrative Judge, or the Director if applicable to employees under his or her authority. When using sick leave for dependent leave for up to six (6) days per year, an eligible employee shall not lose credit toward bonus leave.
- (6) Employees shall earn sick leave during periods of leave with pay except that leave shall be credited only when the employee returns to work, and leave earned during such periods shall be forfeited if the employee fails to return to work.
- (7) Employees shall not earn sick leave during a period of leave of absence without pay.
- (8) Forfeiture of accrued sick leave as a disciplinary action shall not be authorized.
- (9) No regular employee shall lose accrued sick leave when promoted, demoted or transferred provided that there is no break in service. This includes a regular employee who changes from the service of one Administrative Authority to another.
- (10) A full-time employee who transfers from one position to another position in the Judicial branch during an Initial probationary period shall be credited with any accrued time toward sick leave earned in the first position and such earned leave shall be recognized by the receiving Administrative Authority on the basis of proper application in writing.
- (11) **Payment:** Upon retirement under the provision of RSA 100-A:5 and RSA 100-A:6 only, or upon eligibility under RSA 100-A:5 but electing to receive a lump sum payment in lieu of an annuity, or upon a layoff, an employee shall receive payment in a sum equal to 50% of the number of sick leave days remaining to the employees credit. However, the total number of days eligible for payment shall not exceed sixty (60) days.
- (12) All employees are entitled to participate in the NH Judicial Branch Supplemental Sick Leave Plan attached hereto as Appendix T. The parties agree to discuss the Supplemental Sick Leave Plan through the Labor Management Committee prior to the beginning of negotiations on a successor collective bargaining agreement.

TRAINING

INITIAL COURT MONITOR/ASSISTANT TRAINING:

All newly hired court monitor/assistants shall be assigned by the Administrative Judge or designee to an experienced court monitor/assistant for an introductory period of at least five (5) days to train on the in-court aspects of the court monitor/assistant position. Dependent upon workload of the trainer, the newly hired court monitor/assistant may be assigned to more than one experienced court monitor/assistant for training. At the completion of the in-court training, the trainer(s) shall provide a written report of the training provided and an assessment as to whether the new employee has sufficiently gained the expertise necessary to allow the new employee to go into the courtroom alone. Should the new court monitor/assistant not be ready for courtroom duty, the Administrative Judge shall assign additional training. The experienced court monitor/assistant shall train the new employee on all aspects necessary to take the record in the courtroom.

The Administrative Judge or designee shall assign the new court monitor/assistant to a court location or locations for at least five (5) days of case processing training, except for new court monitor/assistants who have case processing experience. Upon completion of the case processing training, the clerk of the assigned court(s) shall provide the Administrative Judge with a written assessment of the training and any recommendations for additional training.

The Administrative Judge or designee shall determine the order of the in-court and case processing training segments depending upon the strengths/needs of the new court monitor/assistant and the availability of suitable trainers.

ANNUAL COURT MONITOR/ASSISTANT TRAINING:

Subject to available funds, annual continuing education classes shall be provided to all court monitor/assistants on work skills needed to perform their job sufficiently including, but not limited to, the Judicial Conduct Code.

TRAINING FOR OTHER EMPLOYEES:

Training for new employees who are hired for the first time into the judicial branch shall be a minimum of three (3) days in length.

Training for employees who transfer from one trial court to another shall be on an as needed basis to meet the needs of the transferring employee and the new assigned court.

TRAINING FOR ALL EMPLOYEES:

New Employees: In addition to any necessary payroll and benefits information, each new employee shall receive information on the following topics:

- Introduction to the New Hampshire Judicial Branch
- Anti-Discrimination Policy and Procedure
- Anti-Fraternalization Policy

Americans with Disabilities Act
Collective Bargaining Agreement
Equal Employment Opportunity Policy
Internet Access and Email Use Policy
Loading Software on Court Computers
Password Privacy

Ongoing Training: In-person, video, online, or telephonic training events shall be held on the following topics as resources allow:

Customer Service
Court Rules, Policies, and Forms
Computer Training
Ethics in the Judicial Branch Workplace
Benefits Update
Other Topics as Circumstances Warrant

EXPENSE REIMBURSEMENT:

Each employee who is selected and authorized by the Employer to participate in any organized training, retraining or staff development program offered by the State during on-duty hours will be reimbursed for expenses incidental to such training.

EDUCATION SCHEDULE ADJUSTMENTS:

The Employer shall allow, when practical, for an employee to make adjustments in his/her work schedules to complete previously approved job-related courses.

TRAVEL/MILEAGE/EXPENSES

1. It is expected that an employee shall report to a home court location at the normal start of the workday and remain at the home court location until the court closes at the normal end of the workday.
2. When an employee is assigned to other than a home court location and that assignment is within 45 minutes of his/her home, the employee must arrive at the assigned court at the normal beginning of the court day, unless such arrival is impossible due to the lateness of the assignment, and must remain at the court location until the court closes at the end of the workday. The time it takes an employee to drive from the employee's home to the assigned court location is computed under normal driving conditions. Exceptions may be made for abnormal driving conditions (snow, construction, paving, traffic demands).
3. If the employee lives farther than 45 minutes away, the employee may arrive at the assigned court location later than the normal court opening time, and may leave the court location prior to the end of the normal workday, subject to paragraph 4 below. The amount of time the employee may arrive later than the normal court starting time

and leave earlier than the normal court closing time will correspond to the amount of time in excess of 45 minutes that it takes for the employee to get to the court location in the morning and return home from the court location at the end of the day. The later start time and earlier leaving time must be approved by the clerk in the superior court or a court administrator in the circuit court, as the case may be. The superior court clerk or court administrator in the circuit court, as the case may be, shall use his or her best efforts to allow employees, when not doing essential functions, to leave the assigned court at such time that the employee will arrive home at the employee's normal home arrival time.

4. The above notwithstanding, if the employee is serving an essential function on a particular day as determined by the clerk of court or court administrator, the employee may not arrive late or leave early.

5. In the event an employee travels to a court location away from the employee's home court and such travel time outside the normal seven and a half hour workday exceeds 100 hours in a calendar quarter, the employee shall receive one additional administrative day. Employees shall be responsible for all record keeping pursuant to this paragraph.

6. If an employee is assigned to travel for more than one day away from their home court location, and the cost of mileage reimbursement exceeds the cost of an overnight stay, the employee shall be given the option of staying overnight in the area of the assignment in a facility approved by the judicial branch with the expense of the overnight stay paid by the judicial branch. The judicial branch shall reimburse the costs of meals associated with an overnight stay under the following conditions:

With receipts: Reimbursement for actual meal expenses, including tax and gratuity, shall be paid with the submission of valid receipts, but under no circumstances shall meal expenses in excess of \$45 per day in-state be paid.

Without receipts: Reimbursement for actual meal expenses, including tax and gratuity, shall not exceed the following limits if not accompanied by a valid receipt:

Morning	\$ 8.00
Noon	\$12.00
Evening	\$21.00

Out-of State Travel: When associated with court business outside of New Hampshire, employees may be reimbursed for lodging, meals, and incidentals at rates consistent with the General Services Administration (GSA) Travel Per Diem Rates in effect at the time of travel, without a receipt. GSA per diem rates are available on their website (<http://www.gsa.gov>).

Should the above with receipts or without receipts limits be increased by the State or the judicial branch, the new limits will be substituted.

7. Mileage/Expenses: All employees shall be assigned a home court, which shall be the judicial branch site to which the employee most often reports for work, and shall be paid mileage when traveling to their non-home court location. Mileage shall be paid from the home court location, or from the employee's home, to a non-home court destination, whichever is less. Mileage shall be paid at the rate paid to executive branch employees. All tolls incurred during travel conducted for court business shall be reimbursed except for any tolls that would have been incurred in commuting from home to the home court location.

8. Employees shall be reimbursed for their travel expenses within twenty-one (21) days of the date the employee/administrative authority submits the expenses to the AOC. The administrative authority shall submit to the AOC all travel reimbursement requests within five (5) days of receipt of the employee submission.

WAIVER

Waiver by either Party of the other's non-performance or violations of any term or condition of this Agreement shall not constitute a waiver of any other non-performance or violation of any other term or conditions of this Agreement, or of the same non-performance or violation in the future.

DURATION

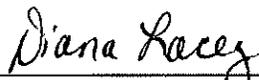
Except as otherwise specifically provided herein, this Agreement as executed by the parties is effective as of ratification, and shall remain in full force and effect until June 30, 2015 or until such time as a new Agreement is executed.

Renegotiation of this Agreement will be effective by written notice by one party to the other not later than October 15, 2014 or earlier by mutual agreement. Negotiations shall commence within fifteen (15) days after receipt of such notice.

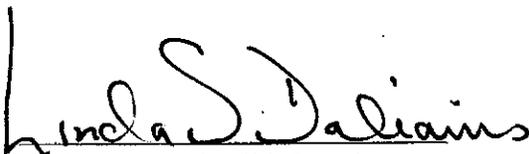
IN WITNESS WHEREOF, the Parties hereto by their authorized representatives have executed this contract on the ~~25th~~ day of ~~June~~, 2014.



Donald D. Goodnow, Director
Administrative Office of the Courts



Diana Lacey, President
State Employees' Association, SEIU Local
1984, AFL-CIO, CLC



Linda S. Dallanis, Chief Justice
New Hampshire Supreme Court

Judicial Branch Negotiating Committee
Howard Zibel, Chief Negotiator

Jeff Smith
Gina Apicelli
Marshall Buttrick

SEA Negotiating Committee
John Krupski, Chief Negotiator

Court Monitor/Assistants Unit
Angela Bemis

Court Assistants Unit
Debra Balcom
Elizabeth Chase
Kearston Crutchfield
Idit Hancock
Jennifer Hunt
Jennifer Kubat

SECTION 19.8.1 OF SEA-EXECUTIVE BRANCH CBA

19.8. Health Insurance:

19.8.1. The Employer shall make available to employees and their dependents a Network health benefit plan (i.e. HMO) and a Point-of-Service (i.e. POS) health benefit plan both with site-of-service components. An employee's eligibility and opportunity to elect available health care options shall be in accordance with the "Benefits Highlights" set forth in Appendix F and G and the enrollment conditions of the respective plans. Appendices F and G are incorporated by reference into the health provisions of this Agreement. The Employer shall make available a complete listing of site of service providers and shall keep the listing current.

The Association acknowledges that the HMO plan and POS plan provider(s) shall be chosen by the Employer, and that the election by any employee(s) to participate in either plan shall not entitle said employee(s) to any further benefits not expressly provided for by this Agreement.

The level of benefits, cost-sharing, dependent coverage and Employer premium contributions, of the HMO and POS health plans offered under this provision shall be in accordance with the following provisions and with the specifications for a competitive bid. All services and procedures shall be subject to medical necessity.

- a. All employees who subscribe in either the HMO or the POS plan shall pay \$20.00 per pay period for employee only coverage, \$40.00 per pay period for two-person coverage, or \$60.00 per pay period for family coverage.
- b. The HMO plan design shall be as described in Appendix F. Additional benefits, terms of coverage, exclusions and limitations not described in and not inconsistent with Appendix F shall be comparable to those set out in the Benefits Booklet for active state employees in effect on the day preceding the effective date of this agreement. The office visit co-payments for the HMO Plan shall be \$15.00 per visit for Primary Care Physicians and \$30.00 per visit for Specialists. A \$100.00 per occurrence co-payment shall apply to emergency room services which shall be waived if the person for whom the service is provided is admitted, \$50.00 per occurrence co-payment shall apply to urgent care services and \$30.00 per occurrence co-payment shall apply to walk in centers.
- c. The POS plan design shall be as described in Appendix G. Additional benefits, terms of coverage, exclusions and limitations not described in and not inconsistent with Appendix G shall be comparable to those set out in the Benefits Booklet for active state employees in effect on the day preceding the effective date of this agreement. The office visit co-payments for the POS Plan shall \$15.00 per visit for Primary Care Physicians and \$30.00 per visit for Specialists. A \$100.00 per occurrence co-payment shall apply to emergency room services which shall be waived if the person for whom the service is provided is admitted, \$50.00 per occurrence co-payment shall apply to urgent care services and \$30.00 per occurrence co-payment shall apply to walk in centers.

- d. Subscribers in either the HMO or POS plans shall be eligible to participate annually in a health reimbursement arrangement established by the Employer, upon annual completion and proper submission of the health risk appraisal provided for under the respective plan. The arrangement shall provide funds for the payment of any out-of-pocket costs associated with health care services, to include reimbursement for deductibles incurred and products obtained under the health plan, including vision exams and eyewear, up to the amount of \$200.
- e. The Employer shall provide coverage under the health plans consistent with Chapter 321 of the Laws of 2006, and known as Michelle's Law and codified in RSA 415.
- g. Utilization of Cost-effective Providers. The Employer shall provide a voluntary employee incentive program that offers taxable cash payments to employees who utilize cost-effective health care providers. The Employer shall consult with the Association regarding the design and implementation of the program. This provision shall remain in effect until it can be shown that it is no longer effective as a cost-saving measure or until the plan administrator ceases to administer the program.
- h. Health Promotion. Effective January 1, 2014, the Employer shall provide a voluntary employee incentive program that offers payments not to exceed \$300 per employee per calendar year to employees who participate in health promotion activities and programs offered by the Employer. The Employer shall establish the specifics of the programs through the Health Benefit Committee. Health promotion awards shall be made as a contribution to the employee's HRA. The award for CY 2014 may be rolled over until December 31, 2015. This provision shall expire on June 30, 2015 unless mutually agreed otherwise by the parties. All approved vendors contracted with the health plan administrator shall be permitted to provide services on state premises for employees.
- i. Prescription Drugs – The prescription drug plan shall include the following:
 - 1. Mandatory Mail Order for Maintenance Drugs after three (3) retail purchases per prescription, with employee opt out.
 - 2. Mandatory Generic Substitution with DAW 2 (i.e., the only exception is physician ordered "Dispense as Written")
 - 3. Co-payments:
 - a. Retail Co-payments - \$10 for each generic medicine/\$25 for each preferred brand name medicine/\$40 for each non-preferred brand name medicine.
 - b. Mail Order Co Payments - \$1 for each generic medicine/ \$40 for each preferred brand name medicine/\$70 for each non-preferred brand name medicine.
 - 4. Exclusive Specialty Pharmacy
 - 5. Traditional Generic Step Therapy

6. Quantity Limits

7. Pharmacy Advisor

8. Maximum out of pocket expenses shall be \$750.00 per individual per calendar year and \$1,500.00 per family per calendar year.

- j. A Smoking Cessation Program will be maintained.
- k. Coverage shall be provided for dependents to age twenty-six (26).
- l. Employees shall participate in working rate suspensions carried out by the Department of Administrative Services. Employee "premium" contributions shall be treated the same as other sources of revenue into the employee benefit risk management fund for purposes of the working rate suspension.
- m. A bargaining unit employee who is laid off and who elects to continue on the health plan shall not be required to submit a contribution for coverage for the first three months following lay off if the laid off employee is not eligible to retire and receive post-retirement benefits under RSA 21-I:26-36 or RSA 100-A:52-55, and is not eligible to receive medical or healthcare coverage under another employer, as the spouse of a person covered under the plan of another employer, or the state plan as the spouse of a state employee. This provision shall expire on June 30, 2015.
- n. No individual may be covered as a dependent of more than one employee and no employee can be covered as both an employee and as a dependent.
- o. Site of Service Locations: As Site of Service locations are added they will be added to the list of accessible locations.
 - 1. Employees or their family members who live or receive services outside the State of New Hampshire are subject to the deductibles if they do not go to a Site of Service location.
 - 2. This provision shall take effect on January 1, 2014.
- p. Additionally, all full-time employees, and part-time employee subscribers in the health plan, will receive two lump sum Health Benefit Savings Incentive payments of \$300 each that shall be made in the first paychecks of January 2014 and 2015.
- q. The parties agree that the Legislature has approved a certain amount of funds for employee compensation, including health insurance. This provision shall include a "Healthcare Savings Goal." In the event that health insurance costs for active employees (excluding NHITA & retirees) are less than anticipated or are greater than necessary, the remainder shall be redistributed uniformly to all active employee subscribers to the health

plan in the form of a Health Benefit Savings Incentive payment. The savings shall be determined in January 2015 by identifying the surplus dollars based on an accrual method of accounting for active employee subscribers that are beyond the required reserves required by law for the calendar year ending December 31, 2014. These surplus dollars will be paid out in quarter 1 of 2015. This clause shall expire June 30, 2015. The distribution to employees excludes the prescription drug savings from the most recent PBM contract negotiation as those dollars were used to help satisfy the \$25M reduction.

For the biennium ending June 30, 2015, the Employer shall not carry out working rate suspensions except for the purpose of funding employee Health Benefit Savings Incentive payments referenced in 19.8.1 (p) and (q). If any funds remain in Fund 60, in excess of statutory reserves, after all such Health Benefit Savings Incentive payments are made, the parties agree that, consistent with RSA 21-I:30-e, the funds shall remain in Fund 60 and be used for employee health care costs.

19.8.2. Health Benefit Committee: There shall be a health benefit committee composed of seven members appointed by the Employer, four members appointed by Local 1984 of the Service Employees International Union (Association), one member appointed by the New England Police Benevolent Association (NEPBA), one member appointed by the Teamsters Local 633 (Teamsters) and one member appointed by the NH Troopers Association (Troopers). One Association appointee, chosen by the Association, shall be placed on the evaluation teams responsible for scoring the responses to the Employer's solicitations for health plan administrators, dental plan administrators and pharmacy benefit plan administrators. The Association appointee shall agree to be bound by RSA 21-I:13-a, II and any other confidentiality obligation as may be imposed on the Employer.

- a. The purpose of the committee is: (1) to work with the Employer on all issues related to the purchase and administration of health benefit plans authorized or required by this agreement; and (2) to make recommendations to the Employer for changes in benefit design, utilization management, and/or provider payment policies that will preserve the continued viability of the health plan by limiting the growth in claims costs while improving the quality of care, including, but not limited to, recommendations concerning health education, wellness incentives, incentives to utilize "centers of excellence" or more efficient providers, preventive medical services, case management, disease management, high-risk intervention, aligning provider payment policies with quality improvement, and providing consumer information on treatment alternatives and provider cost-effectiveness.
- b. The Employer shall make available to the committee such expert advice and assistance as is reasonably necessary to accomplish its mission and the

Administrative Office of the Courts
Integrated Compensation Plan
Current Values on File
UNOFFICIAL

EFFECTIVE 7/12/13
1.5% COLA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
01. Yearly:	20,728.50	21,723.00	22,756.50	23,848.50	24,960.00	26,149.50	27,397.50	28,723.50
Biweek:	797.25	835.50	875.25	917.25	960.00	1,005.75	1,053.75	1,104.75
Hourly:	10.6300	11.1400	11.6700	12.2300	12.8000	13.4100	14.0500	14.7300
02. Yearly:	21,235.50	22,230.00	23,283.00	24,394.50	25,564.50	26,793.00	28,080.00	29,425.50
Biweek:	816.75	855.00	895.50	938.25	983.25	1,030.50	1,080.00	1,131.75
Hourly:	10.8900	11.4000	11.9400	12.5100	13.1100	13.7400	14.4000	15.0900
03. Yearly:	21,723.00	22,776.00	23,848.50	24,979.50	26,169.00	27,417.00	28,743.00	30,108.00
Biweek:	835.50	876.00	917.25	960.75	1,006.50	1,054.50	1,105.50	1,158.00
Hourly:	11.1400	11.6800	12.2300	12.8100	13.4200	14.0600	14.7400	15.4400
04. Yearly:	22,249.50	23,302.50	24,414.00	25,584.00	26,812.50	28,080.00	29,445.00	30,849.00
Biweek:	855.75	896.25	939.00	984.00	1,031.25	1,080.00	1,132.50	1,186.50
Hourly:	11.4100	11.9500	12.5200	13.1200	13.7500	14.4000	15.1000	15.8200
05. Yearly:	22,776.00	23,868.00	24,979.50	26,188.50	27,436.50	28,743.00	30,127.50	31,590.00
Biweek:	876.00	918.00	960.75	1,007.25	1,055.25	1,105.50	1,158.75	1,215.00
Hourly:	11.6800	12.2400	12.8100	13.4300	14.0700	14.7400	15.4500	16.2000
06. Yearly:	23,322.00	24,433.50	25,603.50	26,812.50	28,099.50	29,445.00	30,868.50	32,350.50
Biweek:	897.00	939.75	984.75	1,031.25	1,080.75	1,132.50	1,187.25	1,244.25
Hourly:	11.9600	12.5300	13.1300	13.7500	14.4100	15.1000	15.8300	16.5900
07. Yearly:	23,887.50	24,999.00	26,188.50	27,456.00	28,762.50	30,147.00	31,609.50	33,150.00
Biweek:	918.75	961.50	1,007.25	1,056.00	1,106.25	1,159.50	1,215.75	1,275.00
Hourly:	12.2500	12.8200	13.4300	14.0800	14.7500	15.4600	16.2100	17.0000
08. Yearly:	24,433.50	25,603.50	26,832.00	28,119.00	29,464.50	30,888.00	32,370.00	33,930.00
Biweek:	939.75	984.75	1,032.00	1,081.50	1,133.25	1,188.00	1,245.00	1,305.00
Hourly:	12.5300	13.1300	13.7600	14.4200	15.1100	15.8400	16.6000	17.4000
09. Yearly:	25,018.50	26,208.00	27,475.50	28,782.00	30,166.50	31,609.50	33,150.00	34,749.00
Biweek:	962.25	1,008.00	1,056.75	1,107.00	1,160.25	1,215.75	1,275.00	1,336.50
Hourly:	12.8300	13.4400	14.0900	14.7600	15.4700	16.2100	17.0000	17.8200
10. Yearly:	25,623.00	26,851.50	28,138.50	29,484.00	30,907.50	32,389.50	33,949.50	35,587.50
Biweek:	985.50	1,032.75	1,082.25	1,134.00	1,188.75	1,245.75	1,305.75	1,368.75
Hourly:	13.1400	13.7700	14.4300	15.1200	15.8500	16.6100	17.4100	18.2500

APPENDIX B

Administrative Office of the Courts
 Integrated Compensation Plan
 Current Values on File

UNOFFICIAL

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
11. Yearly:	26,227.50	27,475.50	28,801.50	30,186.00	31,629.00	33,169.50	34,768.50	36,445.50
Biweek:	1,008.75	1,056.75	1,107.75	1,161.00	1,216.50	1,275.75	1,337.25	1,401.75
Hourly:	13.4500	14.0900	14.7700	15.4800	16.2200	17.0100	17.8300	18.6900
12. Yearly:	26,871.00	28,158.00	29,503.50	30,927.00	32,409.00	33,969.00	35,607.00	37,342.50
Biweek:	1,033.50	1,083.00	1,134.75	1,189.50	1,246.50	1,306.50	1,369.50	1,436.25
Hourly:	13.7800	14.4400	15.1300	15.8600	16.6200	17.4200	18.2600	19.1500
13. Yearly:	27,495.00	28,821.00	30,205.50	31,648.50	33,189.00	34,788.00	36,465.00	38,239.50
Biweek:	1,057.50	1,108.50	1,161.75	1,217.25	1,276.50	1,338.00	1,402.50	1,470.75
Hourly:	14.1000	14.7800	15.4900	16.2300	17.0200	17.8400	18.7000	19.6100
14. Yearly:	28,158.00	29,523.00	30,946.50	32,428.50	33,988.50	35,626.50	37,362.00	39,175.50
Biweek:	1,083.00	1,135.50	1,190.25	1,247.25	1,307.25	1,370.25	1,437.00	1,506.75
Hourly:	14.4400	15.1400	15.8700	16.6300	17.4300	18.2700	19.1600	20.0900
15. Yearly:	28,840.50	30,225.00	31,668.00	33,208.50	34,807.50	36,504.00	38,259.00	40,131.00
Biweek:	1,109.25	1,162.50	1,218.00	1,277.25	1,338.75	1,404.00	1,471.50	1,543.50
Hourly:	14.7900	15.5000	16.2400	17.0300	17.8500	18.7200	19.6200	20.5800
16. Yearly:	29,542.50	30,946.50	32,448.00	34,008.00	35,665.50	37,381.50	39,195.00	41,106.00
Biweek:	1,136.25	1,190.25	1,248.00	1,308.00	1,371.75	1,437.75	1,507.50	1,581.00
Hourly:	15.1500	15.8700	16.6400	17.4400	18.2900	19.1700	20.1000	21.0800
17. Yearly:	30,244.50	31,707.00	33,228.00	34,827.00	36,523.50	38,298.00	40,150.50	42,100.50
Biweek:	1,163.25	1,219.50	1,278.00	1,339.50	1,404.75	1,473.00	1,544.25	1,619.25
Hourly:	15.5100	16.2600	17.0400	17.8600	18.7300	19.6400	20.5900	21.5900
18. Yearly:	30,966.00	32,467.50	34,027.50	35,685.00	37,401.00	39,214.50	41,125.50	43,114.50
Biweek:	1,191.00	1,248.75	1,308.75	1,372.50	1,438.50	1,508.25	1,581.75	1,658.25
Hourly:	15.8800	16.6500	17.4500	18.3000	19.1800	20.1100	21.0900	22.1100
19. Yearly:	31,726.50	33,247.50	34,846.50	36,543.00	38,317.50	40,170.00	42,120.00	44,167.50
Biweek:	1,220.25	1,278.75	1,340.25	1,405.50	1,473.75	1,545.00	1,620.00	1,698.75
Hourly:	16.2700	17.0500	17.8700	18.7400	19.6500	20.6000	21.6000	22.6500
20. Yearly:	32,487.00	34,047.00	35,704.50	37,420.50	39,234.00	41,145.00	43,153.50	45,259.50
Biweek:	1,249.50	1,309.50	1,373.25	1,439.25	1,509.00	1,582.50	1,659.75	1,740.75
Hourly:	16.6600	17.4600	18.3100	19.1900	20.1200	21.1000	22.1300	23.2100

Administrative Office of the Courts
 Integrated Compensation Plan
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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
21. Yearly:	33,267.00	34,866.00	36,562.50	38,337.00	40,189.50	42,139.50	44,206.50	46,351.50
Biweek:	1,279.50	1,341.00	1,406.25	1,474.50	1,545.75	1,620.75	1,700.25	1,782.75
Hourly:	17.0600	17.8800	18.7500	19.6600	20.6100	21.6100	22.6700	23.7700
22. Yearly:	34,066.50	35,724.00	37,459.50	39,253.50	41,184.00	43,173.00	45,279.00	47,482.50
Biweek:	1,310.25	1,374.00	1,440.75	1,509.75	1,584.00	1,660.50	1,741.50	1,826.25
Hourly:	17.4700	18.3200	19.2100	20.1300	21.1200	22.1400	23.2200	24.3500
23. Yearly:	34,885.50	36,582.00	38,356.50	40,209.00	42,159.00	44,226.00	46,390.50	48,633.00
Biweek:	1,341.75	1,407.00	1,475.25	1,546.50	1,621.50	1,701.00	1,784.25	1,870.50
Hourly:	17.8900	18.7600	19.6700	20.6200	21.6200	22.6800	23.7900	24.9400
24. Yearly:	35,743.50	37,479.00	39,273.00	41,203.50	43,192.50	45,298.50	47,502.00	49,822.50
Biweek:	1,374.75	1,441.50	1,510.50	1,584.75	1,661.25	1,742.25	1,827.00	1,916.25
Hourly:	18.3300	19.2200	20.1400	21.1300	22.1500	23.2300	24.3600	25.5500
25. Yearly:	36,601.50	38,395.50	40,248.00	42,178.50	44,245.50	46,410.00	48,672.00	51,051.00
Biweek:	1,407.75	1,476.75	1,548.00	1,622.25	1,701.75	1,785.00	1,872.00	1,963.50
Hourly:	18.7700	19.6900	20.6400	21.6300	22.6900	23.8000	24.9600	26.1800
26. Yearly:	37,498.50	39,312.00	41,223.00	43,212.00	45,337.50	47,541.00	49,861.50	52,299.00
Biweek:	1,442.25	1,512.00	1,585.50	1,662.00	1,743.75	1,828.50	1,917.75	2,011.50
Hourly:	19.2300	20.1600	21.1400	22.1600	23.2500	24.3800	25.5700	26.8200
27. Yearly:	38,415.00	40,267.50	42,217.50	44,284.50	46,449.00	48,691.50	51,070.50	53,566.50
Biweek:	1,477.50	1,548.75	1,623.75	1,703.25	1,786.50	1,872.75	1,964.25	2,060.25
Hourly:	19.7000	20.6500	21.6500	22.7100	23.8200	24.9700	26.1900	27.4700
28. Yearly:	39,331.50	41,242.50	43,251.00	45,357.00	47,580.00	49,881.00	52,318.50	54,892.50
Biweek:	1,512.75	1,586.25	1,663.50	1,744.50	1,830.00	1,918.50	2,012.25	2,111.25
Hourly:	20.1700	21.1500	22.1800	23.2600	24.4000	25.5800	26.8300	28.1500
29. Yearly:	40,287.00	42,256.50	44,304.00	46,468.50	48,711.00	51,109.50	53,605.50	56,238.00
Biweek:	1,549.50	1,625.25	1,704.00	1,787.25	1,873.50	1,965.75	2,061.75	2,163.00
Hourly:	20.6600	21.6700	22.7200	23.8300	24.9800	26.2100	27.4900	28.8400
30. Yearly:	41,262.00	43,270.50	45,376.50	47,599.50	49,920.00	52,357.50	54,912.00	57,603.00
Biweek:	1,587.00	1,664.25	1,745.25	1,830.75	1,920.00	2,013.75	2,112.00	2,215.50
Hourly:	21.1600	22.1900	23.2700	24.4100	25.6000	26.8500	28.1600	29.5400

Administrative Office of the Courts
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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
31. Yearly:	42,276.00	44,323.50	46,488.00	48,750.00	51,129.00	53,644.50	56,257.50	59,026.50
Biweek:	1,626.00	1,704.75	1,788.00	1,875.00	1,966.50	2,063.25	2,163.75	2,270.25
Hourly:	21.6800	22.7300	23.8400	25.0000	26.2200	27.5100	28.8500	30.2700
32. Yearly:	43,290.00	45,415.50	47,638.50	49,939.50	52,377.00	54,951.00	57,642.00	60,469.50
Biweek:	1,665.00	1,746.75	1,832.25	1,920.75	2,014.50	2,113.50	2,217.00	2,325.75
Hourly:	22.2000	23.2900	24.4300	25.6100	26.8600	28.1800	29.5600	31.0100
33. Yearly:	44,343.00	46,527.00	48,769.50	51,168.00	53,664.00	56,296.50	59,046.00	61,951.50
Biweek:	1,705.50	1,789.50	1,875.75	1,968.00	2,064.00	2,165.25	2,271.00	2,382.75
Hourly:	22.7400	23.8600	25.0100	26.2400	27.5200	28.8700	30.2800	31.7700
34. Yearly:	45,435.00	47,658.00	49,959.00	52,416.00	54,970.50	57,681.00	60,489.00	63,472.50
Biweek:	1,747.50	1,833.00	1,921.50	2,016.00	2,114.25	2,218.50	2,326.50	2,441.25
Hourly:	23.3000	24.4400	25.6200	26.8800	28.1900	29.5800	31.0200	32.5500
35. Yearly:	46,546.50	48,808.50	51,187.50	53,703.00	56,335.50	59,085.00	61,971.00	65,032.50
Biweek:	1,790.25	1,877.25	1,968.75	2,065.50	2,166.75	2,272.50	2,383.50	2,501.25
Hourly:	23.8700	25.0300	26.2500	27.5400	28.8900	30.3000	31.7800	33.3500
36. Yearly:	47,677.50	49,998.00	52,435.50	55,009.50	57,700.50	60,528.00	63,511.50	66,631.50
Biweek:	1,833.75	1,923.00	2,016.75	2,115.75	2,219.25	2,328.00	2,442.75	2,562.75
Hourly:	24.4500	25.6400	26.8900	28.2100	29.5900	31.0400	32.5700	34.1700
37. Yearly:	48,847.50	51,226.50	53,722.50	56,355.00	59,124.00	62,010.00	65,071.50	68,269.50
Biweek:	1,878.75	1,970.25	2,066.25	2,167.50	2,274.00	2,385.00	2,502.75	2,625.75
Hourly:	25.0500	26.2700	27.5500	28.9000	30.3200	31.8000	33.3700	35.0100
38. Yearly:	50,017.50	52,474.50	55,048.50	57,739.50	60,567.00	63,550.50	66,670.50	69,927.00
Biweek:	1,923.75	2,018.25	2,117.25	2,220.75	2,329.50	2,444.25	2,564.25	2,689.50
Hourly:	25.6500	26.9100	28.2300	29.6100	31.0600	32.5900	34.1900	35.8600
39. Yearly:	51,246.00	53,761.50	56,394.00	59,143.50	62,068.50	65,110.50	68,308.50	71,662.50
Biweek:	1,971.00	2,067.75	2,169.00	2,274.75	2,387.25	2,504.25	2,627.25	2,756.25
Hourly:	26.2800	27.5700	28.9200	30.3300	31.8300	33.3900	35.0300	36.7500
40. Yearly:	52,513.50	55,068.00	57,778.50	60,606.00	63,589.50	66,709.50	70,005.00	73,437.00
Biweek:	2,019.75	2,118.00	2,222.25	2,331.00	2,445.75	2,565.75	2,692.50	2,824.50
Hourly:	26.9300	28.2400	29.6300	31.0800	32.6100	34.2100	35.9000	37.6600

Administrative Office of the Courts
 Integrated Compensation Plan
 Current Values on File

UNOFFICIAL

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
41. Yearly:	53,781.00	56,433.00	59,182.50	62,107.50	65,149.50	68,347.50	71,721.00	75,250.50
Biweek:	2,068.50	2,170.50	2,276.25	2,388.75	2,505.75	2,628.75	2,758.50	2,894.25
Hourly:	27.5800	28.9400	30.3500	31.8500	33.4100	35.0500	36.7800	38.5900
42. Yearly:	55,107.00	57,798.00	60,645.00	63,628.50	66,748.50	70,044.00	73,476.00	77,083.50
Biweek:	2,119.50	2,223.00	2,332.50	2,447.25	2,567.25	2,694.00	2,826.00	2,964.75
Hourly:	28.2600	29.6400	31.1000	32.6300	34.2300	35.9200	37.6800	39.5300
43. Yearly:	56,452.50	59,221.50	62,146.50	65,188.50	68,386.50	71,760.00	75,289.50	78,975.00
Biweek:	2,171.25	2,277.75	2,390.25	2,507.25	2,630.25	2,760.00	2,895.75	3,037.50
Hourly:	28.9500	30.3700	31.8700	33.4300	35.0700	36.8000	38.6100	40.5000
44. Yearly:	57,837.00	60,664.50	63,667.50	66,787.50	70,083.00	73,515.00	77,142.00	80,944.50
Biweek:	2,224.50	2,333.25	2,448.75	2,568.75	2,695.50	2,827.50	2,967.00	3,113.25
Hourly:	29.6600	31.1100	32.6500	34.2500	35.9400	37.7000	39.5600	41.5100
45. Yearly:	59,260.50	62,185.50	65,227.50	68,425.50	71,799.00	75,328.50	79,033.50	82,933.50
Biweek:	2,279.25	2,391.75	2,508.75	2,631.75	2,761.50	2,897.25	3,039.75	3,189.75
Hourly:	30.3900	31.8900	33.4500	35.0900	36.8200	38.6300	40.5300	42.5300
46. Yearly:	60,723.00	63,706.50	66,826.50	70,122.00	73,554.00	77,181.00	80,983.50	84,981.00
Biweek:	2,335.50	2,450.25	2,570.25	2,697.00	2,829.00	2,968.50	3,114.75	3,268.50
Hourly:	31.1400	32.6700	34.2700	35.9600	37.7200	39.5800	41.5300	43.5800
47. Yearly:	62,205.00	65,266.50	68,464.50	71,838.00	75,387.00	79,072.50	82,972.50	87,067.50
Biweek:	2,392.50	2,510.25	2,633.25	2,763.00	2,899.50	3,041.25	3,191.25	3,348.75
Hourly:	31.9000	33.4700	35.1100	36.8400	38.6600	40.5500	42.5500	44.6500
48. Yearly:	63,745.50	66,865.50	70,161.00	73,593.00	77,220.00	81,042.00	85,020.00	89,212.50
Biweek:	2,451.75	2,571.75	2,698.50	2,830.50	2,970.00	3,117.00	3,270.00	3,431.25
Hourly:	32.6900	34.2900	35.9800	37.7400	39.6000	41.5600	43.6000	45.7500
49. Yearly:	65,305.50	68,503.50	71,877.00	75,426.00	79,111.50	83,031.00	87,126.00	91,435.50
Biweek:	2,511.75	2,634.75	2,764.50	2,901.00	3,042.75	3,193.50	3,351.00	3,516.75
Hourly:	33.4900	35.1300	36.8600	38.6800	40.5700	42.5800	44.6800	46.8900
50. Yearly:	66,904.50	70,200.00	73,632.00	77,278.50	81,081.00	85,078.50	89,271.00	93,678.00
Biweek:	2,573.25	2,700.00	2,832.00	2,972.25	3,118.50	3,272.25	3,433.50	3,603.00
Hourly:	34.3100	36.0000	37.7600	39.6300	41.5800	43.6300	45.7800	48.0400

Administrative Office of the Courts
Integrated Compensation Plan
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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
51. Yearly:	68,542.50	71,916.00	75,465.00	79,170.00	83,070.00	87,184.50	91,474.50	95,998.50
Biweek:	2,636.25	2,766.00	2,902.50	3,045.00	3,195.00	3,353.25	3,518.25	3,692.25
Hourly:	35.1500	36.8800	38.7000	40.6000	42.6000	44.7100	46.9100	49.2300
52. Yearly:	70,239.00	73,690.50	77,317.50	81,120.00	85,117.50	89,329.50	93,756.00	98,377.50
Biweek:	2,701.50	2,834.25	2,973.75	3,120.00	3,273.75	3,435.75	3,606.00	3,783.75
Hourly:	36.0200	37.7900	39.6500	41.6000	43.6500	45.8100	48.0800	50.4500
53. Yearly:	71,955.00	75,504.00	79,228.50	83,109.00	87,243.00	91,533.00	96,057.00	100,795.50
Biweek:	2,767.50	2,904.00	3,047.25	3,196.50	3,355.50	3,520.50	3,694.50	3,876.75
Hourly:	36.9000	38.7200	40.6300	42.6200	44.7400	46.9400	49.2600	51.6900
54. Yearly:	73,729.50	77,356.50	81,178.50	85,176.00	89,368.50	93,795.00	98,416.50	103,291.50
Biweek:	2,835.75	2,975.25	3,122.25	3,276.00	3,437.25	3,607.50	3,785.25	3,972.75
Hourly:	37.8100	39.6700	41.6300	43.6800	45.8300	48.1000	50.4700	52.9700
55. Yearly:	75,543.00	79,267.50	83,187.00	87,282.00	91,591.50	96,096.00	100,854.00	105,846.00
Biweek:	2,905.50	3,048.75	3,199.50	3,357.00	3,522.75	3,696.00	3,879.00	4,071.00
Hourly:	38.7400	40.6500	42.6600	44.7600	46.9700	49.2800	51.7200	54.2800
56. Yearly:	77,395.50	81,217.50	85,234.50	89,427.00	93,853.50	98,475.00	103,350.00	108,478.50
Biweek:	2,976.75	3,123.75	3,278.25	3,439.50	3,609.75	3,787.50	3,975.00	4,172.25
Hourly:	39.6900	41.6500	43.7100	45.8600	48.1300	50.5000	53.0000	55.6300
57. Yearly:	79,326.00	83,226.00	87,340.50	91,650.00	96,154.50	100,912.50	105,904.50	111,150.00
Biweek:	3,051.00	3,201.00	3,359.25	3,525.00	3,698.25	3,881.25	4,073.25	4,275.00
Hourly:	40.6800	42.6800	44.7900	47.0000	49.3100	51.7500	54.3100	57.0000
58. Yearly:	81,276.00	85,273.50	89,485.50	93,912.00	98,533.50	103,408.50	108,537.00	113,899.50
Biweek:	3,126.00	3,279.75	3,441.75	3,612.00	3,789.75	3,977.25	4,174.50	4,380.75
Hourly:	41.6800	43.7300	45.8900	48.1600	50.5300	53.0300	55.6600	58.4100
59. Yearly:	83,284.50	87,379.50	91,689.00	96,213.00	100,971.00	105,982.50	111,208.50	116,727.00
Biweek:	3,203.25	3,360.75	3,526.50	3,700.50	3,883.50	4,076.25	4,277.25	4,489.50
Hourly:	42.7100	44.8100	47.0200	49.3400	51.7800	54.3500	57.0300	59.8600
60. Yearly:	85,332.00	89,524.50	93,970.50	98,592.00	103,467.00	108,595.50	113,977.50	119,613.00
Biweek:	3,282.00	3,443.25	3,614.25	3,792.00	3,979.50	4,176.75	4,383.75	4,600.50
Hourly:	43.7600	45.9100	48.1900	50.5600	53.0600	55.6900	58.4500	61.3400

Administrative Office of the Courts
 Integrated Compensation Plan
 2.250% Hourly Adjustment From Displayed Values

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2	EFFECTIVE 01/09/2015
01. Yearly:	21,684.00	22,737.00	23,809.50	24,960.00	26,110.50	27,358.50	28,665.00	30,049.50	
Biweek:	834.00	874.50	915.75	960.00	1,004.25	1,052.25	1,102.50	1,155.75	
Hourly:	11.1200	11.6600	12.2100	12.8000	13.3900	14.0300	14.7000	15.4100	
02. Yearly:	22,230.00	23,263.50	24,355.50	25,525.50	26,754.00	28,021.50	29,386.50	30,771.00	
Biweek:	855.00	894.75	936.75	981.75	1,029.00	1,077.75	1,130.25	1,183.50	
Hourly:	11.4000	11.9300	12.4900	13.0900	13.7200	14.3700	15.0700	15.7800	
03. Yearly:	22,737.00	23,829.00	24,960.00	26,130.00	27,378.00	28,684.50	30,069.00	31,492.50	
Biweek:	874.50	916.50	960.00	1,005.00	1,053.00	1,103.25	1,156.50	1,211.25	
Hourly:	11.6600	12.2200	12.8000	13.4000	14.0400	14.7100	15.4200	16.1500	
04. Yearly:	23,283.00	24,375.00	25,545.00	26,773.50	28,041.00	29,386.50	30,790.50	32,272.50	
Biweek:	895.50	937.50	982.50	1,029.75	1,078.50	1,130.25	1,184.25	1,241.25	
Hourly:	11.9400	12.5000	13.1000	13.7300	14.3800	15.0700	15.7900	16.5500	
05. Yearly:	23,829.00	24,979.50	26,130.00	27,397.50	28,704.00	30,069.00	31,512.00	33,052.50	
Biweek:	916.50	960.75	1,005.00	1,053.75	1,104.00	1,156.50	1,212.00	1,271.25	
Hourly:	12.2200	12.8100	13.4000	14.0500	14.7200	15.4200	16.1600	16.9500	
06. Yearly:	24,394.50	25,564.50	26,793.00	28,041.00	29,406.00	30,790.50	32,292.00	33,852.00	
Biweek:	938.25	983.25	1,030.50	1,078.50	1,131.00	1,184.25	1,242.00	1,302.00	
Hourly:	12.5100	13.1100	13.7400	14.3800	15.0800	15.7900	16.5600	17.3600	
07. Yearly:	24,999.00	26,149.50	27,397.50	28,723.50	30,088.50	31,531.50	33,072.00	34,690.50	
Biweek:	961.50	1,005.75	1,053.75	1,104.75	1,157.25	1,212.75	1,272.00	1,334.25	
Hourly:	12.8200	13.4100	14.0500	14.7300	15.4300	16.1700	16.9600	17.7900	
08. Yearly:	25,564.50	26,793.00	28,060.50	29,425.50	30,810.00	32,311.50	33,871.50	35,509.50	
Biweek:	983.25	1,030.50	1,079.25	1,131.75	1,185.00	1,242.75	1,302.75	1,365.75	
Hourly:	13.1100	13.7400	14.3900	15.0900	15.8000	16.5700	17.3700	18.2100	
09. Yearly:	26,169.00	27,417.00	28,743.00	30,108.00	31,551.00	33,072.00	34,690.50	36,367.50	
Biweek:	1,006.50	1,054.50	1,105.50	1,158.00	1,213.50	1,272.00	1,334.25	1,398.75	
Hourly:	13.4200	14.0600	14.7400	15.4400	16.1800	16.9600	17.7900	18.6500	
10. Yearly:	26,812.50	28,080.00	29,445.00	30,849.00	32,331.00	33,891.00	35,529.00	37,245.00	
Biweek:	1,031.25	1,080.00	1,132.50	1,186.50	1,243.50	1,303.50	1,366.50	1,432.50	
Hourly:	13.7500	14.4000	15.1000	15.8200	16.5800	17.3800	18.2200	19.1000	

2.25% COLA

Administrative Office of the Courts
Integrated Compensation Plan
2.250% Hourly Adjustment From Displayed Values

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
11. Yearly:	27,436.50	28,743.00	30,127.50	31,570.50	33,091.50	34,710.00	36,387.00	38,142.00
Biweek:	1,055.25	1,105.50	1,158.75	1,214.25	1,272.75	1,335.00	1,399.50	1,467.00
Hourly:	14.0700	14.7400	15.4500	16.1900	16.9700	17.8000	18.6600	19.5600
12. Yearly:	28,119.00	29,464.50	30,868.50	32,350.50	33,910.50	35,548.50	37,264.50	39,078.00
Biweek:	1,081.50	1,133.25	1,187.25	1,244.25	1,304.25	1,367.25	1,433.25	1,503.00
Hourly:	14.4200	15.1100	15.8300	16.5900	17.3900	18.2300	19.1100	20.0400
13. Yearly:	28,762.50	30,166.50	31,590.00	33,111.00	34,729.50	36,406.50	38,161.50	40,014.00
Biweek:	1,106.25	1,160.25	1,215.00	1,273.50	1,335.75	1,400.25	1,467.75	1,539.00
Hourly:	14.7500	15.4700	16.2000	16.9800	17.8100	18.6700	19.5700	20.5200
14. Yearly:	29,464.50	30,888.00	32,370.00	33,930.00	35,568.00	37,284.00	39,097.50	40,989.00
Biweek:	1,133.25	1,188.00	1,245.00	1,305.00	1,368.00	1,434.00	1,503.75	1,576.50
Hourly:	15.1100	15.8400	16.6000	17.4000	18.2400	19.1200	20.0500	21.0200
15. Yearly:	30,186.00	31,609.50	33,130.50	34,749.00	36,426.00	38,200.50	40,033.50	41,983.50
Biweek:	1,161.00	1,215.75	1,274.25	1,336.50	1,401.00	1,469.25	1,539.75	1,614.75
Hourly:	15.4800	16.2100	16.9900	17.8200	18.6800	19.5900	20.5300	21.5300
16. Yearly:	30,907.50	32,370.00	33,949.50	35,587.50	37,323.00	39,117.00	41,008.50	42,997.50
Biweek:	1,188.75	1,245.00	1,305.75	1,368.75	1,435.50	1,504.50	1,577.25	1,653.75
Hourly:	15.8500	16.6000	17.4100	18.2500	19.1400	20.0600	21.0300	22.0500
17. Yearly:	31,629.00	33,169.50	34,768.50	36,445.50	38,220.00	40,072.50	42,003.00	44,031.00
Biweek:	1,216.50	1,275.75	1,337.25	1,401.75	1,470.00	1,541.25	1,615.50	1,693.50
Hourly:	16.2200	17.0100	17.8300	18.6900	19.6000	20.5500	21.5400	22.5800
18. Yearly:	32,389.50	33,969.00	35,607.00	37,342.50	39,136.50	41,028.00	43,017.00	45,084.00
Biweek:	1,245.75	1,306.50	1,369.50	1,436.25	1,505.25	1,578.00	1,654.50	1,734.00
Hourly:	16.6100	17.4200	18.2600	19.1500	20.0700	21.0400	22.0600	23.1200
19. Yearly:	33,189.00	34,788.00	36,465.00	38,239.50	40,092.00	42,022.50	44,050.50	46,195.50
Biweek:	1,276.50	1,338.00	1,402.50	1,470.75	1,542.00	1,616.25	1,694.25	1,776.75
Hourly:	17.0200	17.8400	18.7000	19.6100	20.5600	21.5500	22.5900	23.6900
20. Yearly:	33,988.50	35,626.50	37,362.00	39,156.00	41,047.50	43,036.50	45,123.00	47,346.00
Biweek:	1,307.25	1,370.25	1,437.00	1,506.00	1,578.75	1,655.25	1,735.50	1,821.00
Hourly:	17.4300	18.2700	19.1600	20.0800	21.0500	22.0700	23.1400	24.2800

Administrative Office of the Courts
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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
21. Yearly:	34,807.50	36,484.50	38,259.00	40,111.50	42,042.00	44,070.00	46,254.00	48,477.00
Biweek:	1,338.75	1,403.25	1,471.50	1,542.75	1,617.00	1,695.00	1,779.00	1,864.50
Hourly:	17.8500	18.7100	19.6200	20.5700	21.5600	22.6000	23.7200	24.8600
22. Yearly:	35,646.00	37,381.50	39,195.00	41,067.00	43,075.50	45,142.50	47,365.50	49,666.50
Biweek:	1,371.00	1,437.75	1,507.50	1,579.50	1,656.75	1,736.25	1,821.75	1,910.25
Hourly:	18.2800	19.1700	20.1000	21.0600	22.0900	23.1500	24.2900	25.4700
23. Yearly:	36,504.00	38,278.50	40,131.00	42,061.50	44,089.50	46,273.50	48,516.00	50,875.50
Biweek:	1,404.00	1,472.25	1,543.50	1,617.75	1,695.75	1,779.75	1,866.00	1,956.75
Hourly:	18.7200	19.6300	20.5800	21.5700	22.6100	23.7300	24.8800	26.0900
24. Yearly:	37,401.00	39,214.50	41,086.50	43,095.00	45,162.00	47,385.00	49,686.00	52,104.00
Biweek:	1,438.50	1,508.25	1,580.25	1,657.50	1,737.00	1,822.50	1,911.00	2,004.00
Hourly:	19.1800	20.1100	21.0700	22.1000	23.1600	24.3000	25.4800	26.7200
25. Yearly:	38,298.00	40,170.00	42,100.50	44,109.00	46,293.00	48,535.50	50,914.50	53,391.00
Biweek:	1,473.00	1,545.00	1,619.25	1,696.50	1,780.50	1,866.75	1,958.25	2,053.50
Hourly:	19.6400	20.6000	21.5900	22.6200	23.7400	24.8900	26.1100	27.3800
26. Yearly:	39,234.00	41,125.50	43,114.50	45,181.50	47,424.00	49,725.00	52,143.00	54,697.50
Biweek:	1,509.00	1,581.75	1,658.25	1,737.75	1,824.00	1,912.50	2,005.50	2,103.75
Hourly:	20.1200	21.0900	22.1100	23.1700	24.3200	25.5000	26.7400	28.0500
27. Yearly:	40,189.50	42,120.00	44,148.00	46,332.00	48,574.50	50,934.00	53,410.50	56,023.50
Biweek:	1,545.75	1,620.00	1,698.00	1,782.00	1,868.25	1,959.00	2,054.25	2,154.75
Hourly:	20.6100	21.6000	22.6400	23.7600	24.9100	26.1200	27.3900	28.7300
28. Yearly:	41,145.00	43,134.00	45,240.00	47,443.50	49,764.00	52,162.50	54,717.00	57,408.00
Biweek:	1,582.50	1,659.00	1,740.00	1,824.75	1,914.00	2,006.25	2,104.50	2,208.00
Hourly:	21.1000	22.1200	23.2000	24.3300	25.5200	26.7500	28.0600	29.4400
29. Yearly:	42,139.50	44,187.00	46,351.50	48,594.00	50,953.50	53,443.50	56,062.50	58,812.00
Biweek:	1,620.75	1,699.50	1,782.75	1,869.00	1,959.75	2,055.75	2,156.25	2,262.00
Hourly:	21.6100	22.6600	23.7700	24.9200	26.1300	27.4100	28.7500	30.1600
30. Yearly:	43,153.50	45,259.50	47,463.00	49,783.50	52,201.50	54,756.00	57,427.50	60,235.50
Biweek:	1,659.75	1,740.75	1,825.50	1,914.75	2,007.75	2,106.00	2,208.75	2,316.75
Hourly:	22.1300	23.2100	24.3400	25.5300	26.7700	28.0800	29.4500	30.8900

Administrative Office of the Courts
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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
31. Yearly:	44,206.50	46,371.00	48,613.50	50,992.50	53,469.00	56,101.50	58,831.50	61,737.00
Biweek:	1,700.25	1,783.50	1,869.75	1,961.25	2,056.50	2,157.75	2,262.75	2,374.50
Hourly:	22.6700	23.7800	24.9300	26.1500	27.4200	28.7700	30.1700	31.6600
32. Yearly:	45,279.00	47,502.00	49,822.50	52,221.00	54,775.50	57,466.50	60,294.00	63,238.50
Biweek:	1,741.50	1,827.00	1,916.25	2,008.50	2,106.75	2,210.25	2,319.00	2,432.25
Hourly:	23.2200	24.3600	25.5500	26.7800	28.0900	29.4700	30.9200	32.4300
33. Yearly:	46,390.50	48,652.50	51,012.00	53,527.50	56,121.00	58,870.50	61,756.50	64,798.50
Biweek:	1,784.25	1,871.25	1,962.00	2,058.75	2,158.50	2,264.25	2,375.25	2,492.25
Hourly:	23.7900	24.9500	26.1600	27.4500	28.7800	30.1900	31.6700	33.2300
34. Yearly:	47,521.50	49,842.00	52,240.50	54,814.50	57,486.00	60,333.00	63,258.00	66,378.00
Biweek:	1,827.75	1,917.00	2,009.25	2,108.25	2,211.00	2,320.50	2,433.00	2,553.00
Hourly:	24.3700	25.5600	26.7900	28.1100	29.4800	30.9400	32.4400	34.0400
35. Yearly:	48,672.00	51,051.00	53,547.00	56,160.00	58,909.50	61,795.50	64,818.00	68,016.00
Biweek:	1,872.00	1,963.50	2,059.50	2,160.00	2,265.75	2,376.75	2,493.00	2,616.00
Hourly:	24.9600	26.1800	27.4600	28.8000	30.2100	31.6900	33.2400	34.8800
36. Yearly:	49,881.00	52,279.50	54,834.00	57,525.00	60,352.50	63,297.00	66,417.00	69,673.50
Biweek:	1,918.50	2,010.75	2,109.00	2,212.50	2,321.25	2,434.50	2,554.50	2,679.75
Hourly:	25.5800	26.8100	28.1200	29.5000	30.9500	32.4600	34.0600	35.7300
37. Yearly:	51,090.00	53,586.00	56,179.50	58,948.50	61,834.50	64,857.00	68,055.00	71,389.50
Biweek:	1,965.00	2,061.00	2,160.75	2,267.25	2,378.25	2,494.50	2,617.50	2,745.75
Hourly:	26.2000	27.4800	28.8100	30.2300	31.7100	33.2600	34.9000	36.6100
38. Yearly:	52,318.50	54,873.00	57,564.00	60,391.50	63,336.00	66,455.00	69,712.50	73,125.00
Biweek:	2,012.25	2,110.50	2,214.00	2,322.75	2,436.00	2,556.00	2,681.25	2,812.50
Hourly:	26.8300	28.1400	29.5200	30.9700	32.4800	34.0800	35.7500	37.5000
39. Yearly:	53,605.50	56,238.00	58,987.50	61,854.00	64,915.50	68,094.00	71,428.50	74,938.50
Biweek:	2,061.75	2,163.00	2,268.75	2,379.00	2,496.75	2,619.00	2,747.25	2,882.25
Hourly:	27.4900	28.8400	30.2500	31.7200	33.2900	34.9200	36.6300	38.4300
40. Yearly:	54,912.00	57,583.50	60,430.50	63,375.00	66,514.50	69,751.50	73,203.00	76,751.00
Biweek:	2,112.00	2,214.75	2,324.25	2,437.50	2,558.25	2,682.75	2,815.50	2,953.50
Hourly:	28.1600	29.5300	30.9900	32.5000	34.1100	35.7700	37.5400	39.3800

Administrative Office of the Courts
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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
41. Yearly:	56,257.50	59,026.50	61,893.00	64,954.50	68,133.00	71,467.50	74,997.00	78,682.50
Biweek:	2,163.75	2,270.25	2,380.50	2,498.25	2,620.50	2,748.75	2,884.50	3,026.25
Hourly:	28.8500	30.2700	31.7400	33.3100	34.9400	36.6500	38.4600	40.3500
42. Yearly:	57,642.00	60,450.00	63,414.00	66,553.50	69,810.00	73,242.00	76,830.00	80,593.50
Biweek:	2,217.00	2,325.00	2,439.00	2,559.75	2,685.00	2,817.00	2,955.00	3,099.75
Hourly:	29.5600	31.0000	32.5200	34.1300	35.8000	37.5600	39.4000	41.3300
43. Yearly:	59,046.00	61,932.00	64,993.50	68,172.00	71,506.50	75,036.00	78,721.50	82,602.00
Biweek:	2,271.00	2,382.00	2,499.75	2,622.00	2,750.25	2,886.00	3,027.75	3,177.00
Hourly:	30.2800	31.7600	33.3300	34.9600	36.6700	38.4800	40.3700	42.3600
44. Yearly:	60,489.00	63,433.50	66,592.50	69,849.00	73,281.00	76,869.00	80,691.00	84,649.50
Biweek:	2,326.50	2,439.75	2,561.25	2,686.50	2,818.50	2,956.50	3,103.50	3,255.75
Hourly:	31.0200	32.5300	34.1500	35.8200	37.5800	39.4200	41.3800	43.4100
45. Yearly:	61,971.00	65,032.50	68,211.00	71,545.50	75,075.00	78,760.50	82,660.50	86,716.50
Biweek:	2,383.50	2,501.25	2,623.50	2,751.75	2,887.50	3,029.25	3,179.25	3,335.25
Hourly:	31.7800	33.3500	34.9800	36.6900	38.5000	40.3900	42.3900	44.4700
46. Yearly:	63,511.50	66,631.50	69,888.00	73,320.00	76,908.00	80,730.00	84,688.50	88,881.00
Biweek:	2,442.75	2,562.75	2,688.00	2,820.00	2,958.00	3,105.00	3,257.25	3,418.50
Hourly:	32.5700	34.1700	35.8400	37.6000	39.4400	41.4000	43.4300	45.5800
47. Yearly:	65,052.00	68,269.50	71,584.50	75,114.00	78,819.00	82,699.50	86,755.50	91,045.50
Biweek:	2,502.00	2,625.75	2,753.25	2,889.00	3,031.50	3,180.75	3,336.75	3,501.75
Hourly:	33.3600	35.0100	36.7100	38.5200	40.4200	42.4100	44.4900	46.6900
48. Yearly:	66,670.50	69,927.00	73,359.00	76,947.00	80,769.00	84,747.00	88,920.00	93,288.00
Biweek:	2,564.25	2,689.50	2,821.50	2,959.50	3,106.50	3,259.50	3,420.00	3,588.00
Hourly:	34.1900	35.8600	37.6200	39.4600	41.4200	43.4600	45.6000	47.8400
49. Yearly:	68,308.50	71,643.00	75,153.00	78,897.00	82,738.50	86,814.00	91,104.00	95,608.50
Biweek:	2,627.25	2,755.50	2,890.50	3,034.50	3,182.25	3,339.00	3,504.00	3,677.25
Hourly:	35.0300	36.7400	38.5400	40.4600	42.4300	44.5200	46.7200	49.0300
50. Yearly:	69,966.00	73,398.00	76,986.00	80,827.50	84,786.00	88,978.50	93,366.00	97,968.00
Biweek:	2,691.00	2,823.00	2,961.00	3,108.75	3,261.00	3,422.25	3,591.00	3,768.00
Hourly:	35.8800	37.6400	39.4800	41.4500	43.4800	45.6300	47.8800	50.2400

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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
51. Yearly:	71,682.00	75,192.00	78,936.00	82,797.00	86,872.50	91,162.50	95,647.50	100,386.00
Biweek:	2,757.00	2,892.00	3,036.00	3,184.50	3,341.25	3,506.25	3,678.75	3,861.00
Hourly:	36.7600	38.5600	40.4800	42.4600	44.5500	46.7500	49.0500	51.4800
52. Yearly:	73,456.50	77,064.00	80,866.50	84,825.00	89,017.50	93,424.50	98,046.00	102,882.00
Biweek:	2,825.25	2,964.00	3,110.25	3,262.50	3,423.75	3,593.25	3,771.00	3,957.00
Hourly:	37.6700	39.5200	41.4700	43.5000	45.6500	47.9100	50.2800	52.7600
53. Yearly:	75,250.50	78,975.00	82,855.50	86,911.50	91,221.00	95,706.00	100,444.50	105,397.50
Biweek:	2,894.25	3,037.50	3,186.75	3,342.75	3,508.50	3,681.00	3,863.25	4,053.75
Hourly:	38.5900	40.5000	42.4900	44.5700	46.7800	49.0800	51.5100	54.0500
54. Yearly:	77,122.50	80,905.50	84,883.50	89,076.00	93,463.50	98,085.00	102,921.00	108,010.50
Biweek:	2,966.25	3,111.75	3,264.75	3,426.00	3,594.75	3,772.50	3,958.50	4,154.25
Hourly:	39.5500	41.4900	43.5300	45.6800	47.9300	50.3000	52.7800	55.3900
55. Yearly:	79,014.00	82,894.50	86,989.50	91,260.00	95,784.00	100,483.50	105,456.00	110,682.00
Biweek:	3,039.00	3,188.25	3,345.75	3,510.00	3,684.00	3,864.75	4,056.00	4,257.00
Hourly:	40.5200	42.5100	44.6100	46.8000	49.1200	51.5300	54.0800	56.7600
56. Yearly:	80,944.50	84,922.50	89,134.50	93,522.00	98,143.50	102,979.50	108,069.00	113,431.50
Biweek:	3,113.25	3,266.25	3,428.25	3,597.00	3,774.75	3,960.75	4,156.50	4,362.75
Hourly:	41.5100	43.5500	45.7100	47.9600	50.3300	52.8100	55.4200	58.1700
57. Yearly:	82,953.00	87,048.00	91,338.00	95,842.50	100,542.00	105,534.00	110,740.50	116,239.50
Biweek:	3,190.50	3,348.00	3,513.00	3,686.25	3,867.00	4,059.00	4,259.25	4,470.75
Hourly:	42.5400	44.6400	46.8400	49.1500	51.5600	54.1200	56.7900	59.6100
58. Yearly:	84,981.00	89,173.50	93,580.50	98,202.00	103,038.00	108,147.00	113,509.50	119,106.00
Biweek:	3,268.50	3,429.75	3,599.25	3,777.00	3,963.00	4,159.50	4,365.75	4,581.00
Hourly:	43.5800	45.7300	47.9900	50.3600	52.8400	55.4600	58.2100	61.0800
59. Yearly:	87,106.50	91,377.00	95,881.50	100,620.00	105,592.50	110,838.00	116,298.00	122,050.50
Biweek:	3,350.25	3,514.50	3,687.75	3,870.00	4,061.25	4,263.00	4,473.00	4,694.25
Hourly:	44.6700	46.8600	49.1700	51.6000	54.1500	56.8400	59.6400	62.5900
60. Yearly:	89,232.00	93,619.50	98,260.50	103,096.50	108,205.50	113,568.00	119,184.00	125,092.50
Biweek:	3,432.00	3,600.75	3,779.25	3,965.25	4,161.75	4,368.00	4,584.00	4,811.25
Hourly:	45.7600	48.0100	50.3900	52.8700	55.4900	58.2400	61.1200	64.1500

Administrative Office of the Courts
Integrated Compensation Plan
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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2	EFFECTIVE 07/11/2014 2.25% COLA
01. Yearly:	21,196.50	22,230.00	23,283.00	24,394.50	25,525.50	26,754.00	28,021.50	29,386.50	
Biweek:	815.25	855.00	895.50	938.25	981.75	1,029.00	1,077.75	1,130.25	
Hourly:	10.8700	11.4000	11.9400	12.5100	13.0900	13.7200	14.3700	15.0700	
02. Yearly:	21,723.00	22,737.00	23,809.50	24,960.00	26,149.50	27,397.50	28,723.50	30,088.50	
Biweek:	835.50	874.50	915.75	960.00	1,005.75	1,053.75	1,104.75	1,157.25	
Hourly:	11.1400	11.6600	12.2100	12.8000	13.4100	14.0500	14.7300	15.4300	
03. Yearly:	22,230.00	23,302.50	24,394.50	25,545.00	26,773.50	28,041.00	29,406.00	30,790.50	
Biweek:	855.00	896.25	938.25	982.50	1,029.75	1,078.50	1,131.00	1,184.25	
Hourly:	11.4000	11.9500	12.5100	13.1000	13.7300	14.3800	15.0800	15.7900	
04. Yearly:	22,756.50	23,829.00	24,979.50	26,169.00	27,417.00	28,723.50	30,108.00	31,551.00	
Biweek:	875.25	916.50	960.75	1,006.50	1,054.50	1,104.75	1,158.00	1,213.50	
Hourly:	11.6700	12.2200	12.8100	13.4200	14.0600	14.7300	15.4400	16.1800	
05. Yearly:	23,302.50	24,414.00	25,545.00	26,793.00	28,060.50	29,406.00	30,810.00	32,311.50	
Biweek:	896.25	939.00	982.50	1,030.50	1,079.25	1,131.00	1,185.00	1,242.75	
Hourly:	11.9500	12.5200	13.1000	13.7400	14.3900	15.0800	15.8000	16.5700	
06. Yearly:	23,848.50	24,999.00	26,188.50	27,417.00	28,743.00	30,108.00	31,570.50	33,091.50	
Biweek:	917.25	961.50	1,007.25	1,054.50	1,105.50	1,158.00	1,214.25	1,272.75	
Hourly:	12.2300	12.8200	13.4300	14.0600	14.7400	15.4400	16.1900	16.9700	
07. Yearly:	24,433.50	25,564.50	26,793.00	28,080.00	29,425.50	30,829.50	32,331.00	33,910.50	
Biweek:	939.75	983.25	1,030.50	1,080.00	1,131.75	1,185.75	1,243.50	1,304.25	
Hourly:	12.5300	13.1100	13.7400	14.4000	15.0900	15.8100	16.5800	17.3900	
08. Yearly:	24,999.00	26,188.50	27,436.50	28,762.50	30,127.50	31,590.00	33,111.00	34,710.00	
Biweek:	961.50	1,007.25	1,055.25	1,106.25	1,158.75	1,215.00	1,273.50	1,335.00	
Hourly:	12.8200	13.4300	14.0700	14.7500	15.4500	16.2000	16.9800	17.8000	
09. Yearly:	25,584.00	26,812.50	28,099.50	29,445.00	30,849.00	32,331.00	33,910.50	35,548.50	
Biweek:	984.00	1,031.25	1,080.75	1,132.50	1,186.50	1,243.50	1,304.25	1,367.25	
Hourly:	13.1200	13.7500	14.4100	15.1000	15.8200	16.5800	17.3900	18.2300	
10. Yearly:	26,208.00	27,456.00	28,782.00	30,166.50	31,609.50	33,130.50	34,729.50	36,406.50	
Biweek:	1,008.00	1,056.00	1,107.00	1,160.25	1,215.75	1,274.25	1,335.75	1,400.25	
Hourly:	13.4400	14.0800	14.7600	15.4700	16.2100	16.9900	17.8100	18.6700	

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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
11. Yearly:	26,832.00	28,099.50	29,464.50	30,868.50	32,350.50	33,930.00	35,568.00	37,284.00
Biweek:	1,032.00	1,080.75	1,133.25	1,187.25	1,244.25	1,305.00	1,368.00	1,434.00
Hourly:	13.7600	14.4100	15.1100	15.8300	16.5900	17.4000	18.2400	19.1200
12. Yearly:	27,495.00	28,801.50	30,186.00	31,629.00	33,150.00	34,749.00	36,426.00	38,200.50
Biweek:	1,057.50	1,107.75	1,161.00	1,216.50	1,275.00	1,336.50	1,401.00	1,469.25
Hourly:	14.1000	14.7700	15.4800	16.2200	17.0000	17.8200	18.6800	19.5900
13. Yearly:	28,119.00	29,484.00	30,888.00	32,370.00	33,949.50	35,587.50	37,303.50	39,117.00
Biweek:	1,081.50	1,134.00	1,188.00	1,245.00	1,305.75	1,368.75	1,434.75	1,504.50
Hourly:	14.4200	15.1200	15.8400	16.6000	17.4100	18.2500	19.1300	20.0600
14. Yearly:	28,801.50	30,205.50	31,648.50	33,169.50	34,768.50	36,445.50	38,220.00	40,072.50
Biweek:	1,107.75	1,161.75	1,217.25	1,275.75	1,337.25	1,401.75	1,470.00	1,541.25
Hourly:	14.7700	15.4900	16.2300	17.0100	17.8300	18.6900	19.6000	20.5500
15. Yearly:	29,503.50	30,907.50	32,389.50	33,969.00	35,607.00	37,342.50	39,136.50	41,047.50
Biweek:	1,134.75	1,188.75	1,245.75	1,306.50	1,369.50	1,436.25	1,505.25	1,578.75
Hourly:	15.1300	15.8500	16.6100	17.4200	18.2600	19.1500	20.0700	21.0500
16. Yearly:	30,225.00	31,648.50	33,189.00	34,788.00	36,484.50	38,239.50	40,092.00	42,042.00
Biweek:	1,162.50	1,217.25	1,276.50	1,338.00	1,403.25	1,470.75	1,542.00	1,617.00
Hourly:	15.5000	16.2300	17.0200	17.8400	18.7100	19.6100	20.5600	21.5600
17. Yearly:	30,927.00	32,428.50	33,988.50	35,626.50	37,362.00	39,175.50	41,067.00	43,056.00
Biweek:	1,189.50	1,247.25	1,307.25	1,370.25	1,437.00	1,506.75	1,579.50	1,656.00
Hourly:	15.8600	16.6300	17.4300	18.2700	19.1600	20.0900	21.0600	22.0800
18. Yearly:	31,668.00	33,208.50	34,807.50	36,504.00	38,259.00	40,111.50	42,061.50	44,089.50
Biweek:	1,218.00	1,277.25	1,338.75	1,404.00	1,471.50	1,542.75	1,617.75	1,695.75
Hourly:	16.2400	17.0300	17.8500	18.7200	19.6200	20.5700	21.5700	22.6100
19. Yearly:	32,448.00	34,008.00	35,646.00	37,381.50	39,195.00	41,086.50	43,075.50	45,162.00
Biweek:	1,248.00	1,308.00	1,371.00	1,437.75	1,507.50	1,580.25	1,656.75	1,737.00
Hourly:	16.6400	17.4400	18.2800	19.1700	20.1000	21.0700	22.0900	23.1600
20. Yearly:	33,228.00	34,827.00	36,523.50	38,278.50	40,131.00	42,081.00	44,128.50	46,293.00
Biweek:	1,278.00	1,339.50	1,404.75	1,472.25	1,543.50	1,618.50	1,697.25	1,780.50
Hourly:	17.0400	17.8600	18.7300	19.6300	20.5800	21.5800	22.6300	23.7400

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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
21. Yearly:	34,027.50	35,665.50	37,401.00	39,214.50	41,106.00	43,095.00	45,220.50	47,404.50
Biweek:	1,308.75	1,371.75	1,438.50	1,508.25	1,581.00	1,657.50	1,739.25	1,823.25
Hourly:	17.4500	18.2900	19.1800	20.1100	21.0800	22.1000	23.1900	24.3100
22. Yearly:	34,846.50	36,543.00	38,317.50	40,150.50	42,120.00	44,148.00	46,312.50	48,555.00
Biweek:	1,340.25	1,405.50	1,473.75	1,544.25	1,620.00	1,698.00	1,781.25	1,867.50
Hourly:	17.8700	18.7400	19.6500	20.5900	21.6000	22.6400	23.7500	24.9000
23. Yearly:	35,685.00	37,420.50	39,234.00	41,125.50	43,114.50	45,240.00	47,443.50	49,744.50
Biweek:	1,372.50	1,439.25	1,509.00	1,581.75	1,658.25	1,740.00	1,824.75	1,913.25
Hourly:	18.3000	19.1900	20.1200	21.0900	22.1100	23.2000	24.3300	25.5100
24. Yearly:	36,562.50	38,337.00	40,170.00	42,139.50	44,167.50	46,332.00	48,574.50	50,953.50
Biweek:	1,406.25	1,474.50	1,545.00	1,620.75	1,698.75	1,782.00	1,868.25	1,959.75
Hourly:	18.7500	19.6600	20.6000	21.6100	22.6500	23.7600	24.9100	26.1300
25. Yearly:	37,440.00	39,273.00	41,164.50	43,134.00	45,259.50	47,463.00	49,783.50	52,201.50
Biweek:	1,440.00	1,510.50	1,583.25	1,659.00	1,740.75	1,825.50	1,914.75	2,007.75
Hourly:	19.2000	20.1400	21.1100	22.1200	23.2100	24.3400	25.5300	26.7700
26. Yearly:	38,356.50	40,209.00	42,159.00	44,187.00	46,371.00	48,613.50	50,992.50	53,488.50
Biweek:	1,475.25	1,546.50	1,621.50	1,699.50	1,783.50	1,869.75	1,961.25	2,057.25
Hourly:	19.6700	20.6200	21.6200	22.6600	23.7800	24.9300	26.1500	27.4300
27. Yearly:	39,292.50	41,184.00	43,173.00	45,298.50	47,502.00	49,803.00	52,221.00	54,775.50
Biweek:	1,511.25	1,584.00	1,660.50	1,742.25	1,827.00	1,915.50	2,008.50	2,106.75
Hourly:	20.1500	21.1200	22.1400	23.2300	24.3600	25.5400	26.7800	28.0900
28. Yearly:	40,228.50	42,178.50	44,226.00	46,390.50	48,652.50	51,012.00	53,508.00	56,140.50
Biweek:	1,547.25	1,622.25	1,701.00	1,784.25	1,871.25	1,962.00	2,058.00	2,159.25
Hourly:	20.6300	21.6300	22.6800	23.7900	24.9500	26.1600	27.4400	28.7900
29. Yearly:	41,203.50	43,212.00	45,318.00	47,521.50	49,822.50	52,260.00	54,814.50	57,505.50
Biweek:	1,584.75	1,662.00	1,743.00	1,827.75	1,916.25	2,010.00	2,108.25	2,211.75
Hourly:	21.1300	22.1600	23.2400	24.3700	25.5500	26.8000	28.1100	29.4900
30. Yearly:	42,198.00	44,245.50	46,410.00	48,672.00	51,051.00	53,547.00	56,160.00	58,909.50
Biweek:	1,623.00	1,701.75	1,785.00	1,872.00	1,963.50	2,059.50	2,160.00	2,265.75
Hourly:	21.6400	22.6900	23.8000	24.9600	26.1800	27.4600	28.8000	30.2100

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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
31. Yearly:	43,231.50	45,337.50	47,541.00	49,861.50	52,279.50	54,853.50	57,525.00	60,372.00
Biweek:	1,662.75	1,743.75	1,828.50	1,917.75	2,010.75	2,109.75	2,212.50	2,322.00
Hourly:	22.1700	23.2500	24.3800	25.5700	26.8100	28.1300	29.5000	30.9600
32. Yearly:	44,265.00	46,449.00	48,711.00	51,070.50	53,566.50	56,199.00	58,948.50	61,834.50
Biweek:	1,702.50	1,786.50	1,873.50	1,964.25	2,060.25	2,161.50	2,267.25	2,378.25
Hourly:	22.7000	23.8200	24.9800	26.1900	27.4700	28.8200	30.2300	31.7100
33. Yearly:	45,357.00	47,580.00	49,881.00	52,338.00	54,873.00	57,564.00	60,391.50	63,355.50
Biweek:	1,744.50	1,830.00	1,918.50	2,013.00	2,110.50	2,214.00	2,322.75	2,436.75
Hourly:	23.2600	24.4000	25.5800	26.8400	28.1400	29.5200	30.9700	32.4900
34. Yearly:	46,468.50	48,730.50	51,090.00	53,605.50	56,218.50	58,987.50	61,854.00	64,915.50
Biweek:	1,787.25	1,874.25	1,965.00	2,061.75	2,162.25	2,268.75	2,379.00	2,496.75
Hourly:	23.8300	24.9900	26.2000	27.4900	28.8300	30.2500	31.7200	33.2900
35. Yearly:	47,599.50	49,920.00	52,357.50	54,912.00	57,603.00	60,430.50	63,375.00	66,514.50
Biweek:	1,830.75	1,920.00	2,013.75	2,112.00	2,215.50	2,324.25	2,437.50	2,558.25
Hourly:	24.4100	25.6000	26.8500	28.1600	29.5400	30.9900	32.5000	34.1100
36. Yearly:	48,769.50	51,129.00	53,625.00	56,257.50	59,007.00	61,893.00	64,954.50	68,133.00
Biweek:	1,875.75	1,966.50	2,062.50	2,163.75	2,269.50	2,380.50	2,498.25	2,620.50
Hourly:	25.0100	26.2200	27.5000	28.8500	30.2600	31.7400	33.3100	34.9400
37. Yearly:	49,959.00	52,396.50	54,931.50	57,642.00	60,469.50	63,414.00	66,553.50	69,810.00
Biweek:	1,921.50	2,015.25	2,112.75	2,217.00	2,325.75	2,439.00	2,559.75	2,685.00
Hourly:	25.6200	26.8700	28.1700	29.5600	31.0100	32.5200	34.1300	35.8000
38. Yearly:	51,148.50	53,664.00	56,296.50	59,046.00	61,932.00	64,993.50	68,172.00	71,506.50
Biweek:	1,967.25	2,064.00	2,165.25	2,271.00	2,382.00	2,499.75	2,622.00	2,750.25
Hourly:	26.2300	27.5200	28.8700	30.2800	31.7600	33.3300	34.9600	36.6700
39. Yearly:	52,416.00	54,990.00	57,681.00	60,489.00	63,472.50	66,592.50	69,849.00	73,281.00
Biweek:	2,016.00	2,115.00	2,218.50	2,326.50	2,441.25	2,561.25	2,686.50	2,818.50
Hourly:	26.8800	28.2000	29.5800	31.0200	32.5500	34.1500	35.8200	37.5800
40. Yearly:	53,703.00	56,316.00	59,085.00	61,971.00	65,032.50	68,211.00	71,584.50	75,094.50
Biweek:	2,065.50	2,166.00	2,272.50	2,383.50	2,501.25	2,623.50	2,753.25	2,888.25
Hourly:	27.5400	28.8800	30.3000	31.7800	33.3500	34.9800	36.7100	38.5100

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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
41. Yearly:	55,009.50	57,720.00	60,528.00	63,511.50	66,631.50	69,888.00	73,339.50	76,947.00
Biweek:	2,115.75	2,220.00	2,328.00	2,442.75	2,562.75	2,688.00	2,820.75	2,959.50
Hourly:	28.2100	29.6000	31.0400	32.5700	34.1700	35.8400	37.6100	39.4600
42. Yearly:	56,355.00	59,104.50	62,010.00	65,071.50	68,269.50	71,623.50	75,133.50	78,819.00
Biweek:	2,167.50	2,273.25	2,385.00	2,502.75	2,625.75	2,754.75	2,889.75	3,031.50
Hourly:	28.9000	30.3100	31.8000	33.3700	35.0100	36.7300	38.5300	40.4200
43. Yearly:	57,739.50	60,567.00	63,550.50	66,670.50	69,927.00	73,378.50	76,986.00	80,769.00
Biweek:	2,220.75	2,329.50	2,444.25	2,564.25	2,689.50	2,822.25	2,961.00	3,106.50
Hourly:	29.6100	31.0600	32.5900	34.1900	35.8600	37.6300	39.4800	41.4200
44. Yearly:	59,143.50	62,029.50	65,110.50	68,308.50	71,662.50	75,172.50	78,897.00	82,777.50
Biweek:	2,274.75	2,385.75	2,504.25	2,627.25	2,756.25	2,891.25	3,034.50	3,183.75
Hourly:	30.3300	31.8100	33.3900	35.0300	36.7500	38.5500	40.4600	42.4500
45. Yearly:	60,606.00	63,589.50	66,709.50	69,966.00	73,417.50	77,025.00	80,827.50	84,805.50
Biweek:	2,331.00	2,445.75	2,565.75	2,691.00	2,823.75	2,962.50	3,108.75	3,261.75
Hourly:	31.0800	32.6100	34.2100	35.8800	37.6500	39.5000	41.4500	43.4900
46. Yearly:	62,107.50	65,149.50	68,347.50	71,701.50	75,211.50	78,936.00	82,816.50	86,911.50
Biweek:	2,388.75	2,505.75	2,628.75	2,757.75	2,892.75	3,036.00	3,185.25	3,342.75
Hourly:	31.8500	33.4100	35.0500	36.7700	38.5700	40.4800	42.4700	44.5700
47. Yearly:	63,609.00	66,748.50	70,005.00	73,456.50	77,083.50	80,866.50	84,844.50	89,037.00
Biweek:	2,446.50	2,567.25	2,692.50	2,825.25	2,964.75	3,110.25	3,263.25	3,424.50
Hourly:	32.6200	34.2300	35.9000	37.6700	39.5300	41.4700	43.5100	45.6600
48. Yearly:	65,188.50	68,386.50	71,740.50	75,250.50	78,975.00	82,875.00	86,950.50	91,221.00
Biweek:	2,507.25	2,630.25	2,759.25	2,894.25	3,037.50	3,187.50	3,344.25	3,508.50
Hourly:	33.4300	35.0700	36.7900	38.5900	40.5000	42.5000	44.5900	46.7800
49. Yearly:	66,787.50	70,063.50	73,495.50	77,142.00	80,905.50	84,903.00	89,095.50	93,502.50
Biweek:	2,568.75	2,694.75	2,826.75	2,967.00	3,111.75	3,265.50	3,426.75	3,596.25
Hourly:	34.2500	35.9300	37.6900	39.5600	41.4900	43.5400	45.6900	47.9500
50. Yearly:	68,425.50	71,779.50	75,289.50	79,033.50	82,914.00	87,009.00	91,299.00	95,803.50
Biweek:	2,631.75	2,760.75	2,895.75	3,039.75	3,189.00	3,346.50	3,511.50	3,684.75
Hourly:	35.0900	36.8100	38.6100	40.5300	42.5200	44.6200	46.8200	49.1300

Administrative Office of the Courts
Integrated Compensation Plan
Current Values on File

UNOFFICIAL

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Merit 1	Merit 2
51. Yearly:	70,102.50	73,534.50	77,181.00	80,964.00	84,942.00	89,154.00	93,541.50	98,163.00
Biweek:	2,696.25	2,828.25	2,968.50	3,114.00	3,267.00	3,429.00	3,597.75	3,775.50
Hourly:	35.9500	37.7100	39.5800	41.5200	43.5600	45.7200	47.9700	50.3400
52. Yearly:	71,838.00	75,367.50	79,072.50	82,953.00	87,048.00	91,357.50	95,881.50	100,600.50
Biweek:	2,763.00	2,898.75	3,041.25	3,190.50	3,348.00	3,513.75	3,687.75	3,869.25
Hourly:	36.8400	38.6500	40.5500	42.5400	44.6400	46.8500	49.1700	51.5900
53. Yearly:	73,593.00	77,220.00	81,022.50	84,981.00	89,212.50	93,600.00	98,221.50	103,077.00
Biweek:	2,830.50	2,970.00	3,116.25	3,268.50	3,431.25	3,600.00	3,777.75	3,964.50
Hourly:	37.7400	39.6000	41.5500	43.5800	45.7500	48.0000	50.3700	52.8600
54. Yearly:	75,406.50	79,111.50	83,011.50	87,106.50	91,396.50	95,920.50	100,639.50	105,631.50
Biweek:	2,900.25	3,042.75	3,192.75	3,350.25	3,515.25	3,689.25	3,870.75	4,062.75
Hourly:	38.6700	40.5700	42.5700	44.6700	46.8700	49.1900	51.6100	54.1700
55. Yearly:	77,259.00	81,061.50	85,059.00	89,251.50	93,658.50	98,260.50	103,135.50	108,244.50
Biweek:	2,971.50	3,117.75	3,271.50	3,432.75	3,602.25	3,779.25	3,966.75	4,163.25
Hourly:	39.6200	41.5700	43.6200	45.7700	48.0300	50.3900	52.8900	55.5100
56. Yearly:	79,150.50	83,050.50	87,165.00	91,455.00	95,979.00	100,698.00	105,690.00	110,935.50
Biweek:	3,044.25	3,194.25	3,352.50	3,517.50	3,691.50	3,873.00	4,065.00	4,266.75
Hourly:	40.5900	42.5900	44.7000	46.9000	49.2200	51.6400	54.2000	56.8900
57. Yearly:	81,120.00	85,117.50	89,310.00	93,717.00	98,319.00	103,194.00	108,303.00	113,665.50
Biweek:	3,120.00	3,273.75	3,435.00	3,604.50	3,781.50	3,969.00	4,165.50	4,371.75
Hourly:	41.6000	43.6500	45.8000	48.0600	50.4200	52.9200	55.5400	58.2900
58. Yearly:	83,109.00	87,204.00	91,513.50	96,037.50	100,756.50	105,748.50	110,994.00	116,473.50
Biweek:	3,196.50	3,354.00	3,519.75	3,693.75	3,875.25	4,067.25	4,269.00	4,479.75
Hourly:	42.6200	44.7200	46.9300	49.2500	51.6700	54.2300	56.9200	59.7300
59. Yearly:	85,176.00	89,349.00	93,756.00	98,397.00	103,252.50	108,381.00	113,724.00	119,359.50
Biweek:	3,276.00	3,436.50	3,606.00	3,784.50	3,971.25	4,168.50	4,374.00	4,590.75
Hourly:	43.6800	45.8200	48.0800	50.4600	52.9500	55.5800	58.3200	61.2100
60. Yearly:	87,262.50	91,552.50	96,096.00	100,815.00	105,807.00	111,052.50	116,551.50	122,323.50
Biweek:	3,356.25	3,521.25	3,696.00	3,877.50	4,069.50	4,271.25	4,482.75	4,704.75
Hourly:	44.7500	46.9500	49.2800	51.7000	54.2600	56.9500	59.7700	62.7300

COURT MONITOR/ASSISTANT

Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

Under direct supervision of the clerk of court or register of probate, this position provides and performs a variety of services associated with the monitoring, logging and recording of testimony in a courtroom, and maintenance of equipment. Provides extensive administrative support to assigned judicial officer. Position processes court cases; enters and updates case data, assists and works with the public, attorneys, law enforcement representatives and other persons having business with the court at the counter and/or in the courtroom. May perform assigned tasks in one or more courts and/or in the office of one or more clerks/registerers. Position requires honesty, integrity, trustworthiness, accuracy, and attention to detail. Employees in this position will be required to travel during the regular course of business, and are subject to transfer or reassignment at the discretion of the Administrative Judge.

EXAMPLES OF WORK PERFORMED

(Essential functions, as defined by the Americans with Disabilities Act, may include, but are not limited to, the following tasks, knowledge, skills, and other characteristics. This list of tasks is **ILLUSTRATIVE ONLY**, and is not a comprehensive listing of all functions and tasks performed by positions in this class.)

Travels to trial courts as assigned; operates and maintains various recording equipment used in the courtroom; checks microphones, cabling, recording heads and other items required to record testimony; monitors recording of court testimony; determines and directs changes in microphone position; adjusts volume or recording equipment; creates and maintains logs of proceedings; marks and preserves exhibits; maintains recordings in filing system; maintains inventory of media, forms and other items used in court proceedings; performs basic preventative maintenance services.

Types and prepares court orders, memoranda, and other court-related documents as instructed; prepares transcript excerpts as required by judicial officer. Prepares transcript estimates, duplicate recordings and log notes of proceedings for transcription by third parties.

Performs various clerical and support tasks by direction of the clerk or register; assists clerk in courtroom duties as required; trains other employees as needed.

May assume departmental responsibilities by working in the office of the clerk/register; processes court cases; provides assistance to the public by responding to inquiries at the counter, by telephone and in writing; verifies records and documents, checking for clerical and mathematical accuracy and completeness, and processes for further action; creates new files; enters information into the court's case management system; prepares files for judicial review; requests additional information from the filing or other parties; accepts and/or assists in collecting, processing, and recording monies received/paid to the court.

Sorts, indexes, and files cases according to established procedures; enters new case dates and updates case files as required; performs records management tasks including retrieving and filing cases and material for use by the Judge, staff, law enforcement agencies, attorneys or other authorized personnel; provides information in compliance with state law; conducts time standards to identify case status; identifies cases within and outside of time standards; prepares juror lists and performs related work relative to juror questionnaires, summonses, appearances, and payments; assists with the preparation of periodic records and statistical reports; performs other duties as assigned or required.

KNOWLEDGE, SKILLS, OTHER CHARACTERISTICS;

- Knowledge of State of New Hampshire statutes, rules, administrative orders, policies and procedures, applicable Federal rules and requirements.
- Knowledge of the basic principles and practices of record keeping, bookkeeping, files, records and case management.
- Knowledge of court processes and legal terminology.
- Skill in providing assistance and services to a variety of users of the court's services, including using effective oral communication skills.
- Skill in working under pressure handling significant problems and tasks simultaneously.

- Skill in operating a computer utilizing a variety of software applications with particular competency in word processing.
- Proficiency in the use of English grammar, spelling and composition.
- Ability to edit material for grammatical, spelling and punctuation accuracy.
- Ability to prepare documents using dictation equipment.

DESIRABLE EDUCATION AND EXPERIENCE

High School diploma or GED required, additional education and training preferred.

Five years of relevant, responsible court, law office, business, medical or general office clerical, secretarial or related support experience involving public contact, working with files and records, performing data entry or closely related responsibilities; OR,

Any equivalent combination of experience and/or education from which comparable knowledge, skills and abilities have been achieved.

Additional Requirements:

This classification requires the applicant to pass criminal background and reference checks.

Requires performance of job functions in a potentially stressful environment involving the risk of exposure to hostile situations, infectious diseases and the possibility of extended keying or writing, prolonged sitting and/or standing and the need to lift and/or carry heavy, bulky boxes, file folders, office supplies and other equipment/materials.

COURT MONITOR/ASSISTANT

Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

Under direct supervision of the Family Division Administrator, this position provides and performs a variety of services associated with the monitoring, logging and recording of testimony in a courtroom, and maintenance of equipment. Provides extensive administrative support to assigned judicial officer. Position processes court cases, enters and updates case data, assists and works with the public, attorneys, law enforcement representatives and other persons having business with the court at the counter and/or in the courtroom. May perform assigned tasks in one or more courts and/or in the office of one or more clerks/registerers. Position requires honesty, integrity, trustworthiness, accuracy, and attention to detail.

REPORTING LINES

The Court Monitor/Assistant reports directly to the Family Division Administrator for assignments. While assigned to specific court locations, the Court Monitor/Assistant receives daily direction from the court employee designated as the lead employee in that court location. The Court Monitor/Assistant does not supervise or provide direction to any employees.

EXAMPLES OF WORK PERFORMED

(Essential functions, as defined by the Americans with Disabilities Act, may include, but are not limited to, the following tasks, knowledge, skills, and other characteristics. This list of tasks is **ILLUSTRATIVE ONLY**, and is not a comprehensive listing of all functions and tasks performed by positions in this class.)

Travels to trial courts as assigned; operates and maintains various recording equipment used in the courtroom; checks microphones, cabling, recording heads and other items required to record testimony; monitors recording of court testimony; determines and

directs changes in microphone position; adjusts volume or recording equipment; creates and maintains logs of proceedings; marks and preserves exhibits; maintains recordings in filing system; maintains inventory of media, forms and other items used in court proceedings; performs basic preventative maintenance services.

Types and prepares court orders, memoranda, and other court-related documents as instructed; prepares transcript excerpts as required by judicial officer. Prepares transcript estimates, duplicate recordings and log notes of proceedings for transcription by third parties.

Performs various clerical and support tasks by direction of the clerk or register; assists clerk in courtroom duties as required; trains other employees as needed.

May assume departmental responsibilities by working in the office of the clerk/register; processes court cases; provides assistance to the public by responding to inquiries at the counter, by telephone and in writing; verifies records and documents, checking for clerical and mathematical accuracy and completeness, and processes for further action; creates new files; enters information into the court's case management system; prepares files for judicial review; requests additional information from the filing or other parties; accepts and/or assists in collecting, processing, and recording monies received/paid to the court.

Sorts, indexes, and files cases according to established procedures; enters new case dates and updates case files as required; performs records management tasks including retrieving and filing cases and material for use by the judge, staff, law enforcement agencies, attorneys or other authorized personnel; provides information in compliance with state law; conducts time standards to identify case status; identifies cases within and outside of time standards; prepares juror lists and performs related work relative to juror questionnaires, summonses, appearances, and payments; assists with the preparation of periodic records and statistical reports; performs other duties as assigned or required.

KNOWLEDGE, SKILLS, OTHER CHARACTERISTICS;

Knowledge of State of New Hampshire statutes, rules, administrative orders, policies and procedures, applicable Federal rules and requirements.

- Knowledge of the basic principles and practices of record keeping, bookkeeping, files, records and case management.
- Knowledge of court processes and legal terminology.

- Skill in providing assistance and services to a variety of users of the court's services, including using effective oral communication skills.
- Skill in working under pressure handling significant problems and tasks simultaneously.
- Skill in operating a computer utilizing a variety of software applications with particular competency in word processing.
- Proficiency in the use of English grammar, spelling and composition.
- Ability to edit material for grammatical, spelling and punctuation accuracy.
- Ability to prepare documents using dictation equipment.

DESIRABLE EDUCATION AND EXPERIENCE

High School diploma or GED required, additional education and training preferred.

Five years of relevant, responsible court, law office, business, medical or general office clerical, secretarial or related support experience involving public contact, working with files and records, performing data entry or closely related responsibilities; OR,

Any equivalent combination of experience and/or education from which comparable knowledge, skills and abilities have been achieved.

Additional Requirements:

This classification requires the applicant to pass criminal background and reference checks.

Requires performance of job functions in a potentially stressful environment involving the risk of exposure to hostile situations, infectious diseases and the possibility of extended keying or writing, prolonged sitting and/or standing and the need to lift and/or carry heavy, bulky boxes, file folders, office supplies and other equipment/materials.

COURT MONITOR/ASSISTANT (TRAVELER)

Note : Court Monitor/Assistant positions must have the flexibility to accept assignments throughout the Superior Court system. Care will be taken to minimize travel and to provide adequate lead-time when making assignments to court locations, however, the Superior Court reserves the right to assign Court Monitor/Assistants as needed to any of the 11 court sites in the Superior Court system.

Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

Under direct supervision of the clerk of court, this position provides and performs a variety of services associated with the monitoring, logging and recording of testimony in a courtroom, and maintenance of equipment. Provides extensive administrative support to assigned judicial officer. Position processes court cases, enters and updates case data, assists and works with the public, attorneys, law enforcement representatives and other persons having business with the court at the counter and/or in the courtroom. May perform assigned tasks in one or more courts and/or in the office of one or more clerks. Position requires honesty, integrity, trustworthiness, accuracy, and attention to detail. Employees in this position will be required to travel during the regular course of business, and are subject to transfer or reassignment at the discretion of the Administrative Judge.

EXAMPLES OF WORK PERFORMED

(Essential functions, as defined by the Americans with Disabilities Act, may include; but are not limited to, the following tasks, knowledge, skills, and other characteristics. This list of tasks is **ILLUSTRATIVE ONLY**, and is not a comprehensive listing of all functions and tasks performed by positions in this class.)

Travels to trial courts as assigned; operates and maintains various recording equipment used in the courtroom; checks microphones, cabling, recording heads and other items required to record testimony; monitors recording of court testimony;

determines and directs changes in microphone position; adjusts volume of recording equipment; creates and maintains logs of proceedings; marks and preserves exhibits; maintains recordings in filing system; maintains inventory of media, forms and other items used in court proceedings; performs basic preventative maintenance services.

Types and prepares court orders, memoranda, and other court-related documents as instructed; prepares transcript excerpts as required by judicial officer. Prepares transcript estimates, duplicate recordings and log notes of proceedings for transcription by third parties.

Performs various clerical and support tasks by direction of the clerk or register; assists clerk in courtroom duties as required; trains other employees as needed.

May assume departmental responsibilities by working in the office of the clerk/register; processes court cases; provides assistance to the public by responding to inquiries at the counter, by telephone and in writing; verifies records and documents, checking for clerical and mathematical accuracy and completeness, and processes for further action; creates new files; enters information into the court's case management system; prepares files for judicial review; requests additional information from the filing or other parties; accepts and/or assists in collecting, processing, and recording monies received/paid to the court.

Sorts, indexes, and files cases according to established procedures; enters new case dates and updates case files as required; performs records management tasks including retrieving and filing cases and material for use by the judge, staff, law enforcement agencies, attorneys or other authorized personnel; provides information in compliance with state law; conducts time standards to identify case status; identifies cases within and outside of time standards; prepares juror lists and performs related work relative to juror questionnaires, summonses, appearances, and payments; assists with the preparation of periodic records and statistical reports; performs other duties as assigned or required.

KNOWLEDGE, SKILLS, OTHER CHARACTERISTICS:

- Knowledge of State of New Hampshire statutes, rules, administrative orders, policies and procedures, applicable Federal rules and requirements.

- Knowledge of the basic principles and practices of record keeping, bookkeeping, files, records and case management.
- Knowledge of court processes and legal terminology.
- Skill in providing assistance and services to a variety of users of the court's services, including using effective oral communication skills.
- Skill in working under pressure handling significant problems and tasks simultaneously.
- Skill in operating a computer utilizing a variety of software applications with particular competency in word processing.
- Proficiency in the use of English grammar, spelling and composition.
- Ability to edit material for grammatical, spelling and punctuation accuracy.
- Ability to prepare documents using dictation equipment.

DESIRABLE EDUCATION AND EXPERIENCE

High School diploma or GED required, additional education and training preferred.

Five years of relevant, responsible court, law office, business, medical or general office clerical, secretarial or related support experience involving public contact, working with files and records, performing data entry or closely related responsibilities;

OR,
Any equivalent combination of experience and/or education from which comparable knowledge, skills and abilities have been achieved.

Additional Requirements:

This classification requires the applicant to pass criminal background and reference checks.

Requires performance of job functions in an environment involving the risk of exposure to hostile situations, infectious diseases and the possibility of extended keying or writing, prolonged sitting and/or standing and the need to lift and/or carry heavy, bulky boxes, file folders, office supplies and other equipment/materials.

NH Judicial Branch

JOB DESCRIPTION

COURT ASSISTANT II – Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is general clerical work in the New Hampshire Court System. Work involves performing varied clerical functions requiring the application of independent judgment and regular application and limited interpretation of routine policies, practices, and rules. Advice and assistance will normally be provided as requested; however most functions are performed with minimum supervision. Positions in this class require the need for specialized knowledge of court processes, regular interaction with the public, bar, agencies, other courts, and units of government, and greater consequence of error if work is not performed accurately. Employees in this position may be required to travel during the regular course of business, and are subject to transfer or reassignment at the discretion of the Administrative Judge.

REPORTING LINES

This position reports to the Clerk of Court and has no supervisory responsibility.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties that may be performed.)

Opens, date stamps, sorts and distributes mail.

Checks and reviews incoming and outgoing documents for completeness and accuracy of information; assigns general case category; and processes documents as required in accordance with court rules.

Assigns docket numbers and records information as required in the appropriate files.

Files court records using chronological, alphabetical, and numerical filing systems; retrieves and distributes files to court personnel, the public, and attorneys.

Type notices, orders and decrees, correspondence, hearing and trial lists.

Answers telephone, prepares copies, and assists the public.

Prepares summonses, notices, warrants, subpoenas and similar processes; computes applicable dates for service and return of service, affixes court seal, and prepares copies of documents.

Operates electronic recording machine to record court proceedings.

Prepares juror lists, and performs related work relative to juror questionnaires, summonses, appearances and payments.

Receives and records court revenue and may maintain and prepare other financial records and reports as required.

Answers inquiries and furnishes information by reviewing court records.

Performs related work as required.

APPENDIX F

DESIRABLE EDUCATION AND EXPERIENCE

Graduation from high school and two years court clerical experience; or any equivalent combination of education and experience which provides the following knowledge, abilities and skills:

Knowledge of court procedures and policies, legal documents, statutes, and rules pertaining to the court.

Knowledge of the organization, operations, functions, and scope of authority of the court or activity to which assigned.

Knowledge of effective and efficient office practices and procedures.

Ability to understand and follow oral and written instructions.

Ability to make work decisions in accordance with laws, regulations, and policies and procedures.

Ability to maintain a variety of records and prepare reports from such records.

Ability to establish and maintain effective working relationships with others.

Skill in the operation of a computer and other standard office equipment.

SPECIAL REQUIREMENTS

Must have a valid driver's license

Must successfully pass a criminal record check

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of this position

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NH Judicial Branch

JOB DESCRIPTION

COURT ASSISTANT III - Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is full-time experienced clerical work in the New Hampshire Court System. Work involves performing a variety of clerical functions and requires exercising considerable independent judgment. Individuals in this class recommend procedures and interpret rules and regulations. Persons in this class are distinguished from Court Assistant II by the need for considerable specialized knowledge, the limited supervisory review of work, the moderate to high consequence of error, and regular interaction with the public, bar, agencies, other courts, and units of government. Persons in this class also have limited courtroom responsibility, signature authority, scheduling responsibility, and may regularly supervise up to one full-time Court Assistant II or have occasional supervision of more than one full-time court assistant. Employees in this position may be required to travel during the regular course of business, and are subject to transfer or reassignment at the discretion of the Administrative Judge.

REPORTING LINES

This position reports to the Clerk of Court and has limited supervisory responsibility.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties, which may be performed or supervised.)

Opens, date stamps, sorts and distributes mail.

Checks and reviews incoming and outgoing documents for completeness and accuracy of information; assigns general case categories and processes documents as required in accordance with the court rules.

Assigns docket numbers and records information as required in the appropriate files.

Files court records using chronological, alphabetical, and numerical filing systems; retrieves and distributes files for court personnel, the public, and attorneys.

Types notices, orders and decrees, correspondence, hearing and trial lists.

Answers telephone, prepares copies, and assists the public.

Prepares summonses, notices, warrants, subpoenas and similar processes; computes applicable dates for service and return of service, affixes court seal, and prepares copies of documents.

Operates electronic recording machine; serves as courtroom clerk as required; prepares juror lists, and performs related work relative to questionnaires, summonses, appearances, and payment of jurors. Schedules trials, hearings, continuances and other matters.

Answers inquiries and furnishes information by reviewing court records.

Performs a variety of bookkeeping functions which may include receipt and disbursement of revenues, journal maintenance, bank reconciliation, and preparation of financial reports.

Signs court documents as required in the absence of the clerk.

Performs limited supervision of up to one full-time lower-level court assistant including assignment of work, responding to questions, and limited training.

Performs related work as required.

DESIRABLE EDUCATION AND EXPERIENCE

Graduation from high school and five years court clerical experience; or any equivalent combination of education and experience which provides the following knowledge, abilities and skills:

Considerable knowledge of court procedures and policies, legal documents laws and legal factors pertaining to the court.

Considerable knowledge of court organization, operations, functions.

Considerable knowledge of effective and efficient office practices and procedures.

Ability to understand and follow oral and written instructions.

Ability to make work decisions in accordance with laws, regulations, policies and procedures.

Ability to maintain a variety of complex records and prepare reports from such records.

Ability to plan, assign, and supervise the work of a subordinate employee.

Ability to express ideas concisely and clearly, orally and in writing.

Ability to establish and maintain effective working relationships with others.

Skill in the operation of a typewriter and other standard office equipment.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must successfully pass a criminal records check.

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of this position.

NH Judicial Branch

JOB DESCRIPTION

COURT ASSISTANT IV – Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is experienced clerical and supervisory work in the New Hampshire Court System. Work involves performing or supervising a variety of clerical functions which requires the exercise of considerable judgment and a demonstrated ability to interpret and apply court rules and applicable statutes and to recommend and implement improved operating procedures. Positions in this class are distinguished from the Court Assistant III by supervision of two or more full-time court assistants including assignment of work, review of work, answering routine questions, and training. Employees in this position may be required to travel during the regular course of business, and are subject to transfer or reassignment at the discretion of the Administrative Judge.

REPORTING LINES

Position reports to the Clerk of Court and has direct supervisory responsibility over multiple subordinate court assistants.

EXAMPLES OF WORK SUPERVISED/PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all of the duties which may be supervised or performed.)

Opens, date stamps, sorts and distributes mail.

Checks and reviews incoming and outgoing documents for completeness and accuracy of information; assigns general case categories and processes documents as required in accordance with court rules.

Assigns docket numbers and records information as required in the appropriate files.

Files court records using chronological, alphabetical, and numerical filing systems; retrieves and distributes files for court personnel, the public, and attorneys.

Types notices, orders and decrees, correspondence, hearing and trial lists.

Answers telephone, prepares copies and assists the public.

Prepares summonses, notices, warrants, subpoenas and similar processes; computes applicable dates for service and return of service; affixes court seal, and prepares copies of documents.

Operates electronic recording machine, serves as courtroom clerk as required; prepares juror lists and performs related work relative to questionnaires, summonses, appearances and payment of jurors.

Schedules trials, hearings, continuances, and other matters.

Answers inquiries and furnishes information by reviewing court records.

Performs a variety of bookkeeping functions, which may include receipt, and disbursement of revenues, journal maintenance, bank reconciliation, and preparation of financial reports.

Signs court documents as required in the absence of the clerk.

Performs regular supervision of two or more full-time lower-level court assistants including assignment of work, responding to questions, and limited training.

Performs related work as required.

DESIRABLE EDUCATION AND EXPERIENCE

Graduation from high school and five years court clerical experience including experience in supervision; or any equivalent combination of education and experience that provides the following knowledge, abilities, and skills:

Considerable knowledge of court procedures and policies, legal documents, laws and legal factors pertaining to the court.

Considerable knowledge of court organization, operations and functions.

Considerable knowledge of effective and efficient office practices and procedures.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must successfully pass a criminal records check.

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of this position.

NH Judicial Branch

JOB DESCRIPTION

COURTROOM CLERK – Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is full-time experienced clerical work in the New Hampshire Court System. Work involves performing a variety of courtroom related functions, which are necessary for the efficient processing of cases in the courtroom. Individuals in this class prepare and handle all paperwork during arraignments and trials. Responsibilities may also include scheduling, calendaring and security special/acting justices when needed. During courtroom trials or at other times, persons in this class may perform a variety of other clerical or court related functions as assigned by the Clerk of Court. Courtroom Clerks of large multi-judge courts may also train and supervise new courtroom personnel or have occasional supervision of one or more court employees as required. Employees in this position may be required to travel during the regular course of business, and are subject to transfer or reassignment at the discretion of the Administrative Judge or the Director of the Administrative Office of the Courts if appropriate.

REPORTING LINES

This position reports to the Clerk of Court and has no supervisory responsibility.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties, which may be performed or supervised.)

Prepare and arrange for all courtroom arraignments and trials.

Prepare arraignments and trial dockets.

Assists the judge in conducting arraignments and/or trials; sort, record and distribute paperwork as required.

Secures substitute or additional judges as needed and maintain all related records.

Trains new personnel to perform courtroom duties.
Schedules trials, hearings, continuances and other matters.

Performs other court related work as required and assigned.

DESIRABLE EDUCATION AND EXPERIENCE

Graduation from high school and five years court clerical experience; or any equivalent combination of education and experience which provides the following knowledge, abilities and skills:

Considerable knowledge of court procedures and policies, legal documents, laws and legal factors pertaining to the court.

Considerable knowledge of court organization, operations, and functions.

Considerable knowledge of effective and efficient courtroom practices and procedures.

Ability to understand and follow oral and written instructions.

Ability to make work decisions in accordance with laws, regulations, and policies and procedures.

Ability to plan, assign and supervise the work of a subordinate employee or occasionally more than one employee.

Ability to express ideas concisely and clearly, orally and in writing.

Ability to establish and maintain effective working relationships with others.

Skill in the operation of a computer and other standard office equipment.

SPECIAL REQUIREMENTS

Must have valid driver's license

Must successfully pass a criminal records check

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of the position.

JOB DESCRIPTION

CASE MANAGER – Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is experienced administrative, clerical and public relations work in the New Hampshire Court System. Work involves managing individual domestic cases with an emphasis on divorce and parenting actions, filed in the Family Division to ensure that they are processed in an efficient and timely manner. The Case Manager will provide information to pro se litigants that will help them complete court documents and understand the judicial process particularly with respect to child support issues. This person will assist judges and masters by ensuring that cases and litigants are prepared for hearings as scheduled. The Case Manager must maintain an understanding and working knowledge of the various statutes, administrative policies, child support guidelines, and rules and procedures. Work is performed with considerable latitude for the exercise of independent judgment. The person in this position must maintain an effective and cooperative working relationship with members of the legal profession, social service agency personnel, staff, and judicial personnel. Employees in this position may be required to travel during the regular course of business, and are subject to transfer or reassignment at the discretion of the Administrative Judge.

REPORTING LINES

This position reports to the Regional Clerk and/or on-site supervisor and has no employees under his/her direct supervision.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties, which may be performed.)

- Ensure that litigants receive education and assistance in the court process and in completing documents;
- Conduct in-person conferences with pro se litigants to ensure that they have completed all necessary steps (forms) and are ready for hearings.
- Foster communication between a pro se litigant and counsel representing the other litigant.
- Ensure that all financial information is gathered, organized and exchanged prior to the hearing, so that the time spent before the judge/master is used efficiently.
- Schedule cases, file court documents, maintain records of court proceedings, and performs related duties as required.
- Assist judges/masters/child support referees on hearing days.
- Ensure that the court is accessible to pro se litigants and all who need the services of the court; identify cases that require judicial attention; direct litigants to mediation and other services.
- Exercise sound independent judgment and initiative, while maintaining an effective and cooperative working relationship with staff, judicial officers, members of the bar and other social service agency personnel who work in the court system.
- Coordinate mediation in appropriate cases and monitor progress on cases referred to mediation. Interface with mediators for scheduling purposes and to ensure court procedures and expectations are met.
- Work with local service providers to develop community programs needed by users of the family division.

Keep daily, weekly, and/or monthly time sheets.

Assist with child support project record keeping, data compilation, and report generation.

DESIRABLE EDUCATION AND EXPERIENCE

Bachelor's Degree, with five to ten years experience in a judicial setting above the entry level, preferably in family law case processing. College training or experience in social work or counseling is desirable.

Thorough knowledge of court procedures, policies, legal documents, court organization, operations and functions is required.

Thorough knowledge of the NH Child Support Guidelines, including the ability to calculate guideline support amount.

Thorough knowledge of the procedures involved with requesting, establishing, and modifying child support orders.

Demonstrated ability to perform work with considerable latitude while exercising independent judgment.

Ability to express ideas clearly and concisely, orally and in writing.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must successfully pass a criminal records check.

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of this position.

NH Judicial Branch

JOB DESCRIPTION

SERVICE CENTER COORDINATOR -- Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is experienced administrative, clerical and public relations work in the New Hampshire Court System. Work involves providing pro se litigants, attorneys and others with case processing information for all case types in the probate court to help them complete court documents and understand the judicial process. The coordinator will assist people who come to the service center and also who contact the center by telephone or other means.

The coordinator must maintain an understanding and working knowledge of the various statutes, administrative policies, rules and procedures relating to Court operations. Work is performed with considerable latitude for the exercise of independent judgment. The person in this position must maintain effective and cooperative working relationships with members of the legal profession, social service agency personnel, staff, judicial personnel and the general public. Travel to other courts will be a regular requirement of the position.

The position is subject to transfer or reassignment at the discretion of the Administrative Judge if appropriate.

REPORTING LINES

The Service Center Coordinator reports to the Register of Probate and has no employees under his/her direct supervision.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties that may be performed.)

Ensure that litigants and other members of the public using the center receive education and assistance in the court process and in completing documents.

Identify training needs of those using the center and propose programs to address those needs.

Meet with pro se litigants and others to ensure that they have completed all necessary steps (forms) and are ready for hearings. Explain overall court process as needed.

Schedule meetings with pro se litigants and others who are referred by court personnel in general or because of specific filing problems with documents.

Maintain informational material by updating and/or writing new materials to be used in all probate courts, including library materials such as legal dictionary, appropriate statutes, court rules, probate procedures and policies.

Provide notary services.

Schedule cases, file court documents, maintain records of court proceedings, and perform related duties as required.

Ensure that the court is accessible to pro se litigants and all who need the services of the court; identify cases that require judicial attention; provide information on mediation and other services.

Exercise sound independent judgment and initiative, while maintaining effective and cooperative working relationships with staff, judicial personnel, members of the legal profession, social service agency personnel who work in the court system and the general public.

- Coordinate the scheduling of pro bono attorneys to assist in the service center.
- Work with local service providers to develop community programs needed by users of the courts.

DESIRABLE EDUCATION AND EXPERIENCE

Bachelor's degree, with five to ten years experience in a judicial setting, preferably in probate case processing.

Thorough knowledge of court procedures, policies, legal documents, court organization, operations and functions is required:

Demonstrated ability to perform work with considerable latitude while exercising independent judgment.

Ability to express ideas clearly and concisely, both orally and in writing.

Experience dealing extensively with the public, sometimes in difficult situations.

Good computer skills required.

Bi-lingual skills beneficial.

SPECIAL REQUIREMENTS

Must have valid driver's license

Must successfully pass a criminal records check

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of the position.

NH Judicial Branch

JOB DESCRIPTION

CHILD IMPACT SPECIALIST – Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is a full time experienced clerical position in the New Hampshire Superior Court. Work involves performing a variety of clerical and administrative functions and requires considerable independent judgment. Individuals in this class recommend procedures and interpret rules and regulations as they relate to the child impact program. Persons will have a high degree of contact with the public, bar, other courts and agencies. Persons in this class may have some courtroom responsibilities, signature authority and may regularly supervise one full-time CA II. Individuals in this position will be responsible for coordination of all procedures related to the child impact program. Employees in this position may be required to travel during the regular course of business, and are subject to transfer or reassignment at the discretion of the Chief Justice of the Superior Court.

REPORTING LINES

This position reports to the Clerk of Court and has no supervisory responsibility.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties, which may be performed or supervised.)

Opens, date stamps, sorts and distributes mail.

Checks and reviews incoming and outgoing documents for completeness and accuracy of information as it relates to the child impact program

Records information in appropriate files and enters data in the courts computer system.

Files court records, retrieves and distributes files for the court, public and attorneys.

Training other court employees in the procedures and practices as they relate to the child impact program in their court.

Types and sends notices, orders, correspondence and lists.

Record data and information as it relates to the child impact program, maintain monthly reports representing cumulative data on the child impact program.

Answers telephone, prepares copies, and assists the public.

Answers inquiries and furnishes information by reviewing court records.

Performs limited supervision of up to one full-time court assistant including assignment of work, responding to questions and limited training.

Performs related work as required.

DESIRABLE EDUCATION AND EXPERIENCE

Graduation from high school and five years court clerical experience; or any equivalent combination of education and experience which provides the following knowledge, abilities and skills:

Considerable knowledge of court procedures and policies, legal documents laws and legal factors pertaining to the court.

APPENDIX L

Considerable knowledge of court organization, operations, functions.

Considerable knowledge of effective and efficient office practices and procedures.

Ability to understand and follow oral and written instructions.

Ability to make work decisions in accordance with laws, regulations, policies and procedures.

Ability to maintain a variety of complex records and prepare reports from such records.

Ability to plan, assign, and supervise the work of a subordinate employee.

Ability to express ideas concisely and clearly, orally and in writing.

Ability to establish and maintain effective working relationships with others.

Skill in the operation of a typewriter and other standard office equipment.

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SPECIAL REQUIREMENTS

Must have valid driver's license

Must successfully pass a criminal records check

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of the position.

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NH Judicial Branch

JOB DESCRIPTION

FAMILY DIVISION CASE MANAGER – Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is experienced administrative, clerical and public relations work in the Family Division of the New Hampshire Court System. Work involves managing individual domestic cases with an emphasis on divorce and parenting actions, filed in the Family Division to ensure that they are processed in an efficient and timely manner. The Case Manager will provide information to pro se litigants that will help them complete court documents and understand the judicial process particularly with respect to child support issues. This person will assist judges and masters by ensuring that cases and litigants are prepared for hearings as scheduled. Individual must be available to travel to other court locations as assigned.

The Case Manager must maintain an understanding and working knowledge of the various statutes, administrative policies, child support guidelines, and rules and procedures relating to Family Division operations. Work is performed with considerable latitude for the exercise of independent judgment. The person in this position must maintain an effective and cooperative working relationship with members of the legal profession, social service agency personnel, staff, and judicial personnel.

REPORTING LINES

This position reports to the Family Division Regional Clerk and/or on-site supervisor and has no employees under his/her direct supervision.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties, which may be performed.)

Ensure that litigants receive education and assistance in the court process and in completing documents.

Conduct in-person conferences with pro se litigants to ensure that they have completed all necessary steps (forms) and are ready for hearings.

Foster communication between a pro se litigant and counsel representing the other litigant.

Ensure that all financial information is gathered, organized and exchanged prior to the hearing, so that the time spent before the judge/master is used efficiently.

Schedule cases, file court documents, maintain records of court proceedings, and performs related duties as required.

Assist judges/masters/child support referees on hearing days.

Ensure that the court is accessible to pro se litigants and all who need the services of the court; identify cases that require judicial attention; direct litigants to mediation and other services.

Exercise sound independent judgment and initiative, while maintaining an effective and cooperative working relationship with staff, judicial officers, members of the bar and other social service agency personnel who work in the court system.

Coordinate mediation in appropriate cases and monitor progress on cases referred to mediation. Interface with mediators for scheduling purposes and to ensure court procedures and expectations are met.

Work with local service providers to develop community programs needed by users of the family division.

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Keep daily, weekly, and/or monthly time sheets.

Assist with child support project record keeping, data compilation, and report generation.

DESIRABLE EDUCATION AND EXPERIENCE

Bachelor's Degree, with five to ten years experience in a judicial setting above the entry level, preferably in family law case processing. College training or experience in social work or counseling is desirable.

Thorough knowledge of court procedures, policies, legal documents, court organization, operations and functions is required.

Thorough knowledge of the NH Child Support Guidelines, including the ability to calculate guideline support amount.

Thorough knowledge of the procedures involved with requesting, establishing, and modifying child support orders.

Demonstrated ability to perform work with considerable latitude while exercising independent judgment.

Ability to express ideas clearly and concisely, orally and in writing.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must successfully pass a criminal records check.

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of this position.

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JUVENILE INTAKE OFFICERDEFINITION OF WORK

This is a full-time position in the New Hampshire Court System involved in performing juvenile services exclusively. This position requires exercising considerable independent judgement as well as performing some clerical functions related to juvenile cases. Individuals in this class recommend procedures and interpret rules and regulations. Positions in this class are distinguished from Court Assistant III positions by the need for considerable specialized knowledge and demonstrated expertise in the juvenile services field, by the limited supervisory review of work, by the moderate to high consequence and significance of error, and regular interaction with juvenile offenders, parents, the public, members of the bar, agencies, other courts, and units of government. Persons in this class also have assigned responsibility in the juvenile courtroom, scheduling responsibility for juvenile cases, and may supervise a full-time Court Assistant I or II or Secretary I or II or have occasional supervision of more than one full time court employee.

EXAMPLES OF WORK PERFORMED (Any one position may not include all of the duties listed, nor do the examples cover all of the duties which may be performed or supervised.)

Schedules hearings, continuances, and other matters in juvenile cases.

Maintains and is responsible for the creation, maintenance and control of all case files, dockets and related records in juvenile cases.

Attends juvenile court hearings and provides the court with information relative to juvenile matters before the court.

Monitors the progress of juvenile cases and the provision of services ordered by the court.

Answers inquiries and furnishes information pertaining to juvenile matters by reviewing court records.

Signs court documents relating to juvenile matters as required in the absence of the clerk.

Checks and reviews incoming and outgoing documents for completeness and accuracy of information; assigns general case categories and processes documents as required in accordance with court rules.

Assigns docket numbers and records information as required in the appropriate files.

Files court records using chronological, alphabetical, and numerical filing systems; retrieves and distributes files for court personnel, the public, and attorneys.

Types notices, orders and decrees, correspondence, and hearing lists.

Answers telephone, prepares copies, and assists the public.

Prepares summonses, notices, warrants, subpoenas and similar processes; computes applicable dates for service and return of service; affixes court seal, and prepares copies of documents.

May perform limited supervision of lower-level court assistants including assignment of work, responding to questions, and limited training.

Performs related work as required.

DESIRABLE EDUCATION AND EXPERIENCE

Graduation from high school and five years court or youth service experience with demonstrated skills in dealing with juveniles; graduation from an accredited four year college with major course work in social or youth service desirable, or any equivalent combination of education and experience which provides the following knowledge, abilities, and skills:

Considerable knowledge of court procedures and policies, legal documents, laws and rules pertaining to the court and juvenile matters.

Ability to express ideas concisely and clearly, orally and in writing.

Ability to establish and maintain effective working relationships with others.

Skill in operation of a typewriter and other standard office equipment.

JOB DESCRIPTION

CALL CENTER REPRESENTATIVE I - Regular, part-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature. This may become a union position.

DEFINITION OF WORK

This is experienced, administrative, telephone and computer-based work in the New Hampshire Court System. Work involves providing answers to general and specific case related questions for all case types in the circuit court (family, district and probate divisions) to self-represented parties, attorneys and others. The Representative will assist callers by telephone and possibly by electronic means.

The Call Center Representative I (CCR I) must acquire and maintain an understanding and working knowledge of court process regarding circuit court case types and administrative policies, Odyssey case management data entry, and rules and procedures related to court operations. The CCR must understand the impact of attitude in handling calls professionally and must effectively deal with distressed callers. The person in this position must maintain effective and cooperative working relationships with members of the legal profession, social service agency personnel, court personnel and the general public. Position requires accurate clerical data entry for call follow-up recording purposes. Position may require transcription of court orders at the circuit court dictation center during non-peak call periods. Individuals in this position may be required to travel to other locations as a necessary requirement of the position. Individuals in this position are subject to transfer or reassignment at the discretion of the Administrative Judge of the Circuit Court, or the Director of the Administrative Office of the Courts, if appropriate.

This position is distinguished from the Call Center Representative II position by the amount of court experience possessed and by the amount of knowledge of court policies, rules, procedures and forms.

REPORTING LINES

The Call Center Representative reports to the Call Center Manager and has no employees under his/her direct supervision.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties which may be performed.)

Supports and provides superior telephone service by responding to questions directed to the call center.

Works collaboratively with other call center personnel to resolve caller inquiries. Works collaboratively with court staff to clarify information and provide information to callers.

Maintains confidentiality related to cases and parties.

Identifies and responds to priority issues raised by callers.

Uses questioning and listening skills that support effective telephone communication.

Applies elements of building positive rapport with different types of callers.

Incorporates appropriate voice skills to enhance positive telephone dialogue.

Processes calls efficiently and respectfully and in keeping with the required timeframes.

Effectively identifies calls requiring further information and facilitates transfer to local courts by accurately summarizing callers' inquiries for the local court staff.

Recognizes and documents trends in calls. Maintains professional knowledge and stays current on changing forms and court procedures.

Performs various tasks and related duties, as needed, to meet goals of excellent customer service.

Identifies local court data entry consistencies and inconsistencies which impact availability of accurate and timely information for callers.

Trains and coaches new call center representatives and new court employees as requested.

Enters data for call follow-up recording purposes.

Potentially sends written correspondence via email, fax or regular mail to court users in response to inquiries.

Transcribes court orders at the circuit court dictation center during non-peak call periods when necessary.

Exercises good judgment in the performance of duties.

Performs other duties as assigned.

DESIRABLE EDUCATION AND EXPERIENCE

High School diploma, with call center or customer service experience

Must have excellent interpersonal, listening and customer service skills that support effective telephone communication.

Must have excellent problem analysis and problem solving skills.

Must be able to express ideas clearly and concisely, both orally and in writing.

Must be proficient in the use of computers, web based systems, and with accessing and directing callers to information as needed from Internet websites.

Must have excellent organizational skills with the ability to prioritize and meet deadlines effectively.

Must display time flexibility towards shifts as call center workload requirements change.

Must use an effective approach in handling telephone tasks such as call transfers, call backs, hold, interruptions and unintentional disconnects.

Bi-lingual skills are beneficial.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must successfully pass a criminal record check.

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of this position.

JOB DESCRIPTION

CALL CENTER REPRESENTATIVE II - Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is experienced, administrative, telephone and computer-based work in the New Hampshire Court System. Work involves providing answers to general and specific case related questions for all case types in the circuit court (family, district and probate divisions) to self-represented parties, attorneys and others. The Representative will assist callers by telephone and possibly by electronic means.

The Call Center Representative (CCR) must possess and maintain an understanding and working knowledge of court process regarding circuit court case types and administrative policies, Odyssey case management data entry, and rules and procedures related to court operations. The CCR must understand the impact of attitude in handling calls professionally and must effectively deal with distressed callers. The person in this position must maintain effective and cooperative working relationships with members of the legal profession, social service agency personnel, court personnel and the general public. Position requires accurate clerical data entry for call follow-up recording purposes. Position may require transcription of court orders at the circuit court dictation center during non-peak call periods. Individuals in this position may be required to travel to other locations as a necessary requirement of the position. Individuals in this position are subject to transfer or reassignment at the discretion of the Administrative Judge of the Circuit Court, or the Director of the Administrative Office of the Courts, if appropriate.

This position is distinguished from the Call Center Representative I position by the amount of court experience possessed and by the amount of knowledge of court policies, rules, procedures and forms.

REPORTING LINES

The Call Center Representative reports to the Call Center Manager and has no employees under his/her direct supervision.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties which may be performed.)

Supports and provides superior telephone service by responding to questions directed to the call center.

Works collaboratively with other call center personnel to resolve caller inquiries.

Works collaboratively with court staff to clarify information and provide information to callers.

Maintains confidentiality related to cases and parties.

Identifies and responds to priority issues raised by callers.

Uses questioning and listening skills that support effective telephone communication.

Applies elements of building positive rapport with different types of callers.

Incorporates appropriate voice skills to enhance positive telephone dialogue.

Processes calls efficiently and respectfully and in keeping with the required timeframes.

Effectively identifies calls requiring further information and facilitates transfer to local courts by accurately summarizing callers' inquiries for the local court staff.

Recognizes and documents trends in calls.

Maintains professional knowledge and stays current on changing forms and court procedures.

Performs various tasks and related duties, as needed, to meet goals of excellent customer service.

Identifies local court data entry consistencies and inconsistencies which impact availability of accurate and timely information for callers.

Trains and coaches new call center representatives and new court employees as requested.

Enters data for call follow-up recording purposes

Potentially sends written correspondence via email, fax or regular mail to court users in response to inquiries.

Transcribes court orders at the circuit court dictation center during non-peak call periods when necessary.

Exercises good judgment in the performance of duties.

Performs other duties as assigned.

DESIRABLE EDUCATION AND EXPERIENCE

High School diploma, with five years experience in court case processing.

Must have excellent interpersonal, listening and customer service skills that support effective telephone communication.

Must have excellent problem analysis and problem solving skills.

Must possess thorough knowledge of court procedures, policies, court organization, operations and functions.

Must be able to express ideas clearly and concisely, both orally and in writing.

Experience dealing effectively with court users, sometimes in difficult situations, is required.

Must be proficient in the use of the Odyssey case management system, and with accessing and directing callers to information as needed from internet websites.

Must have excellent organizational skills with the ability to prioritize and meet deadlines effectively.

Must display time flexibility towards shifts as call center workload requirements change.

Must use an effective approach in handling telephone tasks such as call transfers, call backs, hold, interruptions and unintentional disconnects.

Bi-lingual skills are beneficial.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must successfully pass a criminal record check.

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of this position.

JOB DESCRIPTION

CALL CENTER REPRESENTATIVE III - Regular, full-time position working in the New Hampshire Court System, subject to the sufficient and continued funding of the Judicial Branch by the Legislature.

DEFINITION OF WORK

This is experienced, administrative, telephone and computer-based work in the New Hampshire Court System. Work involves providing answers to general and specific case related questions for all case types in the circuit court (family, district and probate divisions) to self-represented parties, attorneys and others. The Representative will assist callers by telephone and possibly by electronic means.

The Call Center Representative (CCR) must possess and maintain an understanding and working knowledge of court process regarding circuit court case types and administrative policies, Odyssey case management data entry, rules and procedures related to court operations. The CCR must also understand the impact of attitude in handling calls professionally and must effectively deal with distressed callers. The person in this position must maintain effective and cooperative working relationships with members of the legal profession, social service agency personnel, court personnel and the general public. Position requires accurate clerical data entry for call follow-up recording purposes. Position may require transcription of court orders at the circuit court dotation center during non-peak call periods. Individuals in this position may be required to travel to other locations as a necessary requirement of the position. Individuals in this position are subject to transfer or reassignment at the discretion of the Administrative Judge of the Circuit Court, or the Director of the Administrative Office of the Courts, if appropriate.

This position is distinguished from the Call Center Representative II position by the amount of court experience possessed and by the amount of knowledge of court policies, rules, procedures and forms, particularly with regard to at least one division in the circuit court.

REPORTING LINES

The Call Center Representative III reports to the Call Center Manager and has no direct supervision of employees, however, this position will assist the Call Center Manager with the supervision of several Call Center Service Representative I's and II's.

EXAMPLES OF WORK PERFORMED

(Any one position may not include all of the duties listed, nor do the examples cover all the duties which may be performed.)

Serves as the subject matter expert for development of call center training and informational materials for the public and as a resource for questions pertaining to cases in at least one of the circuit court divisions (district, family or probate).

Works closely with the Call Center Manager, Circuit Court Administrators and Court Service Representatives to maintain skills in and knowledge of that division's case types and case processing expectations.

Supports and provides superior telephone service by responding to questions directed to the call center.

Works collaboratively with other call center personnel to resolve caller inquiries.

Works collaboratively with court staff to clarify information and provide information to callers.

Maintains confidentiality related to cases and parties.

Identifies and responds to priority issues raised by callers.

Uses questioning and listening skills that support effective telephone communication.

Applies elements of building positive rapport with different types of callers.

Incorporates appropriate voice skills to enhance positive telephone dialogue.

Processes calls efficiently and respectfully and in keeping with the required timeframes.

Effectively identifies calls requiring further information and facilitates transfer to local courts by accurately summarizing callers' inquiries for the local court staff.

Recognizes and documents trends in calls.

Maintains professional knowledge and stays current on changing forms and court procedures.

Performs various tasks and related duties, as needed, to meet goals of excellent customer service.

Identifies local court data entry consistencies and inconsistencies which impact availability of accurate and timely information for callers.

Trains and coaches new call center representatives and new court employees as requested.

Enters data for call follow-up recording purposes

Potentially sends written correspondence via email, fax or regular mail to court users in response to inquiries.

Transcribes court orders at the circuit court dictation center during non-peak call periods when necessary.

Exercises good judgment in the performance of duties.

Performs other duties as assigned.

DESIRABLE EDUCATION AND EXPERIENCE

High School diploma, with five years experience in court case processing.

Must have excellent interpersonal, listening and customer service skills that support effective telephone communication.

Must have excellent problem analysis and problem solving skills.

Must possess thorough knowledge of court procedures, policies, court organization, operations and functions in at least one division of the circuit court and be able to train/assist other Call Center Representatives in issues pertaining to that circuit court division.

Must be able to prepare call center training materials and public information materials related to a circuit court division.

Must be able to express ideas clearly and concisely, both orally and in writing.

Experience dealing effectively with court users, sometimes in difficult situations, is required.

Must be proficient in the use of the Odyssey case management system, and with accessing and directing callers to information as needed from internet websites.

Must have excellent organizational skills with the ability to prioritize and meet deadlines effectively.

Must display time flexibility towards shifts as call center workload requirements change.

Must use an effective approach to handle telephone tasks such as call transfers, call backs, hold, interruptions and unintentional disconnects.

Bi-lingual skills are beneficial.

SPECIAL REQUIREMENTS

Must have a valid driver's license.

Must successfully pass a criminal record check.

DISCLAIMER STATEMENT

This position description represents general duties and is not intended to list every specific function of this position.



State of New Hampshire
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

STATE EMPLOYEES ASSOCIATION OF N.H.,
SEIU, LOCAL 1984

CASE NO. G-0102-1
DECISION NO. 2009-133

AND

NEW HAMPSHIRE JUDICIAL BRANCH

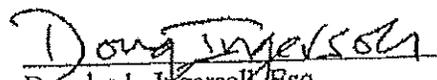
CERTIFICATION OF REPRESENTATIVE AND ORDER TO NEGOTIATE

Pursuant to the authority vested in the Board by the Public Employee Labor Relations Act, (RSA 273-A) and in accordance RSA 273-A:1, XII; 273-A:10, IX; and Pub 301.05, IT IS HEREBY CERTIFIED that the State Employees Association of N.H., SEIU Local 1984 has been designated and selected by a majority of the employees of the above named public employer, in the unit described below, as their representative for purposes of collective negotiations and settlement of grievances.

UNIT: All full time Court Assistants (Grades II, III and IV), Courtroom Clerks, Case Managers; Service Center Coordinators, Child Impact Specialists, Family Division Case Managers, Family Division Court Assistant II and Family Division Court Assistant III employed by the New Hampshire Judicial Branch

Further, IT IS ORDERED that the above named public employer shall negotiate collectively with the exclusive representative named herein on terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of such exclusive representative to represent employees in the settlement of grievances.

June 30, 2009.


Douglas L. Ingersoll, Esq.
Hearing Officer

Distribution:
Glenn R. Milner, Esq.
Howard J. Zibel, Esq.

APPENDIX R

AMENDED CERTIFICATION



State of New Hampshire
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

State Employees Association of New Hampshire, SEIU Local 1984

v.

New Hampshire Judicial Branch

Case No. G-0102-2
Decision No. 2011-096

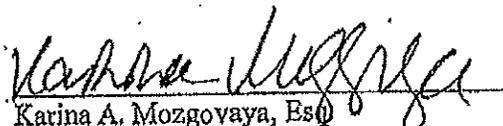
CERTIFICATION OF REPRESENTATIVE AND ORDER TO NEGOTIATE

Pursuant to RSA 273-A and PELRB Decision No. 2011-095 granting the Association's petition for modification, the existing certification set forth in PELRB Decision No. 2009-133 is amended; and it is hereby certified that the State Employees' Association of NH, SEIU Local 1984 is the exclusive representative of the employees of the above named public employer, in the unit described below, for purposes of collective negotiations and settlement of grievances.

UNIT: All full time and part time Court Assistants (Grades II, III and IV), Courtroom Clerks, Case Managers, Service Center Coordinators, Child Impact Specialists, Family Division Case Managers, Family Division Court Assistant II, Family Division Court Assistant III, and Juvenile Intake Officer employed by the New Hampshire Judicial Branch.

Further, it is ordered that the above named public employer shall negotiate with the exclusive representative named herein on terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of such exclusive representative to represent employees in the settlement of grievances.

April 6, 2011


Karina A. Mozgovaya, Esq.
Staff Counsel/Hearing Officer

Distribution:
John S. Krupski, Esq.
Howard Zibel, Esq.

AMENDED CERTIFICATION



State of New Hampshire
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

State Employees' Association of New Hampshire, SEIU Local 1984

v.

New Hampshire Judicial Branch

Case No. G-0102-3

Decision No. 2011-281

CERTIFICATION OF REPRESENTATIVE AND ORDER TO NEGOTIATE

Pursuant to RSA 273-A and PELRB Decision No. 2011-280 granting the Association's petition for modification, the existing certification set forth in PELRB Decision No. 2011-096 is amended; and it is hereby certified that the State Employees' Association of NH, SEIU Local 1984 is the exclusive representative of the employees of the above named public employer, in the unit described below, for purposes of collective negotiations and settlement of grievances.

UNIT: All full time and part time Court Assistants (Grades II, III, and IV), Courtroom Clerks, Case Managers, Service Center Coordinators, Child Impact Specialists, Family Division Case Managers, Family Division Court Assistants II, Family Division Court Assistants III, Juvenile Intake Officers, Call Center Representatives I, Call Center Representatives II, and Call Center Representatives III.

Further, it is ordered that the above named public employer shall negotiate with the exclusive representative named herein on terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of such exclusive representative to represent employees in the settlement of grievances.

November 9, 2011


Karina A. Mozgovaya, Esq.
Staff Counsel/Hearing Officer

Distribution:
John S. Krupski, Esq.
Howard Zibel, Esq.



State of New Hampshire
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

_____		*
State Employees Association, SEIU Local 1984		*
		*
	Petitioner	*
	and	*
		*
Administrative Office of the Courts		*
		*
	Respondent	*
_____		*

Case No. S-0427
Decision No. 2006-050

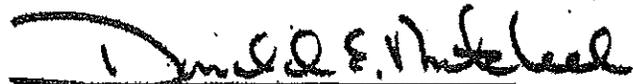
CERTIFICATION OF REPRESENTATIVE AND ORDER TO NEGOTIATE

Pursuant to the authority vested in the Board by the Public Employee Labor Relations Act, (RSA 273-A) and in accordance RSA 273-A:10 and Pub 303, IT IS HEREBY CERTIFIED that the State Employees Association, SEIU Local 1984, has been designated and selected by a majority of the employees of the above named public employer, in the unit described below, as their representative for purposes of collective negotiations and settlement of grievances.

UNIT: All full-time court monitors/assistants employed by the Judicial Branch.

Further, IT IS ORDERED that the above named public employer shall negotiate collectively with the exclusive representative named herein on terms and conditions of employment for the members of the bargaining unit, as herein described, and shall recognize the right of such exclusive representative to represent employees in the settlement of grievances.

Signed this 20th day of March, 2006.


DONALD B. MITCHELL, ESQ.
Executive Director

Distribution: Brad Asbury, Organizer SEIU Local 1984
Howard J. Zibel, Esq., General Counsel

APPENDIX S

MAR 22 2006

The State of New Hampshire

ADMINISTRATIVE OFFICE OF THE COURTS

Donald D. Goodnow, Esq.
Director

Two Charles Doe Drive
Concord, NH 03301
(603) 271-2521
Fax: (603) 513-5454
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NH JUDICIAL BRANCH SUPPLEMENTAL SICK LEAVE

Plan

The New Hampshire Judicial Branch hereby establishes a Supplemental Sick Leave Plan (Plan) that allows court employees to donate sick leave to a centralized account for the use of court employees who have exhausted their own sick leave accounts.

Committee

The Judicial Branch acknowledges that there are circumstances in which court employees may be forced to utilize all accumulated leave time as a result of serious or life-threatening illnesses, injuries, or impairments. For those circumstances, the Judicial Branch will allow a court employee to apply to the Supplemental Sick Leave Committee (Committee) and, once approved, the Committee will authorize a transfer of sick leave from the Sick Leave Bank (Bank) to the sick leave account of the employee.

The Committee shall be comprised of one representative each from the Supreme Court, Superior Court, District Court, Probate Court, Family Division, and Administrative Office of the Courts. The representative from the Supreme Court shall be appointed by the Chief Justice; the representatives from the Superior Court, the District Court, the Probate Court, and Family Division shall be appointed by the respective Administrative Judge; and the representative from the Administrative Office of the Courts shall be appointed by the director.

The members of the Committee shall appoint one member as a chairperson who shall call meetings when necessary. The members of the Committee shall serve one-year terms and shall be eligible for reappointment by their administrative judge. The Manager of Operations shall provide staff to the Committee and shall not have voting rights.

APPENDIX T

Donations to Sick Leave Bank

Any non-judicial court employee may donate accumulated sick leave to the Bank. The employee's intent to donate time from accumulated sick leave must be in writing and must identify the number of hours the employee wishes to donate to the Bank. Once notified, the Manager of Operations will compile a list of employees who wish to donate time. When the Committee has approved an application for sick leave, the Manager of Operations will contact the donor employees to insure that they are still willing to donate time. When willingness is confirmed, Human Resources will transfer time from the donating employee's sick leave account to the Bank for use by the seriously ill or injured employee.

Application Process

Court employees applying for sick leave from the Bank may request no more than 90 days of sick time in any one application. There is no limit on the number of times a court employee may apply to the Committee for consideration.

The administrative authority of the requesting employee will be asked if there are any special circumstances or conditions that should be part of the request. Additionally, the administrative authority will be asked if there are any accommodations that would allow the employee to remain working or return to work earlier. The administrative authority's recommendation shall be made known only to those who will act upon the request.

The employee's physician or medical practitioner will be required to fill out a form providing information regarding the illness or injury to the Committee. The employee's request, the administrative authority's recommendation, and the medical information will be forwarded to the Committee, which will approve or deny the request in whole or in part.

The Manager of Operations shall transmit the Committee's decision to the requesting employee.

A subsequent request for additional sick leave from the Bank may be forwarded from the court employee to the Manager of Operations stating the reason(s) for the request and the amount of additional sick leave requested following the same procedure as the initial request.

The Application

The Application for Supplemental Sick Leave is a three-step process and includes three forms:

The first step requires the court employee, or his/her designee, to complete Part I of the Application for Supplemental Sick Leave form.

The second step requires the administrative authority, or his/her designee, to complete Part II of the Application for Supplemental Sick Leave.

The third step requires the employee's physician or medical practitioner to complete Part III of the Application for Supplemental Sick Leave providing the Committee with information regarding the medical condition of the requesting employee.

Conditions

The Committee shall consider only those instances where the employee has a serious or life-threatening illness, injury, impairment, or mental or physical condition. The additional sick leave required must be for a significant period of time.

All court employees have a responsibility to prudently manage sick leave to provide for coverage of ordinary illness and injury. The Committee may consider the past management of sick leave time by the requesting employee when evaluating the request.

A court employee must exhaust, or expect to exhaust, all paid leave prior to receiving supplemental sick leave. Paid leave includes sick leave, annual leave, administrative leave, bonus days, and compensatory time.

The court employee who will use the supplemental sick leave, or the employee's designee, must complete the application. No third party applications or recommendations will be considered.

Supplemental sick leave will only be granted for serious or life-threatening illnesses, injuries, impairments, or mental or physical conditions that have caused, or are likely to cause, the employee to take leave without pay. Supplemental sick leave will not be granted for common or minor illnesses, injuries, impairments or physical or mental conditions.

Effective: November 1, 2001