<table>
<thead>
<tr>
<th>Employee Group or Negotiated Agreement</th>
<th>Salary Scale</th>
<th>Month the Evaluation is Due</th>
<th>Performance Appraisal Form *</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMMITTEE OF INTERNS AND RESIDENTS</td>
<td>HS</td>
<td>No Evaluation</td>
<td></td>
</tr>
<tr>
<td>CWA LOCAL 1031</td>
<td>SS &amp; SH</td>
<td>November</td>
<td>CWA Local 1031-Supervisor; or UBHC Competency-Based</td>
</tr>
<tr>
<td>CWA LOCAL 1040</td>
<td>JS &amp; JH</td>
<td>Anniversary Month</td>
<td>Exempt/Non-Exempt Staff</td>
</tr>
<tr>
<td>FRATERNAL ORDER OF POLICE (FOP), LODGE 74</td>
<td>AH</td>
<td>Anniversary Month as a Police Officer</td>
<td>Exempt/Non-Exempt Staff</td>
</tr>
<tr>
<td>FRATERNAL ORDER OF POLICE (FOP), LODGE 155</td>
<td>BH</td>
<td>Anniversary Month as a Sergeant</td>
<td>Exempt/Non-Exempt Staff</td>
</tr>
<tr>
<td>ADVANCED PRACTICAL NURSE (APN) -- HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), Local 5089</td>
<td>US</td>
<td>Anniversary Month</td>
<td>Exempt/Non-Exempt Staff; or UBHC Competency-Based</td>
</tr>
<tr>
<td>NURSE CLINICIAN -- -- HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), Local 5089</td>
<td>UC</td>
<td>Anniversary Month</td>
<td>Exempt/Non-Exempt Staff; or UBHC Competency-Based</td>
</tr>
<tr>
<td>STAFF NURSE -- -- HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), Local 5089</td>
<td>UA &amp; UB</td>
<td>July</td>
<td>Exempt/Non-Exempt Staff; or UBHC Competency-Based</td>
</tr>
<tr>
<td>HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), Local 5094</td>
<td>PS &amp; PH</td>
<td>Anniversary Month</td>
<td>Exempt/Non-Exempt Staff; or UBHC Competency-Based</td>
</tr>
<tr>
<td>HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), Local 5135</td>
<td>RB &amp; RS</td>
<td>Anniversary Month</td>
<td>Exempt/Non-Exempt Staff</td>
</tr>
<tr>
<td>INTERNATIONAL UNION OF OPERATING ENGINEERS (IUOE), LOCAL 68</td>
<td>OH</td>
<td>Anniversary Month</td>
<td>Exempt/Non-Exempt Staff</td>
</tr>
<tr>
<td>OFFICE PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 153</td>
<td>GH</td>
<td>Anniversary Month</td>
<td>Exempt/Non-Exempt Staff</td>
</tr>
<tr>
<td>TEAMSTERS, LOCAL 97</td>
<td>TC, TP, TS, TT</td>
<td>Anniversary Month</td>
<td>Exempt/Non-Exempt Staff; or UBHC Competency-Based</td>
</tr>
</tbody>
</table>

**Legacy UMDNJ Salary Scales for Aligned (Union) Staff Performance Review Cycle: 7/1/16 - 6/30/17**

*UBHC Competency-Based performance evaluation form is used for all UBHC staff positions*