

# **AGREEMENT**

*by and between the*

## **COUNTY LEGISLATURE OF HERKIMER**

*and the*

## **CSEA LOCAL 1000 AFSCME, AFL-CIO**

Since 1910



***New York's LEADING Union***

Herkimer County Unit 7100-00  
Herkimer County Local 822

**January 1, 2021 - December 31, 2024**

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## **ARTICLE I - PREAMBLE**

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The County of Herkimer hereinafter referred to as the "County" and the Civil Service Employees Association Inc, Local 1000, AFSCME, AFL-CIO, Herkimer County Unit 7100-00, hereinafter referred to as the "Association", declare it to be their mutual policy that, in order to promote harmonious labor relations between the County and its employees, the principle of collective bargaining is to be employed pursuant to the New York State Public Employees Fair Employment Act and that no article or section in this contract is to be construed to be in violation of the New York State Civil Service Law.

## **ARTICLE II - RECOGNITION**

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### **Section 1**

The County recognizes the Civil Service Employees Association Inc. Local 1000 AFSCME/AFL-CIO, as the exclusive bargaining representative for purposes of collective bargaining in respect to rates of pay, wages, hours of employment and other terms and conditions of employment of employees in the bargaining unit.

### **Section 2**

The County shall deduct from the wages of the employees and remit to CSEA Inc, Box 7125 Capitol Station, Albany, New York 12224, regular membership dues for those employees who signed authorization permitting such payroll deductions.

### **Section 3**

The Civil Service Employees Association Inc, Local 1000 AFSCME/AFL-CIO, shall have the exclusive payroll deduction of membership dues and CSEA sponsored insurance programs and no other employee organization shall be accorded any such payroll deduction privilege through the unchallenged representation period with the CSEA bargaining unit.

### **Section 4**

The Herkimer County Unit, CSEA Inc, affirms that it does not assert the right to strike against the employer, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist or participate in such a strike.

## **ARTICLE III - COLLECTIVE BARGAINING UNIT**

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### **Section 1**

The collective bargaining unit includes all full time and regular part time employees with titles designated in Exhibit "B" who are employed at least twenty (20) hours per week and 1040 hours per year.

### **Section 2**

The CSEA shall have the sole exclusive right, with respect to other employee organizations, to represent all employees in the collective bargaining unit in any and all proceedings under the Public Employees Fair Employment Act; under any other applicable law, rule, regulation or statute under the terms and conditions of this Agreement; to designate its own representative and to appear before any appropriate

official of the employer to effect such representation; to direct, manage and govern its own affairs; to determine those matters which the membership wishes to negotiate, and to pursue all such objectives free from any interference, restraint, coercion or discrimination by the employer or any such agents.

The CSEA shall have the sole and exclusive right to pursue any matter or issue including, but not limited to, the grievance procedure in this Agreement and to pursue any matter or issue in any court of competent jurisdiction, whichever is appropriate.

### **Section 3**

Except as expressly limited by other provisions of this Agreement, all of the authority, rights and responsibilities possessed by the County are retained by it including, but not limited to, the right to determine the mission, purposes, objectives, hours, scheduling, days off, and policies of the County; to determine the facilities, methods, means, and number of personnel required for conduct of County programs, to adhere to the New York State Civil Service Law, including the examination, selection, recruitment, hiring, retention, promotion, assignment, or transfer of employees pursuant to law; to direct, deploy, and utilize the work force; and to discipline or discharge employees in accordance with law and the provisions of this Agreement.

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## **ARTICLE IV - NONDISCRIMINATION**

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The County shall not coerce, restrain or discriminate against any employee or Union representative because of membership in, or legitimate activities on behalf of the Union. The Union, its members and representatives shall not coerce employees with respect to Union membership.

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## **ARTICLE V - VISITATION RIGHTS**

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### **Section 1**

After obtaining permission from the immediate supervisor of the work area to be visited, the Civil Service Employees Association, Inc. and its designated agents shall have the sole and exclusive right to access, at a mutually agreed upon time, to any County facility where employees represented by CSEA work for the purpose of adjusting grievances and administering this Agreement. Grievance Representatives will represent only the CSEA employees at their own work place (list).

### **Section 2**

Any officer or Grievance Representative designated by the Union to assist in the handling of grievances may, with permission of his department head, leave his work for a reasonable amount of time to carry out this responsibility. To the extent possible handling of grievances shall be done during working hours, and in any case, not to interfere with essential services.

### **Section 3**

The Union will provide a list of Grievance Representatives and Officers to the County by February 1<sup>st</sup> of each year and as changes occur. If any individual is not on the appropriate list, Union time will not be granted.

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## **ARTICLE VI - TIME OFF FOR CSEA BUSINESS**

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### **Section 1**

Delegates and officers of the Herkimer County Unit, CSEA, shall be afforded a leave with pay to attend the two (2) annual meetings of the Civil Service Employees Association, Inc. not to exceed a maximum of six (6) days per year.

### **Section 2**

The President of the Herkimer County Unit, CSEA, Inc, shall be allowed a reasonable amount of time to conduct Association business during business hours. Such time shall be with the permission of the department head or designee, and shall not interfere with the employee's responsibility to the County. Leave under this Section does not include a regular or special meeting of the Unit unless agreed upon by management and labor.

### **Section 3**

The CSEA Board of Directors representative of CSEA's Local 822, if a member of the bargaining unit, shall be allowed twelve (12) days off from his/her employment per calendar year to attend meetings of the CSEA Board of Directors Statewide Local Government Executive Committee and Board Committees, such time off not to be charged to vacation leave, personal leave or sick leave. CSEA will continue to reimburse the County for any wages and fringe benefits, i.e., workers compensation, social security, retirement and health insurance benefits paid to the board representative of Local 822 on those dates.

### **Section 4**

As a courtesy to the County, CSEA agrees to continue the practice of providing advance notice to the County Administrator, the County Treasurer and the appropriate Department Head of days to be used for the purposes stated in Section 3 above, with respect to all regularly scheduled (i.e., non-emergency) meetings.

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## **ARTICLE VII - UNION RESPONSIBILITY**

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The CSEA agrees to do its utmost to see that its members perform their respective assigned duties loyally, efficiently and continuously under the terms of this Agreement. The CSEA and the County employees covered, hereby agree that they will respectively use their best endeavors to protect the interests of the County, to conserve the property thereof, to protect the public, and to give service of the highest quality to the County.

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## **ARTICLE VIII - BULLETIN BOARDS**

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### **Section 1**

The County will make available to the Union, a designated space on bulletin boards in each building for the posting of Union notices of a non-controversial nature relating to meetings or other Union business.

### **Section 2**

Such notices shall be approved by the County Administrator or his designee prior to being posted.

### **Section 3**

Bulletin boards will be provided in the following locations:

- One (1) .....on each floor of the County Office Building
- One (1) .....at the County Courthouse
- Two (2) .....at the Community College\*
- One (1) .....at the Data Processing Center
- One (1) .....at the Herkimer County Sewer District Plant
- One (1) .....at the Employment & Training Office
- One (1) .....at the County Office Annex
- One (1) .....at the Mental Health Building
- One (1) .....at the Public Health Building
- One (1) .....at Prevention
- One (1) .....at any new County Office Building

\*At the College, space will be available in the two buildings with the greatest concentration of Civil Service employees

### **Section 4**

It will be CSEA's responsibility to remove expired material from bulletin boards.

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## **ARTICLE IX - COMPENSATION**

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### **Section 1**

Employees shall receive a one-time stipend of \$600.00 for the year January 1, 2021 through December 31, 2021 which will not be added to the 2020 annual base rate of pay. All other provisions of the 2018-2020 Collective Bargaining Agreement remain in effect with no changes.

### **Section 2**

The annual base salary for the calendar year beginning January 1, 2022 shall be increased by 5% *retroactive to January 1, 2022 for existing employees on date of ratification.* (Increments and longevity are not part and parcel of annual base salary.)

### **Section 3**

The annual base salary for the calendar year beginning January 1, 2023 shall be increased by 3% for existing employees (increments and longevity is not part and parcel of annual base salary).

### **Section 4**

The annual base salary for the calendar year beginning January 1, 2024 shall be increased by 3% for existing employees (increments and longevity is not part and parcel of annual base salary.)

### **Section 5**

Employees shall receive increments after each of their first five years of employment. The annual increments are \$250.00. Increments shall be added to the employee's base salary in the pay period after their anniversary date each year until the five years is completed.

## Section 6

In all promotions, transfers or demotions, the employee is to be paid base salary plus their current incremental level. When shifting from one classification to another by vertical promotion, an employee will start at a salary no less than their current salary.

## Section 7

The County will make longevity payments each year to all salaried employees listed in Exhibit "A" for their continuous service. Payment shall be made as follows:

<u>Calendar Year</u>	<u>Effective 1/1/2022 and thereafter</u>
Completion of 6-9 years	\$900
Completion of 10-14 years	\$1,700
Completion of 15-19 years	\$2,600
Completion of 20 years or more	\$3,500

**Salary Schedule** – See Exhibit "A" attached hereto.

## Section 8

Only CSEA bargaining unit employees who are current employees at the date of ratification of the Collective Bargaining Agreement shall be entitled to any retroactive payments or benefits in this article. This section applies only to this article.

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## ARTICLE X - HOLIDAYS

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### Section 1

All employees shall be allowed the following holidays with pay at the regular rate of pay and any other day designated as a holiday by the Chairman of the Herkimer County Legislature:

1. New Year's Day
2. Martin Luther King Jr. Day
3. President's Day
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Day after Columbus Day [HCCC Employees Only]
9. Veteran's Day [County Employees Only]
10. General Election Day
11. Thanksgiving Day
12. Day after Thanksgiving
13. Christmas

When any of the above holidays listed fall on a Saturday, the previous Friday shall be considered to be the holiday. If an employee works Saturday or Sunday, but not the recognized holiday that being a Friday or Monday, the employee will receive holiday pay for the Saturday or Sunday worked. The employee will not be paid holiday pay for the recognized holiday and the actual holiday.

### Section 2 - Highway Department Holidays

Employees who work in the Highway Department are entitled to all paid holidays and benefits in Section 1 of this Article, except: effective 1/1/2012 employees shall have new fully paid holidays off on Good

Friday, Lincoln's Birthday, and Washington's Birthday in return for the elimination of the half day before New Year's, Presidents Day and the Day after Thanksgiving as follows:

- |                          |                          |
|--------------------------|--------------------------|
| 1. New Year's Eve        | 8. Columbus Day          |
| 2. Lincoln's Birthday    | 9. Veteran's Day         |
| 3. Washington's Birthday | 10. General Election Day |
| 4. Good Friday           | 11. Thanksgiving Day     |
| 5. Memorial Day          | 12. Day before Christmas |
| 6. Independence Day      | 13. Christmas Day        |
| 7. Labor Day             |                          |

### **Section 3**

In the event an employee is required to work on one of the above paid holidays as part of his regularly scheduled work week, that employee shall have a choice of receiving time and one half pay for a holiday worked, or one and one-half days off in lieu of.

### **Section 4**

An employee may accumulate credit up to three (3) unused holidays. These shall be used at the employee's discretion at any time during the year pending notification and approval of the appropriate department head. The employees of the Herkimer County Community College will be required to take time off to conform to the College calendar when the College closes other than the usual holiday.

### **Section 5**

Employees at the Sewer District shall be given floating holidays.

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## **ARTICLE XI - VACATIONS**

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### **Section 1**

The vacation schedule for all salaried employees shall be as follows:

- a. All County employees who have been in the service of the County for at least one year shall be entitled to two (2) weeks vacation with pay at the regular rate. After the first six months of employment, if an employee chooses, he/she may borrow one week of the two weeks vacation of which they will be eligible after completing one year of service.
- b. All County employees who have been in the service of the County for at least two, three and four years shall be entitled to two (2) weeks vacation per year with pay at the regular rate.
- c. All County employees who have been in the service of the County for at least five years shall be entitled to three (3) weeks vacation with pay at the regular rate.
- d. All County employees who have been in the service of the County for at least ten years shall be entitled to four (4) weeks vacation with pay at the regular rate.
- e. All County employees who have been in the service of the County for at least twenty years shall be entitled to five (5) weeks vacation with pay at the regular rate.

- f. Each County employee will be allowed to carry over from one vacation period to the next, five (5) vacation days, which may be used along with the vacation they will be receiving for that year.
- g. Bargaining unit members shall be allowed to take vacation time off in increments of one-half (1/2) hour.

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**ARTICLE XII - PART-TIME EMPLOYEES**

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**Section 1**

All employees covered by this Agreement who work twenty (20) hours per week (1040 hours per year), or more shall be eligible for all benefits under this contract and shall be prorated.

**Section 2**

The County shall, on a semi-annual basis, review part-time employees and their benefit eligibility status.

**Section 3**

Any part-time employee, who obtains 520 hours or more on or before June 30<sup>th</sup> of each year, shall be entitled to receive pro-rata benefits pursuant to this Agreement.

**Section 4**

Any part-time employee hired to work twenty (20) hours or more per week and 1040 hours per year shall be entitled to receive benefits on a pro-rata basis pursuant to this Agreement at the commencement of their employment with the County.

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**ARTICLE XIII - SICK LEAVE**

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**Section 1**

The maximum sick leave that may be accumulated by an employee shall be 175 days.

- a. Upon retirement each employee shall be entitled to have all unused sick leave credited to the employee's service time and that will be credited towards retirement.
- b. Sick leave may be taken in the minimum of one-half hour units.
- c. All CSEA bargaining unit employees shall be afforded the right to use their accrued sick leave to tend to the illness, injury, or ailment suffered by the spouse of an employee.

All CSEA bargaining unit employees shall be afforded the right to use their accrued sick leave to tend to the illness, injury, or ailment suffered by the child of an employee; up to 18 years of age, regardless of whether the child resides in the employee's home.

- d. Any employee of Herkimer County shall be granted sick leave with pay of one (1) working day a month or twelve (12) days a year. Employees hired on or after January 1, 1994, shall not be eligible to take sick leave with pay for the first three months of employment. They will, however, earn one (1) sick day a month for the first three months, which shall be credited at the end of three months.

- e. If an employee becomes sick or disabled, he/she may remain on the payroll at his/her regular salary until his/her sick leave days are exhausted.
- f. Where an employee because of sickness or disability is required to remain away from his or her employment beyond his or her sick leave accumulation, the department head in his or her judgment may petition the Board of Legislators that additional sick leave with pay be granted, due consideration being given to the employee's service prior to the effective date of this regulation. The employee must be a member of the Sick Bank and exhaust all accrued sick leave time.
- g. In the event of resignation or discharge of an employee, his or her accumulated and unused sick leave shall be canceled and not paid for.
- h. Employees who have been employed for the full calendar year whose annual sick leave use falls within the range of the chart total below are eligible to receive a single incentive as per the chart for that particular year only.

**40 Hour /Week Employees**

**35 Hour/Week Employees**

<u>Hours Used</u>	<u>Incentive \$</u>	<u>Hours Used</u>	<u>Incentive \$</u>
0 hours	300	0 hours	300
More than 0 and up to 16	200	More than 0 and up to 14	200
Over 16 and up to 32	100	More than 14 and up to 28	100
Over 32	0	Over 28	0

- i. Adoptive parents shall be granted leave as provided in Section 201-C of Chapter 671 of the Labor Law of the State of New York.

**Section 2**

An employee holding a position by permanent appointment shall be granted a leave of absence without pay for a period of up to one year, which may be extended by the appointing authority for up to an additional six months for immediate family health related problems. Final determination will be made by the Legislature. Paternity as well as maternity is included.

**Section 3**

- a. A pregnant employee holding a position of permanent appointment shall be granted a leave of absence without pay for a period of up to one year, which may be extended by the appointing authority for up to an additional six months. The employee shall report to the appointing authority the existence of pregnancy not later than the end of the fourth month of pregnancy. The appointing authority may thereafter require that the pregnant employee obtain a physician's certificate attesting to her fitness to continue working after the sixth month, when in its judgment, the interest of either the department or the employee would be best served by such requirement. The employee may be allowed to reduce the one-year period of leave without pay by the use of any and all earned credits. A physician's statement of fitness of the employee may be required prior to said employee's return to work.
- b. The County will continue with the same health insurance coverage in effect for the first two months of pregnancy leave. Employee will then have the option to pay the premium each month up to one year or one and one-half years if the six-month extension is granted by the department head. The County will renew health insurance premium payments for the first month employee returns to work providing the employee has kept the health insurance in force. If the employee

drops health insurance coverage while on leave, the County will reinstate coverage two months after the first of the month after the employee returns to work if it is acceptable to the health insurance carrier.

#### **Section 4**

- a. Where an employee receives compensation under the Workers' Compensation Law on account of disability, he or she shall elect, in writing, whether he or she desires to have sick leave with pay during the disability for which he or she receives compensation. This must be filed in writing with the department head. In the event that he or she elects to take sick leave with pay during such disability, he or she shall, for the period of disability not to exceed his/her accumulated and unused sick leave time, be paid the difference between what he or she receives as compensation and his or her regular rate of pay. The time during which he or she is so paid shall be deducted from his or her sick leave.
- b. Upon an award from the Compensation Board the employee shall have credited to them all sick leave used for his or her compensable injury.

#### **Section 5**

- a. It may be required that a physician's certificate be obtained by all County Employees if out of work due to illness for a period of three consecutive days. When the illness or disability is of long duration, a physician's certificate will be required for each thirty days of continuous absence.
- b. In the case of an established pattern of sick leave use, the employee's supervisor and/or department head shall personally meet with the employee and counsel him/her regarding the pattern of sick leave usage. The supervisor and/or department head shall provide the employee with written notice that if the pattern of sick leave usage continues, the employee will be required to obtain a physician's certificate for subsequent absences.
- c. Abuse of sick leave may result in disciplinary action initiated against the employee.

#### **Section 6**

There shall be established, commencing January 1, 1987, a voluntary sick leave bank for all bargaining unit members and jointly administered by the County and CSEA. Employees may become members of the bank by donating two of their own accumulated sick leave days to the bank upon their initial enrollment and one day each year thereafter. Such donations shall be made in January of each year.

- a. There will be a committee consisting of two from the County who will be appointed by the Chairman of the Legislature or his/her designee; and two from the Union who will be appointed by the President of the Union unit or his/her designee.
- b. Where a member has been re-credited with sick leave time from the sick leave bank pursuant to a Workers' Compensation decision, the same shall be re-credited to the bank and not to the individual employee.

#### **Section 7**

Employees requesting sick leave shall call in as follows:

- a. Campus Safety Officers at the College will call in at least one hour prior to the start of the employee's workday.

- b. All other employees shall call in within one-half hour prior to or after the start of the employee's workday.
- c. In the case of an emergency, such call-in requirements may be waived with the final approval of the department head.

**ARTICLE XIV - WORKDAY, WORKWEEK, OVERTIME**

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**Section 1**

The workweek for all employees of the County shall not, in any event, be in excess of thirty-five (35) hours, five (5) consecutive days, nor in excess of seven (7) hours a day, Monday to Friday.

**Section 2**

For overtime in excess of seven (7) hours per normal workday, each employee shall be paid at the rate of time and one-half or at the employee's discretion compensatory time off at one and one-half times for every hour worked. Work on weekends in excess of the thirty-five (35) hour workweek shall be compensated at time and one-half as stated above.

Effective 1/1/04 overtime pay shall be for all hours in excess of eight (8) hours per day.

**Section 3**

Employees may accrue a maximum of forty-five (45) hours of compensatory time. If an employee is in excess of forty-five hours on December 31, that employee shall be paid for all excess hours at the employee's current rate of pay.

For all bargaining unit members: There will be a voluntary quarterly buyout of all accumulated compensatory time; and commencing on December 31, 2016 and on December 31<sup>st</sup> of each year thereafter, all accumulated compensatory time for all bargaining unit members will be bought out.

**Section 4**

All County employees shall receive two (2) consecutive days off in any seven-day period.

**Section 5 - Workweek for College**

Effective 1/1/03 the workweek for all maintenance employees at the College shall be forty (40) hours per week, consisting of five (5) consecutive days, eight (8) hours per day. For all time in excess of forty (40) hours per week, the employee shall be paid at the rate of time and one-half, or at employee's discretion compensatory time off at one and one-half times. The formal work schedules shall be:

7:00 am – 3:30 pm	M-F (includes ½ hour lunch)
8:00 am – 4:30 pm	M-F (includes ½ hour lunch)
4:00 pm – 12:30 am	M-F (includes ½ hour lunch)
5:00 pm – 1:30 am	M-F (includes ½ hour lunch)

The college may temporarily adjust the above shift hours during the winter months (November 1 to March 31).

The work shift shall be:

**Campus Safety Officers:** [Default Work Shift]

7:00 am – 3:30 pm (includes ½ hour lunch)  
3:00 pm – 11:30 pm (includes ½ hour lunch)  
11:00 pm – 7:30 am (includes ½ hour lunch)

*The County and CSEA have agreed to specific hours of employment for Campus Safety Officers which shall be included as Exhibit "H". Either CSEA or the County may opt out for any reason with 30 days' notice.*

Campus Safety Officers will have the right to exercise their seniority by title to bid on shifts in January every other year starting in 2019. Where more than one employee is bidding, the senior employee in the title bids first. An employee may displace the least senior employee on another shift if the bidding employee has more seniority than the displaced employee. Displaced employees will also have the right to exercise their seniority with the most senior bidding first. Two employees by mutual agreement, may also switch shifts during the year, with College approval. *Either CSEA or the County may opt out for any reason with 30 days' notice.*

**Alternate Schedule:**

7:00 pm – 3:30 am (includes ½ hour lunch)  
8:00 pm – 4:30 am (includes ½ hour lunch)

**Switchboard:**

The position of switchboard operator at HCCC shall be eliminated and any reference to the position in the CBA shall be removed, but the work formerly performed by switchboard operators shall continue to be performed by employees who are members of the bargaining unit.

**Secretarial:**

Div. Sec.: 8:00 am – 4:00 pm Monday – Friday (includes 1 hour lunch)  
All others: 8:00 am – 4:00 pm Monday – Friday (includes 1 hour lunch)  
8:30 am – 4:30 pm Monday – Friday (includes 1 hour lunch)

The change in hours for "All Others" agreed to on March 29, 1990, is conditional upon:

- 1) All offices will open no later than 8:30 am and close no later than 4:30 pm, with one (1) hour lunch.
- 2) Summer hours will remain in place.

**Section 6 - Workweek for Sewer District Plant**

**Sewer District Plant:**

7:00 am – 3:30pm Monday – Friday

## **Section 7**

The County and CSEA have agreed to specific terms of employment for employees of the 911 Communications Center which shall be included as Exhibit "D".

## **Section 8**

The County and CSEA have agreed to specific terms of employment for the title of Assessors in the Real Property Tax Services Department which shall be included as Exhibit "E".

## **Section 9**

The County and CSEA have agreed to specific terms of employment for the title of Senior Building Maintenance Mechanic in the Sheriff's Department which shall be included as Exhibit "F".

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## **ARTICLE XV - PERSONAL TIME OFF**

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### **Section 1**

Employees who work a 35-hour workweek shall receive 21 hours of personal leave per year. Employees working a 40-hour workweek shall receive 24 hours of personal leave. Such personal leave may be taken in multiples of one-half (1/2) hour. In each instance, the employee must notify his department head 48 hours in advance, in writing, on forms provided by the County that he or she is taking a personal day off. In case of emergency, the 48 hour advance notice will be waived with the final approval of the department head. Personal leave days if not used will be converted to sick leave at the end of each year of the contract.

### **Section 2**

Employees hired on or after January 1, 1994 shall not be allowed to use personal leave for the first three months of employment.

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## **ARTICLE XVI - RETIREMENT BENEFIT**

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### **Section 1**

Retirement benefits will be provided under Section 75-i, option 41-j of the New York State Retirement System. Members' tiers shall be determined by the provisions of applicable laws of the State of New York.

### **Section 2**

The County will provide for all employees a 457 Plan or 403B Plan allowing pretax contributions to a variety of mutual funds for retirement savings. The parties agree to meet in a labor management setting to discuss current plans and potential options. This meeting may be requested by either party and shall take place within thirty (30) days of request.

**ARTICLE XVII - HEALTH INSURANCE**

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**Section 1**

Health benefits shall be provided for all County employees, both male and female, with option of Single or Employee-Plus-One (1+1) or Family Plan coverage at the employee's discretion. The County is to pay full cost for all employees employed as of August 31, 1983. Employee's minimum hours per week must be at least twenty hours per week, 1040 hours per year, to be covered by the health insurance.

- a. Health coverage for all people hired after August 31, 1983 shall be paid as follows:

	<u>Individual</u>	<u>1+1</u>	<u>Family</u>
County Contribution Year 1	90%	75%	70%
County Contribution Year 2	90%	75%	70%
County Contribution Year 3	100%	75%	70%

- b. The County shall provide an Employee-Plus-One medical benefit in addition to the other options currently provided.

Plan eligibility shall be determined by the insurance provider and family status of each employee. Employees with only one dependent must select the Employee-Plus-One (1+1) option.

However, employees hired after 8/31/83, and prior to 1/1/03 that select the Employee-Plus-One (1+1) coverage shall pay seventeen and one half (17 1/2%) percent of the established Employee-Plus-One (1+1) premium. The premium is established January 1<sup>st</sup> of every year. This provision shall commence on January 1, 2008.

**Section 2**

All employees hired prior to September 1, 1983, who have continued with unbroken employment with the County for ten years or more (official approved leave of absences are not considered broken service), and who are at least fifty-five years of age, are entitled to payment by the County of 100% of health insurance premium for themselves and their family provided they receive family health coverage at the time of their retirement. If employee received individual coverage only during his/her employment with the County, he/she would be covered for individual insurance premiums only. After retirement, if a retiree who has family coverage changes to individual coverage due to a change in family status, he/she will not be eligible to qualify for family coverage at any time in the future.

- a. Each employee hired after August 31, 1983, upon retirement, and who are at least 55 years of age, shall be entitled to receive health benefits thereafter. The County will pay 50% of the individual retiree's cost and 35% of any retiree's dependents. Employees must be employed continuously for 25 years to earn health benefits in retirement.
- b. Full-time employees hired after January 26, 2022, upon retirement (retirement is defined as collecting a NYS pension), can receive health insurance under the following conditions: The County agrees to furnish a full-time member with one (1) month of Health Insurance for each two (2) days (14 or 16 hours depending on a 35 or 40 hour workweek) of accumulated sick time not to exceed 90 months of coverage in retirement. The retired employee would need to continue with the same health insurance plan as when working until Medicare eligible and then will be switched to the Medicare Supplement Plan. The retiree would pay the following percentage of the monthly premium: Single coverage is 20%, Employee plus one coverage is 25%, Family coverage is 30%. After a maximum 90 months of coverage in retirement, the coverage would end. Any sick

days over and above 180 days (90 months x 2 days) would be applied to Section 41-J of the NYS Retirement System at the time of retirement.

The Health Insurance option stated in letter “b” above will be open to current employees (hired prior to ratification) provided that the employee makes an irrevocable, written decision to the Personnel Office that they wish to opt for this health insurance in retirement benefit. This irrevocable, written decision must be made within (30) days of January 26, 2022.

- c. Any employee with ten (10) years of service with the County who leaves employment will have the option to purchase health insurance at the County’s premium rate provided such arrangement is acceptable to the insurance carrier. The employee will have to meet the County’s premium payment requirements to the carrier.

### **Section 3**

An unmarried spouse or dependent children of a deceased employee or a retired employee with ten or more years of service may continue coverage under the present health plan of the insured employee provided they pay the full cost of such coverage. This shall continue in effect until such time as the surviving spouse remarries.

### **Section 4**

When an employee or retired employee with ten or more years of service dies, coverage for his spouse and dependents who were covered at the time of the employee’s death shall continue for the biweekly payroll periods for which contributions were made and for two additional biweekly periods at no cost to the spouse or dependents.

### **Section 5**

Health insurance coverage for all County employees is provided under the Blue Cross/Blue Shield, Ultra Blue “17” plan.

Effective January 1, 1995, the major medical deductible shall be \$100.00 Individual Plan and \$200.00 for the Family Plan, which shall be paid by all unit members.

Effective January 1, 1996, the major medical deductible shall be increased to \$200.00 for Individual Plan and \$400.00 for Family Plan, which shall be paid by all unit members. Employees may enroll in an approved HMO or other alternative medical plans at no additional cost to the County.

### **Section 6 - Dental Plan:**

All employees listed in Exhibit “B” will be covered by EBS Benefits Solution Group Dental Plan 1, Option 1.

The County shall permit all employees in Exhibit “B” to enroll in the CSEA Employee Benefit (EBF) Sunrise Dental Plan, effective 1/1/03. The employee shall be responsible for any difference in cost of premium from the present EBS Benefit Solution Group Dental Plan as of 1/1/02. The payment by employee of the cost shall be by payroll deduction.

## **Section 7**

If at any time during the period of this contract a new health insurance program or dental plan can be found at more reasonable costs with comparable benefits a change will be made if mutually agreeable to the County and the Association. The County will give the Union at least thirty (30) days advance notification that such a change is being considered. If the Union does not agree to the comparability of the benefits in the new coverage being proposed by the County, the County may appeal the issue of comparability to binding arbitration as provided in Article XXVII of this Agreement. If found comparable, the County may effectuate the changes.

## **Section 8**

- a. For any employees covered in this contract, who will sign a waiver not to accept health insurance coverage, the County will pay the employee one-half (1/2) of the County's share of the premium cost at the current amount per pay period. This payment will be included in the employee's regular pay check each pay period. The premium reimbursement shall be reduced by ten (10%) percent effective 1/1/04 and five (5%) percent effective 1/1/05.
- b. For all employees hired on or after 1/1/03, Section 8 (a) shall not be applicable, and employees will not be eligible for in-lieu-of payment.
  - The amount established for the premium cost of 1/1/02.

## **Section 9**

Effective January 1, 2012, all new hires shall pay the respective percentages (30% for family coverage, 25% for Employee-Plus-One (1+1) and 10 % for individual coverage – first two years only for individual coverage) for whichever plan is selected (the County portion of the premium will no longer be indexed off of the Excellus Traditional Plan).

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## **ARTICLE XVIII - COPY OF CONTRACT**

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Each employee of the County of Herkimer who is a member of the Herkimer County Bargaining Unit of CSEA shall receive a copy of the contract. Also, all new employees shall be given a copy of the same by the employer on his or her first employment date. The cost of the contracts to be printed shall be shared equally by the County and the CSEA Unit No. 7100 of Herkimer County.

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## **ARTICLE XIX - SABBATICAL LEAVE**

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### **Section 1**

It is hereby agreed that sabbatical leave shall be granted up to one (1) full year, without pay, for educational purposes if in the opinion of the department head it is job related. No more than one person from each department shall be granted a sabbatical leave during the same year.

### **Section 2 - Other Leaves**

Other approved leave of absences shall be governed by the Civil Service Rule No. XIX, or at the discretion of the department head.

## **ARTICLE XX - UNIFORMS**

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### **Section 1**

The County shall provide full-time maintenance employees with five (5) uniforms (shirt and pants) upon the employees' hire date, and one uniform each year thereafter, on the employees' anniversary date. Management shall have the prerogative to issue a second uniform each year if needed or use rental services as management desires.

### **Section 2**

It shall be the responsibility of each such employee to maintain his or her own uniform.

Uniforms are to be worn only when traveling to and from the work-site and while working on the job.

Uniforms shall be turned in to the employee's department head when employment is terminated.

### **Section 3**

Each employee at the Water Treatment Plant will be provided with uniforms and other equipment as follows:

- Two uniforms (two coveralls or two pants and shirts) to be washed at the Plant or abide by County rules;

- One set of rainwear as needed, at the discretion of the Plant Operator;

- One pair of rubber boots;

- One pair of safety glasses.

### **Section 4**

The County shall provide Water Treatment Plant employees and full-time maintenance employees with one pair of safety shoes as needed with a maximum of one pair per year with \$125.00 maximum reimbursement by the County.

The maintenance titles are Sr. Building Maintenance Mechanic, Building Maintenance Mechanic, Building Maintenance Helper and Building Maintenance Worker at the County Buildings and Maintenance Supervisor, Carpenter, Electrician, Groundskeeper, HVAC System Mechanic, Plumber and Building Maintenance Helper, and Working Foreperson at HCCC. Maintenance titles will receive winter coat, winter boots and winter gloves provided by the County and / or College.

The County will provide Campus Safety Officers all the gear, properly fitted vests, belts, holsters and uniforms it requires employees in the Safety Department to use, without cost to the employee.

Each employee required to wear a uniform will be provided with three uniform pants and six uniform shirts, (3 long sleeved and 3 short sleeved) upon employment and as needed each year thereafter.

In addition, effective 9/01/2010, the County will reimburse uniformed employees up to \$100.00 each year for shoes and shoe repair upon employment, and annually upon the presentation of a receipt before June 15<sup>th</sup> for the purchased or repaired shoes.

The County will also provide each Campus Safety Officer with:

Uniform Tie and Clip	Two Badges
Summer, Winter and Rain Jackets	Properly Fitted Ballistic Vest
Duty Belt	Name Tags
Ball Cap	Winter Hat
HCCC Turtleneck	Portable Radio
ASP (if trained)	OC Spray
CPR Mask	Hand- cuffs
Duty Weapon (if trained)	Taser (if trained) shared item
Flashlight (if requested by employee)	

The County will also provide each Campus Safety Officer with the following additional equipment or the equivalent, to be purchased and owned by the County.

Weapon Light	VTAC Nylon Radio Pouch
Handcuff Pouch	OC Pouch
Admin Pouch	Rigid TQ Case for SOFTT-W-MOLLE
Side Opening Clipboard Box	Headsets Disconnect Mic
1.5" Buckle-less Reversible Inner Belt	

And all leather items needed for duty belt as follows:

Radio Holder	Key Holder	Baton Holder
Light Holder	Taser Holder	Duty Weapon Holder
Mag Pouch	Cuff Case	Belt Keepers
OC Spray Pouch	CPR Mask Pouch	ANSI Traffic Vest

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### **ARTICLE XXI -PAYROLL SAVINGS**

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The County shall provide payroll savings and federal bonds deductions for each employee provided that the employee requested such deductions and signed the required form.

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### **ARTICLE XXII - LAYOFF AND RECALL**

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In case of job abolishment, reduction in forces, layoff and recall of titles in the Non-competitive and Labor Class, the following procedure shall prevail:

- a. The employee involved shall have the right to replace the least senior employee within the same title within the County.
- b. If an employee cannot replace anyone within his or her title because of the lack of seniority, he or she may replace the least senior employee in another title, if qualified, only if the replacing employee previously held that title, within the County.
- c. Employees shall be recalled in the reverse order of layoff.
- d. The County shall give written notification two weeks prior to layoff.

- e. This article only applies to Non-competitive and Labor Class positions established under Herkimer County Civil Service Rules.

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### **ARTICLE XXIII - SENIORITY**

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#### **Section 1**

An employee's seniority date shall be the date he or she receives full-time permanent employment with the County and will prevail in all job abolishment, layoff and recall. Twenty hours or more per week, 1040 hours per year will be prorated for regular part-time employees.

#### **Section 2**

In making promotions, transfers, demotions, shift changes or building reassignments the County shall consider ability, attendance, initiative and qualifications of the employee for the position. Where these factors are relatively equal, seniority shall apply.

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### **ARTICLE XXIV - LABOR/MANAGEMENT COMMITTEE**

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#### **Section 1**

With the express purpose of fostering a harmonious working relationship, the County and the Union shall establish a joint Labor/Management Committee for the purpose of providing communication and discussion for attempted resolution of problems between the County and its employees.

#### **Section 2**

The Labor/Management Committee shall consist of five members, one of whom shall be appointed by the Herkimer County Legislature and four of whom shall be appointed by the President of the Herkimer County Unit of CSEA. Said committee shall meet every ninety (90) days or sooner, if deemed necessary. The Union will work with the County in Labor Management meetings on an appropriate dress code for employees.

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### **ARTICLE XXV - COMPETITIVE AND NONCOMPETITIVE OPENINGS**

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#### **Section 1**

All job openings in the County, whether provisional or permanent, shall be posted for at least ten working days on all CSEA bulletin boards for the benefit of employees wishing a promotion or transfer.

#### **Section 2**

Centralized posting will be done by the Personnel Officer or his/her designee and a copy shall be sent to the Unit President of CSEA.

## **ARTICLE XXVI - BEREAVEMENT LEAVE**

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Bereavement leave for death in the family will be granted as follows:

- a. Three (3) full days with pay will be granted for death in the immediate family. Immediate family to be described as father, mother, brother, sister, grandparents, grandchild, spouse, children, mother-in-law, father-in-law, daughter-in-law, son-in-law or any other relative living in the employee's household.
- b. One (1) day with pay for brother-in-law, sister-in-law, aunts, uncles and other relatives. Determination of eligibility for this time is left to the discretion of supervisor or department head.

## **ARTICLE XXVII -GRIEVANCE & DISCIPLINARY PROCEDURE**

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### **Section 1 - Coverage**

- a. Effective upon the execution of this Agreement, this grievance procedure shall apply to any misinterpretation of any article of this contract or any other claimed violation.

In addition, all disciplinary action for incompetency or misconduct shall be subject to the grievance procedure in place of and in lieu of the procedures specified in Sections 75, 76 and 77 of the Civil Service Law. This shall apply for all employees covered by this contract.

- b. In hiring employees to positions that are listed as excluded in the Collective Bargaining Agreement, the CBA shall not be applicable nor shall the grievance and disciplinary procedure portion of the CBA be a remedy for any perceived violation when an excluded position is filled.

### **Section 2 - Definitions**

- a. **Grievance:** shall mean any claimed violation, misinterpretation, misapplication, or improper application of the terms and conditions of this Agreement and any other term or condition not expressed in the contract, and also as it relates to removal or other disciplinary action against any member of the bargaining unit.
- b. **Supervisor:** shall mean the immediate supervisor or department head of the employee or employees affected by the alleged grievance.
- c. **Grievant:** shall mean any person or group of persons in the negotiating unit filing a grievance.
- d. **Party In Interest:** shall mean the grievance committee of the Union and any party named in a grievance who is not the grievant.

### **Section 3 - Procedures**

- a. All grievance statements shall include the name and position of the grievant, the identity of the provision of the Agreement involved in the said grievance, or other, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the party responsible for causing the said events or conditions, if known to the grievant, a general statement of the nature of the grievance, and the specific remedy sought by the aggrieved party.

- b. If the grievance affects a group of employees and appears to be associated with county-wide policy, it may be submitted directly to Stage 2 described below.
- c. The preparation of grievances and processing insofar as possible shall be conducted during the work hours of employment.
- d. The County and CSEA agree to facilitate any investigation which may be required and to make available any /all material, relevant documents, communications, and records concerning the grievance.
- e. Except as otherwise provided, a grievant and any party in interest shall have the right at all stages of a grievance to confront and cross-examine all witnesses on his or her behalf.
- f. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the grievant. No documents, communications, or records dealing with the processing of a grievance shall be filed in the personnel files of any participant.
- g. Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with the appropriate supervisor and his or her CSEA representative.

#### **Section 4 - Time Limits**

- a. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.
- b. No written grievance will be entertained and will be deemed waived unless a written grievance is forwarded at the first available stage within thirty (30) calendar days after the employee knew of the fact or condition on which the grievance is based.
- c. If a decision at any stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.
- d. Failure, at any stage of the grievance procedure, to communicate a decision to the grievant, his/her representatives, and the CSEA within the specified time limit, shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.

#### **Section 5 - Stages**

##### **a. Stage 1 – Supervisor**

An employee having a grievance will discuss it with his/her immediate supervisor or department head, either directly or through a CSEA representative, with the object of resolving the matter informally.

The immediate supervisor or department head will confer with all parties in interest but, in arriving at his/her decision, will not consider any material or statement offered by or on behalf of any party in interest with whom consultation has been had without the grievant or his/her representative present.

If the grievance is not resolved informally, it shall be reduced to writing and presented to the immediate supervisor or department head. Within five (5) work days after the written grievance is presented to him, the immediate supervisor or department head shall render a decision therein, in writing, and present it to the employee and the Union.

b. Stage 2 – Ways and Means Committee of the Board of Legislators

If the employee and CSEA are not satisfied with the decision at Step 1, they may file an appeal in writing with the Ways and Means Committee of the Board of Legislators within ten (10) work days after receiving the decision at Stage 1.

Within twenty (20) work days after receipt of an appeal, the Ways and Means Committee of the Board of Legislators shall hold a hearing on the grievance. The hearing shall be conducted in executive session with all parties being present.

Within ten (10) work days after the conclusion of the hearing, the Ways and Means Committee shall render a decision in writing on the grievance and present it to the grievant and CSEA.

c. Stage 3 – Arbitration

After such hearing, if the employee and/or CSEA are not satisfied with the decision at Stage 2, and the Union determines that the grievance is meritorious, it may submit the grievance to arbitration by written notice to the Ways and Means Committee of the Board of Legislators within twenty (20) calendar days of the decision at Stage 2. Arbitration hereunder shall be pursuant to the rules of the Public Employment Relations Board.

Within ten (10) calendar days after such written notice of submission to arbitration, the County representative and the Union will agree upon a mutually acceptable arbitrator competent in the area of the grievance, and will obtain a commitment within the specified period. The Union agrees to attempt to mutually agree to an arbitrator before implementing the PERB procedure for choosing an arbitrator. Either party may request appointment of an arbitrator under the rules of the Public Employment Relations Board.

The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues.

The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement, nor add to, subtract from or modify any of the provisions of this Agreement.

The decision of the arbitrator shall be final and binding on all parties.

The cost of the service of the arbitrator, including expenses, if any, will be borne equally by the County and CSEA.

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**ARTICLE XXVIII - BIWEEKLY PAYROLL**

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All County Employees shall be paid on a bi-weekly basis.

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**ARTICLE XXIX - MILEAGE**

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**Section 1**

All County employees who use their personal cars on County business shall be reimbursed at the current IRS mileage rate. Changes in the IRS mileage rate shall be applied prospectively, taking effect on January 1<sup>st</sup> following the announced change.

**Section 2**

If an employee finds they have to transport someone and they prefer not to use their own car for which they are paid mileage as outlined in Section 1., they may notify their immediate supervisor, department head or his/her designee, for permission to call a taxi for transporting the involved person. If unable to reach supervisor, department head or his/her designee, the employee should use his/her judgment and render a written report to his/her supervisor, department head or his/her designee.

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**ARTICLE XXX - WORK SHIFT CHANGE**

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Any employee whose work shift has a change from his normal workday or shift shall be given 48 hours of advance notice by his appropriate department head, with the exception of emergencies.

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**ARTICLE XXXI -SHIFT DIFFERENTIALS**

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Employees who start work at 3:00 pm shall be paid an additional \$.38 for 2018, \$.39 for 2019, \$.40 for 2020 per hour after 5:00 pm, and shall be paid an additional \$.54 for 2018, \$.55 for 2019 and \$.56 for 2020 per hour for hours worked after 12 midnight.

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**ARTICLE XXXII - ON-CALL PAY**

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All employees who are required to carry a cell phone or scheduled to remain available to work other than during regular scheduled work hours shall be paid \$3.00 per hour.

The County and CSEA have agreed to specific terms of employment for Public Health Nurses which shall be included as Exhibit "G".

Any employee who is required to work on-call on Thanksgiving, Christmas, New Years, Easter, and July 4<sup>th</sup>, will work on a rotational basis. No employee shall be required to work the same holiday two years in a row.

The above referenced will go into effect following ratification (January 26, 2022) by both parties.

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## **ARTICLE XXXIII - CALL-IN**

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### **Section 1**

When an employee, after leaving his place of work, is called in and reports for work other than during his regular scheduled time, such employee shall be given a minimum of three (3) hours work or a minimum of three (3) hours pay.

- a. Employees shall be paid any applicable premium or overtime pay for all time actually worked.
- b. The un-worked portion of the guaranteed three hours, if any, shall be paid at the regular straight-time rate.

### **Section 2**

Employees at the Herkimer County Sewer District Plant, who are called in for emergency non-scheduled work, will be eligible for the call- in pay provided in this Article.

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## **ARTICLE XXXIV - PERSONNEL FILES**

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### **Section 1**

Employees will receive copies of any performance evaluations, either positive or negative. Employees have the right upon reasonable notice to review their personnel file in the presence of an appropriate agent of the employer and to copy and answer, in writing, anything deemed adverse in the personnel file. The written answer, if any, shall be placed in the personnel file.

### **Section 2**

Unfavorable reports are to be left in employee's file for a period of four years. If employee has worked well and received no additional negative reports after four years, the unfavorable report will be discarded.

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## **ARTICLE XXXV - REALLOCATION AND RECLASSIFICATION**

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### **Section 1**

The County agrees to consider requests for reallocation and reclassification of titles. An employee may request a reallocation by sending it to his/her department head, the County Administrator, the Herkimer County Personnel Officer and the Chairperson of the Herkimer County Ways and Means Committee, with a copy to CSEA, by no later than August 31<sup>st</sup> of each year. The Ways and Means Committee of the Herkimer County Legislature will review all requests by no later than November 15<sup>th</sup> and report back, in writing to the employee and CSEA with the decision by no later than December 15<sup>th</sup>.

Reclassification of any position shall be governed by Herkimer County Civil Service Rule XXIII. With respect to Rule XXIII, the Personnel Officer shall report back to the employee requesting reclassification, in writing, within 90 calendar days.

### **Section 2**

The decision of the Legislature shall not be grievable.

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## **ARTICLE XXXVI - CREDIT UNION**

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The County will allow payroll deduction for the employee credit union.

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## **ARTICLE XXXVII - TUITION REIMBURSEMENT AT HERKIMER COUNTY COMMUNITY COLLEGE**

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### **Section 1**

Credit and non-credit courses at the College will be available to all members of the bargaining unit under the following terms and conditions:

1. Employee will pay the college fee, plus the tuition.
2. Employee will buy the books and supplies necessary.
3. Courses taught at night must have enough signed up to have a course taught.
4. Fifty percent (50%) of the tuition will be refunded to the employee after the course is completed. Reimbursement for the tuition will be on a voucher basis.
5. In the event that an employee qualifies for another tuition reimbursement program, then the County shall only reimburse an amount equivalent to the balance of the tuition owed, up to and including fifty percent (50%), as referenced above in Section 4 of this article.

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## **ARTICLE XXXVIII - SAFETY & HEALTH**

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### **Section 1**

The County will provide first aid kits at the Herkimer County Community College and the County Office Building.

### **Section 2**

Members of the bargaining unit will be notified of the location of fire extinguishers and given instructions on how to use it. Fire drills will be held as deemed necessary by management.

### **Section 3**

The County will install metal detectors at the following locations:

New County Office Building

Old County Office Building

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## **ARTICLE XXXIX - RESIGNATION**

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Any employee who resigns for other than health reasons shall give the County at least thirty (30) days advance written notice. Failure to give the proper notice shall result in the loss of payment for accrued fringe benefits. The County may waive such requirement.

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**ARTICLE XL - INFORMATION**

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On the effective date of this Agreement, the employer shall provide the unit president a list of all employees in the bargaining unit showing the employee's full name, home address, item number, job title, work location, membership status, insurance deduction and first date of County employment. Such information shall thereafter be provided to the unit president on a quarterly basis.

The employer shall provide the unit president on a monthly basis, the name, item number, work location and date of hire of all new bargaining unit employees. In addition, the employer shall provide the unit president on a monthly basis, a listing of all bargaining unit employees whose employment has been terminated.

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**ARTICLE XLI - SECTION 125 PLAN**

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A Section 125 Plan for employees will be implemented for health insurance premiums effective ninety (90) days after mutual ratification of the contract by the parties.

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**ARTICLE XLII - WELLNESS**

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The County, in cooperation with Herkimer County Community College, agrees to make the fitness center available to all employees at no charge, based upon availability as determined by the College.

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**ARTICLE XLIII - OUT OF TITLE**

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No person shall be employed under any title not appropriate to the duties to be performed and, except upon assignment by proper authority during the existence of a temporary emergency situation, no person shall be assigned to perform the duties of any position unless he or she has been duly appointed, promoted, transferred or reinstated to such position in accordance with the provisions of the Civil Service Rules and Regulations.

A grievance alleging violations of this article shall be filed in accordance with the grievance procedure in the current bargaining agreement.

If such substantially different duties are found to be appropriate to a higher salary grade than that held by the affected employee, the County shall issue an award of monetary relief, provided that the affected employee has performed work in the out-of-title assignment for a period of one or more days, and in such event, the amount of such monetary relief shall be the difference between what the affected employee was earning at the time he/she performed such work and what he/she would have earned at the time in the higher salary grade title.

However, monetary relief shall be only payable commencing with written notification by the employee to the County Personnel Office.

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**ARTICLE XLIV - PUBLIC HEALTH AGREEMENT**

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The County and CSEA have agreed to specific terms of employment of the Public Health Department, which shall be included as Exhibit "C".

**ARTICLE XLV - CLERICAL POOL**

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Certain employees shall be designated to form a clerical pool, which shall permit the County to utilize these employees where needed throughout the departments in the County. However, the County agrees not to assign duties and responsibilities not inherent to the employees' titles.

**ARTICLE XLVI - DIRECT DEPOSIT**

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The County will provide the employees with the ability to directly deposit their paychecks into a bank of their choice within one month of ratification. The County will meet with the Association in order to mutually agree on the details of this benefit.

**ARTICLE XLVII - JURY DUTY**

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Employees shall be granted leave of absence with pay when they are required to report to jury duty. The employee must notify his/her department head of jury selection no later than his/her first scheduled shift following receipt of the notice.

**ARTICLE XLVIII - LEGISLATIVE ACTION**

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IT IS AGREED BY AND BETWEEN THE PARTIES HERETO THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

**ARTICLE XLIX - DURATION OF AGREEMENT**

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This Agreement shall take effect on January 1, 2021 and continue in full force and effect through December 31, 2024.

Signed and dated the \_\_\_\_\_ day of May 2022 at Herkimer, New York.

**COUNTY OF HERKIMER**

**CSEA LOCAL 1000 AFSCME, AFL-CIO**

\_\_\_\_\_  
Vincent Bono  
Herkimer County Legislature

\_\_\_\_\_  
Matt Spellicy  
Labor Relations Specialist

**MEMBERS OF THE CSEA NEGOTIATING TEAM:**

\_\_\_\_\_  
JoAnne LeClair, President

\_\_\_\_\_  
Michael Werenczak, Treasurer

\_\_\_\_\_  
Laurie Baum-Lovato, Vice President

\_\_\_\_\_  
Jo Ellen Mula, Secretary

**EXHIBIT A**  
**2021-2024**

**HERKIMER COUNTY COMMUNITY COLLEGE**  
**CSEA RATES BY TITLE**

	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years	
Increments and Longevity (will be prorated for 10 month employees)	2021	250	500	750	1,000	1,250	2,092	2,934	3,776	4,676
	2022	250	500	750	1,000	1,250	2,150	2,950	3,850	4,750
	2023	250	500	750	1,000	1,250	2,150	2,950	3,850	4,750
	2024	250	500	750	1,000	1,250	2,150	2,950	3,850	4,750

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Office Assistant I (35 Weekly Hours)	2021	26,361	28,255	28,755	29,005	29,255	29,505	30,347	31,189	32,031	32,931
	2022		29,668	30,168	30,418	30,668	30,918	31,818	32,618	33,518	34,418
	2023		30,558	31,058	31,308	31,558	31,808	32,708	33,508	34,408	35,308
	2024		31,475	31,975	32,225	32,475	32,725	33,625	34,425	35,325	36,225

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Office Assistant I - Maintenance (40 Weekly Hours)	2021	30,110	32,273	32,773	33,023	33,273	33,523	34,365	35,207	36,049	36,949
	2022		33,887	34,387	34,637	34,887	35,137	36,037	36,837	37,737	38,637
	2023		34,904	35,404	35,654	35,904	36,154	37,054	37,854	38,754	39,654
	2024		35,951	36,451	36,701	36,951	37,201	38,101	38,901	39,801	40,701

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Office Assistant II (35 Weekly Hours)	2021	28,450	30,494	30,994	31,244	31,494	31,744	32,586	33,428	34,270	35,170
	2022		32,019	32,519	32,769	33,019	33,269	34,169	34,969	35,869	36,769
	2023		32,980	33,480	33,730	33,980	34,230	35,130	35,930	36,830	37,730
	2024		33,969	34,469	34,719	34,969	35,219	36,119	36,919	37,819	38,719

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Account Clerk / Typist (35 Weekly Hours)	2021	27,364	29,329	29,829	30,079	30,329	30,579	31,421	32,263	33,105	34,005
	2022		30,795	31,295	31,545	31,795	32,045	32,945	33,745	34,645	35,545
	2023		31,719	32,219	32,469	32,719	32,969	33,869	34,669	35,569	36,469
	2024		32,671	33,171	33,421	33,671	33,921	34,821	35,621	36,521	37,421

**EXHIBIT A**  
**2021-2024**

**HERKIMER COUNTY COMMUNITY COLLEGE**  
**CSEA RATES BY TITLE**

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
<b>Senior Account Clerk (35 Weekly Hours)</b>	<b>2021</b>	28,947	31,026	31,276	31,526	31,776	32,026	32,276	33,118	33,960	35,702
	<b>2022</b>		32,577	32,827	33,077	33,327	33,577	33,827	34,727	35,527	37,327
	<b>2023</b>		33,554	33,804	34,054	34,304	34,554	34,804	35,704	36,504	38,304
	<b>2024</b>		34,561	34,811	35,061	35,311	35,561	35,811	36,711	37,511	38,411

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
<b>Public Relations Assistant (35 Weekly Hours)</b>	<b>2021</b>		30,600	30,850	31,100	31,350	31,600	31,850	32,692	33,534	35,276
	<b>2022</b>		32,130	32,380	32,630	32,880	33,130	33,380	34,280	35,080	36,880
	<b>2023</b>		33,094	33,344	33,594	33,844	34,094	34,344	35,244	36,044	37,844
	<b>2024</b>		34,087	34,337	34,587	34,837	35,087	35,337	36,237	37,037	37,937

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
<b>Building Maintenance Helper (40 Weekly Hours)</b>	<b>2021</b>	28,904	30,980	31,230	31,480	31,730	31,980	32,230	33,072	33,914	35,656
	<b>2022</b>		32,529	32,779	33,029	33,279	33,529	33,779	34,679	35,479	37,279
	<b>2023</b>		33,505	33,755	34,005	34,255	34,505	34,755	35,655	36,455	38,255
	<b>2024</b>		34,510	34,760	35,010	35,260	35,510	35,760	36,660	37,460	38,360

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
<b>Working Foreperson (40 Weekly Hours)</b>	<b>2021</b>	36,849	39,495	39,745	39,995	40,245	40,495	40,745	41,587	42,429	44,171
	<b>2022</b>		41,470	41,720	41,970	42,220	42,470	42,720	43,620	44,420	46,220
	<b>2023</b>		42,714	42,964	43,214	43,464	43,714	43,964	44,864	45,664	47,464
	<b>2024</b>		43,995	44,245	44,495	44,745	44,995	45,245	46,145	46,945	47,845

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
<b>Groundskeeper (40 Weekly Hours)</b>	<b>2021</b>	33,326	35,720	35,970	36,220	36,470	36,720	36,970	37,812	38,654	40,396
	<b>2022</b>		37,506	37,756	38,006	38,256	38,506	38,756	39,656	40,456	42,256
	<b>2023</b>		38,631	38,881	39,131	39,381	39,631	39,881	40,781	41,581	43,381
	<b>2024</b>		39,790	40,040	40,290	40,540	40,790	41,040	41,940	42,740	43,640

**EXHIBIT A**  
**2021-2024**

**HERKIMER COUNTY COMMUNITY COLLEGE**  
**CSEA RATES BY TITLE**

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Carpenter (40 Weekly Hours)	2021	40,650	40,900	41,150	41,400	41,650	41,900	42,742	43,584	44,426	45,326
	2022	42,683	42,933	43,183	43,433	43,683	43,933	44,833	45,633	46,533	47,433
	2023	43,963	44,213	44,463	44,713	44,963	45,213	46,113	46,913	47,813	48,713
	2024	45,282	45,532	45,782	46,032	46,282	46,532	47,432	48,232	49,132	50,032

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Electrician (40 Weekly Hours)	2021	40,650	40,900	41,150	41,400	41,650	41,900	42,742	43,584	44,426	45,326
	2022	45,693	45,943	46,193	46,443	46,693	46,943	47,843	48,643	49,543	50,443
	2023	50,053	50,303	50,553	50,803	51,053	51,303	52,203	53,003	53,903	54,803
	2024	54,718	54,968	55,218	55,468	55,718	55,968	56,868	57,668	58,568	59,468

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Plumber (40 Weekly Hours)	2021	40,650	40,900	41,150	41,400	41,650	41,900	42,742	43,584	44,426	45,326
	2022	42,683	42,933	43,183	43,433	43,683	43,933	44,833	45,633	46,533	47,433
	2023	43,963	44,213	44,463	44,713	44,963	45,213	46,113	46,913	47,813	48,713
	2024	45,282	45,532	45,782	46,032	46,282	46,532	47,432	48,232	49,132	50,032

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
HVAC Systems Mechanic (40 Weekly Hours)	2021	49,121	49,371	49,621	49,871	50,121	50,371	51,213	52,055	52,897	53,797
	2022	51,577	51,827	52,077	52,327	52,577	52,827	53,727	54,527	55,427	56,327
	2023	53,124	53,374	53,624	53,874	54,124	54,374	55,274	56,074	56,974	57,874
	2024	54,718	54,968	55,218	55,468	55,718	55,968	56,868	57,668	58,568	59,468

	Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Maintenance Supervisor (40 Weekly Hours)	2021	51,880	52,130	52,380	52,630	52,880	53,130	53,972	54,814	55,656	56,556
	2022	54,474	54,724	54,974	55,224	55,474	55,724	56,624	57,424	58,324	59,224
	2023	56,108	56,358	56,608	56,858	57,108	57,358	58,258	59,058	59,958	60,858
	2024	57,791	58,041	58,291	58,541	58,791	59,041	59,941	60,741	61,641	62,541

**EXHIBIT A**  
**2021-2024**

**HERKIMER COUNTY COMMUNITY COLLEGE**  
**CSEA RATES BY TITLE**

		Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Campus Safety Officer (40 Weekly Hours)	2021	30,437	32,624	32,874	33,124	33,374	33,624	33,874	34,716	35,558	36,400	37,300
	2022		34,255	34,505	34,755	35,005	35,255	35,505	36,405	37,205	38,105	39,005
	2023		35,283	35,533	35,783	36,033	36,283	36,533	37,433	38,233	39,133	40,033
	2024		36,341	36,591	36,841	37,091	37,341	37,591	38,491	39,291	40,191	41,091

		Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Campus Safety Officer (10 Month, 40 Weekly Hours)	2021	25,364	27,249	27,458	27,667	27,876	28,085	28,294	28,997	29,700	30,403	31,155
	2022		28,611	28,820	29,029	29,238	29,447	29,656	30,408	31,076	31,828	32,580
	2023		29,469	29,678	29,887	30,096	30,305	30,514	31,266	31,934	32,686	33,438
	2024		30,353	30,562	30,771	30,980	31,189	31,398	32,150	32,818	33,570	34,322

		Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Campus Peace Officer (40 Weekly Hours)	2021	35,955	38,539	38,789	39,039	39,289	39,539	39,789	40,631	41,473	42,135	43,215
	2022		40,466	40,716	40,966	41,216	41,466	41,716	42,616	43,416	44,316	45,216
	2023		41,680	41,930	42,180	42,430	42,680	42,930	43,830	44,630	45,530	46,430
	2024		42,930	43,180	43,430	43,680	43,930	44,180	45,080	45,880	46,780	47,680

		Hire Rate	Base	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	10 Years	15 Years	20 Years
Campus Peace Officer (10 Month, 40 Weekly Hours)	2021	29,963	32,190	32,399	32,608	32,817	33,026	33,235	33,938	34,641	35,344	36,096
	2022		33,800	34,009	34,218	34,427	34,636	34,845	35,597	36,265	37,017	37,769
	2023		34,814	35,023	35,232	35,441	35,650	35,859	36,611	37,279	38,031	38,783
	2024		35,858	36,067	36,276	36,485	36,694	36,903	37,655	38,323	39,075	39,827

**EXHIBIT A**  
**2021-2024**

<b>LONGEVITY AND INCREMENTS</b>		<b>YEAR</b>	<b>1YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		<b>2021</b>	<b>250</b>	<b>500</b>	<b>750</b>	<b>1000</b>	<b>1250</b>	<b>2092</b>	<b>2934</b>	<b>3776</b>	<b>4676</b>
		<b>2022</b>	<b>250</b>	<b>500</b>	<b>750</b>	<b>1000</b>	<b>1250</b>	<b>2150</b>	<b>2950</b>	<b>3850</b>	<b>4750</b>
		<b>2023</b>	<b>250</b>	<b>500</b>	<b>750</b>	<b>1000</b>	<b>1250</b>	<b>2150</b>	<b>2950</b>	<b>3850</b>	<b>4750</b>
		<b>2024</b>	<b>250</b>	<b>500</b>	<b>750</b>	<b>1000</b>	<b>1250</b>	<b>2150</b>	<b>2950</b>	<b>3850</b>	<b>4750</b>

<b>ACCOUNT CLERK</b>		<b>YEAR</b>	<b>Hire</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		<b>2021</b>	<b>27364</b>	<b>29579</b>	<b>29829</b>	<b>30079</b>	<b>30329</b>	<b>30579</b>	<b>31421</b>	<b>32263</b>	<b>33105</b>	<b>34005</b>
		<b>2022</b>		<b>31045</b>	<b>31295</b>	<b>31545</b>	<b>31795</b>	<b>32045</b>	<b>32945</b>	<b>33745</b>	<b>34645</b>	<b>35545</b>
		<b>2023</b>		<b>31969</b>	<b>32219</b>	<b>32469</b>	<b>32719</b>	<b>32969</b>	<b>33869</b>	<b>34669</b>	<b>35569</b>	<b>36469</b>
		<b>2024</b>		<b>32921</b>	<b>33171</b>	<b>33421</b>	<b>33671</b>	<b>33921</b>	<b>34821</b>	<b>35621</b>	<b>36521</b>	<b>37421</b>

<b>ACCT CLERK/TYPIST</b>		<b>YEAR</b>	<b>Hire</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		<b>2021</b>	<b>27364</b>	<b>29579</b>	<b>29829</b>	<b>30079</b>	<b>30329</b>	<b>30579</b>	<b>31421</b>	<b>32263</b>	<b>33105</b>	<b>34005</b>
		<b>2022</b>		<b>31045</b>	<b>31295</b>	<b>31545</b>	<b>31795</b>	<b>32045</b>	<b>32945</b>	<b>33745</b>	<b>34645</b>	<b>35545</b>
		<b>2023</b>		<b>31969</b>	<b>32219</b>	<b>32469</b>	<b>32719</b>	<b>32969</b>	<b>33869</b>	<b>34669</b>	<b>35569</b>	<b>36469</b>
		<b>2024</b>		<b>32921</b>	<b>33171</b>	<b>33421</b>	<b>33671</b>	<b>33921</b>	<b>34821</b>	<b>35621</b>	<b>36521</b>	<b>37421</b>

<b>ACCOUNTANT</b>		<b>YEAR</b>	<b>Hire</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		<b>2021</b>	<b>37985</b>	<b>40962</b>	<b>41212</b>	<b>41462</b>	<b>41712</b>	<b>41962</b>	<b>42804</b>	<b>43646</b>	<b>44488</b>	<b>45388</b>
		<b>2022</b>		<b>42998</b>	<b>43248</b>	<b>43498</b>	<b>43748</b>	<b>43998</b>	<b>44898</b>	<b>45698</b>	<b>46598</b>	<b>47498</b>
		<b>2023</b>		<b>44280</b>	<b>44530</b>	<b>44780</b>	<b>45030</b>	<b>45280</b>	<b>46180</b>	<b>46980</b>	<b>47880</b>	<b>48780</b>
		<b>2024</b>		<b>45601</b>	<b>45851</b>	<b>46101</b>	<b>46351</b>	<b>46601</b>	<b>47501</b>	<b>48301</b>	<b>49201</b>	<b>50101</b>

<b>AGING SERVICES ASSISTANT</b>		<b>YEAR</b>	<b>Hire</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		<b>2021</b>	<b>29471</b>	<b>31838</b>	<b>32088</b>	<b>32338</b>	<b>32588</b>	<b>32838</b>	<b>33680</b>	<b>34522</b>	<b>35364</b>	<b>36264</b>
		<b>2022</b>		<b>33417</b>	<b>33667</b>	<b>33917</b>	<b>34167</b>	<b>34417</b>	<b>35317</b>	<b>36117</b>	<b>37017</b>	<b>37917</b>
		<b>2023</b>		<b>34412</b>	<b>34662</b>	<b>34912</b>	<b>35162</b>	<b>35412</b>	<b>36312</b>	<b>37112</b>	<b>38012</b>	<b>38912</b>
		<b>2024</b>		<b>35437</b>	<b>35687</b>	<b>35937</b>	<b>36187</b>	<b>36437</b>	<b>37337</b>	<b>38137</b>	<b>39037</b>	<b>39937</b>

<b>ALCOHOL ABUSE COUNSELOR</b>		<b>YEAR</b>	<b>Hire</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		<b>2021</b>	<b>48180</b>	<b>51892</b>	<b>52142</b>	<b>52392</b>	<b>52642</b>	<b>52892</b>	<b>53734</b>	<b>54576</b>	<b>55418</b>	<b>56318</b>
		<b>2022</b>		<b>54474</b>	<b>54724</b>	<b>54974</b>	<b>55224</b>	<b>55474</b>	<b>56374</b>	<b>57174</b>	<b>58074</b>	<b>58974</b>
		<b>2023</b>		<b>56101</b>	<b>56351</b>	<b>56601</b>	<b>56851</b>	<b>57101</b>	<b>58001</b>	<b>58801</b>	<b>59701</b>	<b>60601</b>
		<b>2024</b>		<b>57777</b>	<b>58027</b>	<b>58277</b>	<b>58527</b>	<b>58777</b>	<b>59677</b>	<b>60477</b>	<b>61377</b>	<b>62277</b>

**EXHIBIT A**  
**2021-2024**

ALCOHOL SERVICE PROGRAM COORD.	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	52357	56119	56369	56619	56869	57119	57369	58211	59053	59895	60795
	2022		58925	59175	59425	59675	59925	60175	61075	61875	62775	63675
	2023		60693	60943	61193	61443	61693	61943	62843	63643	64543	65443
	2024		62514	62764	63014	63264	63514	63764	64664	65464	66364	67264

ASSESSOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	38774	41560	41810	42060	42310	42560	42810	43652	44494	45336	46236
	2022		43638	43888	44138	44388	44638	44888	45788	46588	47488	48388
	2023		44947	45197	45447	45697	45947	46197	47097	47897	48797	49697
	2024		46295	46545	46795	47045	47295	47545	48445	49245	50145	51045

ASSOCIATE COMPUTER PROGRAMMER	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	41406	41406	41656	41906	42156	42406	42656	43498	44340	45182	46082
	2022		43476	43726	43976	44226	44476	44726	45626	46426	47326	48226
	2023		44780	45030	45280	45530	45780	46030	46930	47730	48630	49530
	2024		46123	46373	46623	46873	47123	47373	48273	49073	49973	50873

ASSOCIATE NETWORK ADMINISTRATOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	40800	43731	43981	44231	44481	44731	44981	45823	46665	47507	48407
	2022		45918	46168	46418	46668	46918	47168	48068	48868	49768	50668
	2023		47296	47546	47796	48046	48296	48546	49446	50246	51146	52046
	2024		48715	48965	49215	49465	49715	49965	50865	51665	52565	53465

ASST. MV LICENSE SUPERVISOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	30186	32355	32605	32855	33105	33355	33605	34447	35289	36131	37031
	2022		33973	34223	34473	34723	34973	35223	36123	36923	37823	38723
	2023		34992	35242	35492	35742	35992	36242	37142	37942	38842	39742
	2024		36042	36292	36542	36792	37042	37292	38192	38992	39892	40792

ASSISTANT TREATMENT PLANT OPERATOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	32583	34923	35173	35423	35673	35923	36173	37015	37857	38699	39599
	2022		36669	36919	37169	37419	37669	37919	38819	39619	40519	41419
	2023		37769	38019	38269	38519	38769	39019	39919	40719	41619	42519
	2024		38902	39152	39402	39652	39902	40152	41052	41852	42752	43652

**EXHIBIT A**  
**2021-2024**

<b>BUILDING MAINTENANCE HELPER</b>	<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
	2021	25302	27120	27370	27620	27870	28120	28370	29212	30054	30896	31796
	2022		28476	28726	28976	29226	29476	29726	30626	31426	32326	33226
	2023		29330	29580	29830	30080	30330	30580	31480	32280	33180	34080
	2024		30210	30460	30710	30960	31210	31460	32360	33160	34060	34960

<b>BUILDING MAINTENANCE MECHANIC</b>	<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
	2021	33044	35418	35668	35918	36168	36418	36668	37510	38352	39194	40094
	2022		37189	37439	37689	37939	38189	38439	39339	40139	41039	41939
	2023		38305	38555	38805	39055	39305	39555	40455	41255	42155	43055
	2024		39454	39704	39954	40204	40454	40704	41604	42404	43304	44204

<b>BUILDING MAINTENANCE WORKER</b>	<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
	2021	27459	29433	29683	29933	30183	30433	30683	31525	32367	33209	34109
	2022		30905	31155	31405	31655	31905	32155	33055	33855	34755	35655
	2023		31832	32082	32332	32582	32832	33082	33982	34782	35682	36582
	2024		32787	33037	33287	33537	33787	34037	34937	35737	36637	37537

<b>CASE SUPERVISOR, GRADE B</b>	<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
	2021	43682	46819	47069	47319	47569	47819	48069	48911	49753	50595	51495
	2022		49160	49410	49660	49910	50160	50410	51310	52110	53010	53910
	2023		50635	50885	51135	51385	51635	51885	52785	53585	54485	55385
	2024		52154	52404	52654	52904	53154	53404	54304	55104	56004	56904

<b>CASEWORK AIDE</b>	<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
	2021	27364	29329	29579	29829	30079	30329	30579	31421	32263	33105	34005
	2022		30795	31045	31295	31545	31795	32045	32945	33745	34645	35545
	2023		31719	31969	32219	32469	32719	32969	33869	34669	35569	36469
	2024		32671	32921	33171	33421	33671	33921	34821	35621	36521	37421

<b>CASEWORKER</b>	<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
	2021	38779	41565	41815	42065	42315	42565	42815	43657	44499	45341	46241
	2022		43643	43893	44143	44393	44643	44893	45793	46593	47493	48393
	2023		44952	45202	45452	45702	45952	46202	47102	47902	48802	49702
	2024		46301	46551	46801	47051	47301	47551	48451	49251	50151	51051

**EXHIBIT A**  
**2021-2024**

<b>CIVIL CLERK</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021											
		2022		32578	32828	33078	33328	33578	33828	34728	35528	36428	37328
		2023		33555	33805	34055	34305	34555	34805	35705	36505	37405	38305
		2024		34562	34812	35062	35312	35562	35812	36712	37512	38412	39312

<b>CLEANER</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	26283	28172	28422	28672	28922	29172	29422	30264	31106	31948	32848
		2022		29581	29831	30081	30331	30581	30831	31731	32531	33431	34331
		2023		30468	30718	30968	31218	31468	31718	32618	33418	34318	35218
		2024		31382	31632	31882	32132	32382	32632	33532	34332	35232	36132

<b>CLERK</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	26104	27980	28230	28480	28730	28980	29230	30072	30914	31756	32656
		2022		29379	29629	29879	30129	30379	30629	31529	32329	33229	34129
		2023		30260	30510	30760	31010	31260	31510	32410	33210	34110	35010
		2024		31168	31418	31668	31918	32168	32418	33318	34118	35018	35918

<b>COMMUNITY HEALTH NURSE</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	40680	43602	43852	44102	44352	44602	44852	45694	46536	47378	48278
		2022		45782	46032	46282	46532	46782	47032	47932	48732	49632	50532
		2023		47155	47405	47655	47905	48155	48405	49305	50105	51005	51905
		2024		48570	48820	49070	49320	49570	49820	50720	51520	52420	53320

<b>COMMUNITY SERVICES AIDE</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	22041	23625	23875	24125	24375	24625	24875	25717	26559	27401	28301
		2022		24806	25056	25306	25556	25806	26056	26956	27756	28656	29556
		2023		25550	25800	26050	26300	26550	26800	27700	28500	29400	30300
		2024		26317	26567	26817	27067	27317	27567	28467	29267	30167	31067

**EXHIBIT A**  
**2021-2024**

COMPUTER OPERATOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	31508	33771	34021	34271	34521	34771	35021	35863	36705	37547	38447
	2022		35460	35710	35960	36210	36460	36710	37610	38410	39310	40210
	2023		36524	36774	37024	37274	37524	37774	38674	39474	40374	41274
	2024		37620	37870	38120	38370	38620	38870	39770	40570	41470	42370

COMPUTER OPERATOR PROGRAMMER	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2022		39000	39250	39500	39750	40000	40250	41150	41950	42850	43750
	2023		40170	40420	40670	40920	41170	41420	42320	43120	44020	44920
	2024		41375	41625	41875	42125	42375	42625	43525	44325	45225	46125

COMPUTER PROGRAMMER	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	49814	53394	53644	53894	54144	54394	54644	55486	56328	57170	58070
	2022		56064	56314	56564	56814	57064	57314	58214	59014	59914	60814
	2023		57746	57996	58246	58496	58746	58996	59896	60696	61596	62496
	2024		59478	59728	59978	60228	60478	60728	61628	62428	63328	64228

COORDINATOR OF CHILD SUPPORT SERVICES	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	43682	46819	47069	47319	47569	47819	48069	48911	49753	50595	51495
	2022		49160	49410	49660	49910	50160	50410	51310	52110	53010	53910
	2023		50635	50885	51135	51385	51635	51885	52785	53585	54485	55385
	2024		52154	52404	52654	52904	53154	53404	54304	55104	56004	56904

CORRECTIONAL SERVICES COORDINATOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	30856	33074	33324	33574	33824	34074	34324	35166	36008	36850	37750
	2022		34728	34978	35228	35478	35728	35978	36878	37678	38578	39478
	2023		35770	36020	36270	36520	36770	37020	37920	38720	39620	40520
	2024		36843	37093	37343	37593	37843	38093	38993	39793	40693	41593

COUNTY PROPERTY AGENT	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	38667	41445	41695	41945	42195	42445	42695	43537	44379	45221	46121
	2022		43517	43767	44017	44267	44517	44767	45667	46467	47367	48267
	2023		44823	45073	45323	45573	45823	46073	46973	47773	48673	49573
	2024		46168	46418	46668	46918	47168	47418	48318	49118	50018	50918

**EXHIBIT A**  
**2021-2024**

<b>CPS CASEWORKER</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	40489	43397	43647	43897	44147	44397	44647	45489	46331	47173	48073
		2022		45567	45817	46067	46317	46567	46817	47717	48517	49417	50317
		2023		46934	47184	47434	47684	47934	48184	49084	49884	50784	51684
		2024		48342	48592	48842	49092	49342	49592	50492	51292	52192	53092

<b>DATA ENTRY MACHINE OPERATOR</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	25758	27608	27858	28108	28358	28608	28858	29700	30542	31384	32284
		2022		28988	29238	29488	29738	29988	30238	31138	31938	32838	33738
		2023		29858	30108	30358	30608	30858	31108	32008	32808	33708	34608
		2024		30754	31004	31254	31504	31754	32004	32904	33704	34604	35504

<b>EMPLOYMENT SPECIALIST</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	39941	42810	43060	43310	43560	43810	44060	44902	45744	46586	47486
		2022		44951	45201	45451	45701	45951	46201	47101	47901	48801	49701
		2023		46300	46550	46800	47050	47300	47550	48450	49250	50150	51050
		2024		47689	47939	48189	48439	48689	48939	49839	50639	51539	52439

<b>FAMILY ASSESSMENT WORKER</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	24489	26250	26499	26749	26999	27249	27499	28341	29183	30025	30925
		2022		27563	27813	28063	28313	28563	28813	29713	30513	31413	32313
		2023		28390	28640	28890	29140	29390	29640	30540	31340	32240	33140
		2024		29242	29492	29742	29992	30242	30492	31392	32192	33092	33992

<b>FAMILY SERVICES SPECIALIST</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	30000	31212	31462	31712	31962	32212	32462	33304	34146	34988	35888
		2022		32773	33023	33273	33523	33773	34023	34923	35723	36623	37523
		2023		33756	34006	34256	34506	34756	35006	35906	36706	37606	38506
		2024		34769	35019	35269	35519	35769	36019	36919	37719	38619	39519

**EXHIBIT A**  
**2021-2024**

<b>HOMEMAKER</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	23004	24656	24906	25156	25406	25656	25906	26748	27590	28432	29332
		2022		25889	26139	26389	26639	26889	27139	28039	28839	29739	30639
		2023		26666	26916	27166	27416	27666	27916	28816	29616	30516	31416
		2024		27466	27716	27966	28216	28466	28716	29616	30416	31316	32216

<b>INDUSTRIAL PRE-TREATMENT LAB TECH</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	37192	39864	40114	40364	40614	40864	41114	41956	42798	43640	44540
		2022		41857	42107	42357	42607	42857	43107	44007	44807	45707	46607
		2023		43113	43363	43613	43863	44113	44363	45263	46063	46963	47863
		2024		44406	44656	44906	45156	45406	45656	46556	47356	48256	49156

<b>JR. ACCOUNTANT</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	36117	38712	38962	39212	39462	39712	39962	40804	41646	42488	43388
		2022		40647	40897	41147	41397	41647	41897	42797	43597	44497	45397
		2023		41866	42116	42366	42616	42866	43116	44016	44816	45716	46616
		2024		43122	43372	43622	43872	44122	44372	45272	46072	46972	47872

<b>LICENSED PRACTICAL NURSE</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	29432	31547	31797	32047	32297	32547	32797	33639	34481	35323	36223
		2022		33124	33374	33624	33874	34124	34374	35274	36074	36974	37874
		2023		34118	34368	34618	34868	35118	35368	36268	37068	37968	38868
		2024		35142	35392	35642	35892	36142	36392	37292	38092	38992	39892

<b>MOTOR VEHICLE LICENSE CLERK</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	27659	29647	29897	30147	30397	30647	30897	31739	32581	33423	34323
		2022		31129	31379	31629	31879	32129	32379	33279	34079	34979	35879
		2023		32063	32313	32563	32813	33063	33313	34213	35013	35913	36813
		2024		33025	33275	33525	33775	34025	34275	35175	35975	36875	37775

**EXHIBIT A**  
**2021-2024**

<b>MOTOR VEHICLE SUPERVISOR</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	32050	34352	34602	34852	35102	35352	35602	36444	37286	38128	39028
		2022		36070	36320	36570	36820	37070	37320	38220	39020	39920	40820
		2023		37152	37402	37652	37902	38152	38402	39302	40102	41002	41902
		2024		38267	38517	38767	39017	39267	39517	40417	41217	42117	43017

<b>OFFICE ASSISTANT I</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	26361	28255	28505	28755	29005	29255	29505	30347	31189	32031	32931
		2022		29668	29918	30168	30418	30668	30918	31818	32618	33518	34418
		2023		30558	30808	31058	31308	31558	31808	32708	33508	34408	35308
		2024		31475	31725	31975	32225	32475	32725	33625	34425	35325	36225

<b>OFFICE ASSISTANT II</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	28450	30494	30744	30994	31244	31494	31744	32586	33428	34270	35170
		2022		32019	32269	32519	32769	33019	33269	34169	34969	35869	36769
		2023		32980	33230	33480	33730	33980	34230	35130	35930	36830	37730
		2024		33969	34219	34469	34719	34969	35219	36119	36919	37819	38719

<b>OFFICE MANAGER</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	32687	35036	35286	35536	35786	36036	36286	37128	37970	38812	39712
		2022		38788	39038	39288	39538	39788	40038	40938	41738	42638	43538
		2023		39952	40202	40452	40702	40952	41202	42102	42902	43802	44702
		2024		41151	41401	41651	41901	42151	42401	43301	44101	45001	45901

<b>PRINCIPAL ACCOUNT CLERK</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	31965	34261	34511	34761	35011	35261	35511	36353	37195	38037	38937
		2022		35974	36224	36474	36724	36974	37224	38124	38924	39824	40724
		2023		37053	37303	37553	37803	38053	38303	39203	40003	40903	41803
		2024		38165	38415	38665	38915	39165	39415	40315	41115	42015	42915

<b>PRINCIPAL RECORDING CLERK</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
		2021	30186	32355	32605	32855	33105	33355	33605	34447	35289	36131	37031
		2022		33973	34223	34473	34723	34973	35223	36123	36923	37823	38723
		2023		34992	35242	35492	35742	35992	36242	37142	37942	38842	39742
		2024		36042	36292	36542	36792	37042	37292	38192	38992	39892	40792

**EXHIBIT A**  
**2021-2024**

PRINCIPAL SOCIAL WELFARE EXAMINER		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	41084	44035	44285	44535	44785	45035	45285	46127	46969	47811	48711
		2022		46237	46487	46737	46987	47237	47487	48387	49187	50087	50987
		2023		47624	47874	48124	48374	48624	48874	49774	50574	51474	52374
		2024		49053	49303	49553	49803	50053	50303	51203	52003	52903	53803

PROBATION ADMINISTRATIVE COORDINATOR		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	36267	38872	39122	39372	39622	39872	40122	40964	41806	42648	43548
		2022		40816	41066	41316	41566	41816	42066	42966	43766	44666	45566
		2023		42040	42290	42540	42790	43040	43290	44190	44990	45890	46790
		2024		43301	43551	43801	44051	44301	44551	45451	46251	47151	48051

PROBATION OFFICER		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	40772	43703	43953	44203	44453	44703	44953	45795	46637	47479	48379
		2022		45888	46138	46388	46638	46888	47138	48038	48838	49738	50638
		2023		47265	47515	47765	48015	48265	48515	49415	50215	51115	52015
		2024		48683	48933	49183	49433	49683	49933	50833	51633	52533	53433

PROBATION OFFICER TRAINEE		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	39478	42315	42565	42815	43065	43315	43565	44407	45249	46091	46991
		2022		44430	44680	44930	45180	45430	45680	46580	47380	48280	49180
		2023		45763	46013	46263	46513	46763	47013	47913	48713	49613	50513
		2024		47136	47386	47636	47886	48136	48386	49286	50086	50986	51886

PSYCHIATRIC SOCIAL WORKER		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	56257	60299	60549	60799	61049	61299	61549	62391	63233	64075	64975
		2022		63314	63564	63814	64064	64314	64564	65464	66264	67164	68064
		2023		65213	65463	65713	65963	66213	66463	67363	68163	69063	69963
		2024		67169	67419	67669	67919	68169	68419	69319	70119	71019	71919

PUBLIC SAFETY TELECOMM.		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	33419	33419	33669	33919	34169	34419	34669	35511	36353	37195	38095
		2022		35090	35340	35590	35840	36090	36340	37240	38040	38940	39840
		2023		36143	36393	36643	36893	37143	37393	38293	39093	39993	40893
		2024		37227	37477	37727	37977	38227	38477	39377	40177	41077	41977

**EXHIBIT A**  
**2021-2024**

REAL PROPERTY TAX AIDE		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	27364	29329	29579	29829	30079	30329	30579	31421	32263	33105	34005	
	2022		30795	31045	31295	31545	31795	32045	32945	33745	34645	35545	
	2023		31719	31969	32219	32469	32719	32969	33869	34669	35569	36469	
	2024		32671	32921	33171	33421	33671	33921	34821	35621	36521	37421	

RECEPTIONIST		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	26770	28694	28944	29194	29444	29694	29944	30786	31628	32470	33370	
	2022		30129	30379	30629	30879	31129	31379	32279	33079	33979	34879	
	2023		31033	31283	31533	31783	32033	32283	33183	33983	34883	35783	
	2024		31964	32214	32464	32714	32964	33214	34114	34914	35814	36714	

RECORDING CLERK		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	26104	27980	28230	28480	28730	28980	29230	30072	30914	31756	32656	
	2022		29379	29629	29879	30129	30379	30629	31529	32329	33229	34129	
	2023		30260	30510	30760	31010	31260	31510	32410	33210	34110	35010	
	2024		31168	31418	31668	31918	32168	32418	33318	34118	35018	35918	

REGISTERED PROFESSIONAL NURSE		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	38278	41027	41277	41527	41777	42027	42277	43119	43961	44803	45703	
	2022		43078	43328	43578	43828	44078	44328	45228	46028	46928	47828	
	2023		44370	44620	44870	45120	45370	45620	46520	47320	48220	49120	
	2024		45701	45951	46201	46451	46701	46951	47851	48651	49551	50451	

RESOURCE ASSISTANT		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	27364	29329	29579	29829	30079	30329	30579	31421	32263	33105	34005	
	2022		30795	31045	31295	31545	31795	32045	32945	33745	34645	35545	
	2023		31719	31969	32219	32469	32719	32969	33869	34669	35569	36469	
	2024		32671	32921	33171	33421	33671	33921	34821	35621	36521	37421	

**EXHIBIT A**  
**2021-2024**

SOCIAL SVCS EMPLOYMENT COORDINATOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	43682	46819	47069	47319	47569	47819	48069	48911	49753	50595	51495
2022		49160	49410	49660	49910	50160	50410	51310	52110	53010	53910	
2023		50635	50885	51135	51385	51635	51885	52785	53585	54485	55385	
2024		52154	52404	52654	52904	53154	53404	54304	55104	56004	56904	

SOCIAL SVCS EMPLOYMENT COUNSELOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	32813	35172	35422	35672	35922	36172	36422	37264	38106	38948	39848
2022		36931	37181	37431	37681	37931	38181	39081	39881	40781	41681	
2023		38039	38289	38539	38789	39039	39289	40189	40989	41889	42789	
2024		39180	39430	39680	39930	40180	40430	41330	42130	43030	43930	

SOCIAL SVCS INVESTIGATOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	36381	38995	39245	39495	39745	39995	40245	41087	41929	42771	43671
2022		40945	41195	41445	41695	41945	42195	43095	43895	44795	45695	
2023		42173	42423	42673	42923	43173	43423	44323	45123	46023	46923	
2024		43438	43688	43938	44188	44438	44688	45588	46388	47288	48188	

SOCIAL WELFARE EXAMINER	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	30596	32795	33045	33295	33545	33795	34045	34887	35729	36571	37471
2022		34435	34685	34935	35185	35435	35685	36585	37385	38285	39185	
2023		35468	35718	35968	36218	36468	36718	37618	38418	39318	40218	
2024		36532	36782	37032	37282	37532	37782	38682	39482	40382	41282	

SOCIAL WORK ASSISTANT	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	38779	41565	41815	42065	42315	42565	42815	43657	44499	45341	46241
2022		43644	43894	44144	44394	44644	44894	45794	46594	47494	48394	
2023		44953	45203	45453	45703	45953	46203	47103	47903	48803	49703	
2024		46302	46552	46802	47052	47302	47552	48452	49252	50152	51052	

**EXHIBIT A**  
**2021-2024**

SR. ACCT CLERK	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	28947	31027	31277	31527	31777	32027	32277	33119	33961	34803	35703
2022		32578	32828	33078	33328	33578	33828	34728	35528	36428	37328	
2023		33555	33805	34055	34305	34555	34805	35705	36505	37405	38305	
2024		34562	34812	35062	35312	35562	35812	36712	37512	38412	39312	

SR. ACCT CLERK- TYPIST	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	28947	31027	31277	31527	31777	32027	32277	33119	33961	34803	35703
2022		32578	32828	33078	33328	33578	33828	34728	35528	36428	37328	
2023		33555	33805	34055	34305	34555	34805	35705	36505	37405	38305	
2024		34562	34812	35062	35312	35562	35812	36712	37512	38412	39312	

SR. ASSESSOR	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	41820	44824	45074	45324	45574	45824	46074	46916	47758	48600	49500
2022		47065	47315	47565	47815	48065	48315	49215	50015	50915	51815	
2023		48477	48727	48977	49227	49477	49727	50627	51427	52327	53227	
2024		49931	50181	50431	50681	50931	51181	52081	52881	53781	54681	

SR. BUILDING MAINTENANCE MECHANIC	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	34437	36911	37161	37411	37661	37911	38161	39003	39845	40687	41587
2022		38757	39007	39257	39507	39757	40007	40907	41707	42607	43507	
2023		39920	40170	40420	40670	40920	41170	42070	42870	43770	44670	
2024		41118	41368	41618	41868	42118	42368	43268	44068	44968	45868	

SR. CASEWORKER	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	40491	43399	43649	43899	44149	44399	44649	45491	46333	47175	48075
2022		45569	45819	46069	46319	46569	46819	47719	48519	49419	50319	
2023		46936	47186	47436	47686	47936	48186	49086	49886	50786	51686	
2024		48344	48594	48844	49094	49344	49594	50494	51294	52194	53094	

**EXHIBIT A**  
**2021-2024**

SR. CLERK	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	30000	32156	32406	32656	32906	33156	33406	34248	35090	35932	36832
2022		33764	34014	34264	34514	34764	35014	35914	36714	37614	38514	
2023		34777	35027	35277	35527	35777	36027	36927	37727	38627	39527	
2024		35820	36070	36320	36570	36820	37070	37970	38770	39670	40570	

SR. COMMUNITY HEALTH NURSE	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	45900	47754	48004	48254	48504	48754	49004	49846	50688	51530	52430
2022		50142	50392	50642	50892	51142	51392	52292	53092	53992	54892	
2023		51646	51896	52146	52396	52646	52896	53796	54596	55496	56396	
2024		53195	53445	53695	53945	54195	54445	55345	56145	57045	57945	

SR. CPS CASEWORKER	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	42199	45232	45482	45732	45982	46232	46482	47324	48166	49008	49908
2022		47494	47744	47994	48244	48494	48744	49644	50444	51344	52244	
2023		48919	49169	49419	49669	49919	50169	51069	51869	52769	53669	
2024		50387	50637	50887	51137	51387	51637	52537	53337	54237	55137	

SR. EMPLOYMENT SPECIALIST	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	41706	44702	44952	45202	45452	45702	45952	46794	47636	48478	49378
2022		46937	47187	47437	47687	47937	48187	49087	49887	50787	51687	
2023		48345	48595	48845	49095	49345	49595	50495	51295	52195	53095	
2024		49795	50045	50295	50545	50795	51045	51945	52745	53645	54545	

SR. FAMILY SVCS SPECIALIST	YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	33368	34716	34966	35216	35466	35716	35966	36808	37650	38492	39392
2022		36452	36702	36952	37202	37452	37702	38602	39402	40302	41202	
2023		37546	37796	38046	38296	38546	38796	39696	40496	41396	42296	
2024		38672	38922	39172	39422	39672	39922	40822	41622	42522	43422	

**EXHIBIT A**  
**2021-2024**

SR. MICROCOMPUTER SPECIALIST		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	37214	39887	40137	40387	40637	40887	41137	41979	42821	43663	44563	
	2022		41881	42131	42381	42631	42881	43131	44031	44831	45731	46631	
	2023		43137	43387	43637	43887	44137	44387	45287	46087	46987	47887	
	2024		44431	44681	44931	45181	45431	45681	46581	47381	48281	49181	

SR. MV LICENSE CLERK		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	28947	31027	31277	31527	31777	32027	32277	33119	33961	34803	35703	
	2022		32578	32828	33078	33328	33578	33828	34728	35528	36428	37328	
	2023		33555	33805	34055	34305	34555	34805	35705	36505	37405	38305	
	2024		34562	34812	35062	35312	35562	35812	36712	37512	38412	39312	

SR. NETWORK ADMINISTRATOR		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	45900	49198	49448	49698	49948	50198	50448	51290	52132	52974	53874	
	2022		51658	51908	52158	52408	52658	52908	53808	54608	55508	56408	
	2023		53208	53458	53708	53958	54208	54458	55358	56158	57058	57958	
	2024		54804	55054	55304	55554	55804	56054	56954	57754	58654	59554	

SR. PROBATION OFFICER		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	42032	45051	45301	45551	45801	46051	46301	47143	47985	48827	49727	
	2022		47304	47554	47804	48054	48304	48554	49454	50254	51154	52054	
	2023		48723	48973	49223	49473	49723	49973	50873	51673	52573	53473	
	2024		50185	50435	50685	50935	51185	51435	52335	53135	54035	54935	

SR. PUBLIC SAFETY TELECOMM.		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
	2021	34351	38899	39149	39399	39649	39899	40149	40991	41833	42675	43575	
	2022		40844	41094	41344	41594	41844	42094	42994	43794	44694	45594	
	2023		42069	42319	42569	42819	43069	43319	44219	45019	45919	46819	
	2024		43331	43581	43831	44081	44331	44581	45481	46281	47181	48081	

**EXHIBIT A**  
**2021-2024**

SR. RECORDING CLERK		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	28947	31027	31277	31527	31777	32027	32277	33119	33961	34803	35703
		2022		32578	32828	33078	33328	33578	33828	34728	35528	36428	37328
		2023		33555	33805	34055	34305	34555	34805	35705	36505	37405	38305
		2024		34562	34812	35062	35312	35562	35812	36712	37512	38412	39312

SR. REGISTERED PROFESSIONAL NURSE		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	43486	46609	46859	47109	47359	47609	47859	48701	49543	50385	51285
		2022		48940	49190	49440	49690	49940	50190	51090	51890	52790	53690
		2023		50408	50658	50908	51158	51408	51658	52558	53358	54258	55158
		2024		51920	52170	52420	52670	52920	53170	54070	54870	55770	56670

SR. SOCIAL WELFARE EXAMINER		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	33188	35572	35822	36072	36322	36572	36822	37664	38506	39348	40248
		2022		37351	37601	37851	38101	38351	38601	39501	40301	41201	42101
		2023		38472	38722	38972	39222	39472	39722	40622	41422	42322	43222
		2024		39626	39876	40126	40376	40626	40876	41776	42576	43476	44376

SR. STENOGRAPHER		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	28947	31027	31277	31527	31777	32027	32277	33119	33961	34803	35703
		2022		32578	32828	33078	33328	33578	33828	34728	35528	36428	37328
		2023		33555	33805	34055	34305	34555	34805	35705	36505	37405	38305
		2024		34562	34812	35062	35312	35562	35812	36712	37512	38412	39312

SR. TAX MAP TECHNICIAN		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	41452	44431	44681	44931	45181	45431	45681	46523	47365	48207	49107
		2022		46653	46903	47153	47403	47653	47903	48803	49603	50503	51403
		2023		48053	48303	48553	48803	49053	49303	50203	51003	51903	52803
		2024		49495	49745	49995	50245	50495	50745	51645	52445	53345	54245

SR. TYPIST		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	28423	30465	30715	30965	31215	31465	31715	32557	33399	34241	35141
		2022		31988	32238	32488	32738	32988	33238	34138	34938	35838	36738
		2023		32948	33198	33448	33698	33948	34198	35098	35898	36798	37698
		2024		33936	34186	34436	34686	34936	35186	36086	36886	37786	38686

**EXHIBIT A**  
**2021-2024**

STAFF DEVELOPMENT		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
COORDINATOR		2021	39572	42415	42665	42915	43165	43415	43665	44507	45349	46191	47091
		2022		44536	44786	45036	45286	45536	45786	46686	47486	48386	49286
		2023		45872	46122	46372	46622	46872	47122	48022	48822	49722	50622
		2024		47248	47498	47748	47998	48248	48498	49398	50198	51098	51998

SUPPORT		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
INVESTIGATOR		2021	34990	37504	37754	38004	38254	38504	38754	39596	40438	41280	42180
		2022		39379	39629	39879	40129	40379	40629	41529	42329	43229	44129
		2023		40560	40810	41060	41310	41560	41810	42710	43510	44410	45310
		2024		41777	42027	42277	42527	42777	43027	43927	44727	45627	46527

TAX MAP TECHNICIAN		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	33551	35961	36211	36461	36711	36961	37211	38053	38895	39737	40637
		2022		37759	38009	38259	38509	38759	39009	39909	40709	41609	42509
		2023		38892	39142	39392	39642	39892	40142	41042	41842	42742	43642
		2024		40059	40309	40559	40809	41059	41309	42209	43009	43909	44809

TYPIST		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
		2021	25758	27608	27858	28108	28358	28608	28858	29700	30542	31384	32284
		2022		28988	29238	29488	29738	29988	30238	31138	31938	32838	33738
		2023		29858	30108	30358	30608	30858	31108	32008	32808	33708	34608
		2024		30754	31004	31254	31504	31754	32004	32904	33704	34604	35504

VICTIMS SERVICE		YEAR	Hire	BASE	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	10 YRS.	15 YRS.	20 YRS.
COORDINATOR		2021	38910	41705	41955	42205	42455	42705	42955	43797	44639	45481	46381
		2022		43790	44040	44290	44540	44790	45040	45940	46740	47640	48540
		2023		45104	45354	45604	45854	46104	46354	47254	48054	48954	49854
		2024		46457	46707	46957	47207	47457	47707	48607	49407	50307	51207

**EXHIBIT A**  
**2021-2024**

<b>WMS COORDINATOR</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
	2021		43682	46819	47069	47319	47569	47819	48069	48911	49753	50595	51495
	2022			49160	49410	49660	49910	50160	50410	51310	52110	53010	53910
	2023			50635	50885	51135	51385	51635	51885	52785	53585	54485	55385
	2024			52154	52404	52654	52904	53154	53404	54304	55104	56004	56904

<b>WWTP MAINTENANCE MECHANIC</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
	2021		38762	41547	41797	42047	42297	42547	42797	43639	44481	45323	46223
	2022			43624	43874	44124	44374	44624	44874	45774	46574	47474	48374
	2023			44933	45183	45433	45683	45933	46183	47083	47883	48783	49683
	2024			46281	46531	46781	47031	47281	47531	48431	49231	50131	51031

<b>WWTP SHIFT OPERATOR</b>		<b>YEAR</b>	<b>Hire</b>	<b>BASE</b>	<b>1 YR.</b>	<b>2 YRS.</b>	<b>3 YRS.</b>	<b>4 YRS.</b>	<b>5 YRS.</b>	<b>6 YRS.</b>	<b>10 YRS.</b>	<b>15 YRS.</b>	<b>20 YRS.</b>
	2021		44761	47976	48226	48476	48726	48976	49226	50068	50910	51752	52652
	2022			50375	50625	50875	51125	51375	51625	52525	53325	54225	55125
	2023			51886	52136	52386	52636	52886	53136	54036	54836	55736	56636
	2024			53443	53693	53943	54193	54443	54693	55593	56393	57293	58193

**EXHIBIT B**  
**Eligibility List of CSEA Bargaining Unit Membership**

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**INCLUDED:**

All County Employees provided that they work a minimum of 20 hours per week and 1040 hours per year.

**Board of Elections**

**Coroners**

**County Attorney**

**County Auditor**

Account Clerk  
Sr. Account Clerk

**County Building Department**

Building Maintenance Mechanic  
Building Maintenance Worker  
Building Maintenance Helper

**County Clerk**

**County Clerk as Registrar**

Recording Clerk  
Senior Recording Clerk  
Senior Motor Vehicle License Clerk  
Receptionist  
Supervisor, Motor Vehicle Bureau  
Assistant Supervisor License Clerk  
Motor Vehicle License Clerk  
Principal Recording Clerk

**County Legislature**

**EXCLUDED:**

All those titles which appears as follows:

**Board of Elections**

Board of Elections Commissioner  
Senior Typist

**Coroners**

County Coroners

**County Attorney**

County Attorney  
Assistant County Attorney  
Confidential Secretary to County Attorney

**County Auditor**

County Auditor

**County Building Department**

Building Maintenance Foreperson

**County Clerk**

County Clerk  
Deputy County Clerk

**County Clerk as Registrar**

**County Legislature**

Legislator  
Legislator Chairman  
Legislator Majority Leader  
Legislator Minority Leader  
Clerk of the Legislature  
Deputy Clerk of the Legislature  
County Administrator  
Secretary to the County Administrator  
Communications Coordinator

**EXHIBIT B**  
**Eligibility List of CSEA Bargaining Unit Membership**

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**INCLUDED**

**County Sealer**

**County Treasurer's Department**

Account Clerk-Typist  
Principal Account Clerk  
County Property Agent  
Senior Account Clerk

**District Attorney**

Senior Account Clerk  
Victim Services Coordinator

**Emergency Management Services**

Public Safety Tele-communicator  
Senior Public Safety Tele-communicator

**Employment & Training Administration**

Senior Account Clerk  
Employment & Training Coordinator  
Senior Employment Specialist  
Employment Specialist

**Highway Department**

Account Clerk-Typist  
Principal Account Clerk

**Historian**

**Information Services Department**

Computer Operator  
Computer Programmer  
Senior Computer Programmer  
Associate Computer Programmer  
Senior Microcomputer Specialist  
Senior Network Administrator

**Jail Employees**

**EXCLUDED**

**County Sealer**

Director of Weights & Measures I

**County Treasurer's Department**

County Treasurer  
Deputy County Treasurer

**District Attorney**

District Attorney  
Assistant District Attorney  
Secretary to District Attorney  
Investigator

**Emergency Management Services**

Director of Emergency Management Services  
Supervising Public Safety Tele-communicator

**Employment & Training Administration**

Employment & Training Director II

**Highway Department**

County Highway Superintendent  
All other Highway Personnel

**Historian**

PT Historian

**Information Services Department**

Director of Data Processing

**Jail Employees**

All Jail Personnel

**EXHIBIT B**  
**Eligibility List of CSEA Bargaining Unit Membership**

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**INCLUDED**

**Mental Health**

Clerk  
Senior Typist  
Psychiatric Social Worker  
Psychiatric Social Worker Trainee  
Alcohol Abuse Counselor  
Alcohol Abuse Counselor Trainee  
Account Clerk-Typist  
Social Work Assistant  
Senior Account Clerk-Typist  
Alcohol Services Program Coordinator  
Principal Account Clerk

**Office of Aging**

Typist  
Account Clerk-Typist  
Clerk  
Caseworker  
Aging Services Assistant

**Personnel**

**Physically Handicapped**

Medical Care Coordinator

**Probation Department**

Stenographer  
Probation Administrative Coordinator  
Probation Officer  
Probation Officer Trainee  
Senior Probation Officer  
Senior Stenographer  
Office Assistant I  
Office Assistant II

**Public Defender**

**EXCLUDED**

**Mental Health**

Director of Community Services  
Psychologist

**Office of Aging**

Director, Office of the Aging  
**Assistant Director, Office of the Aging**  
Nutrition Services Coordinator

**Personnel**

Personnel Officer  
Personnel Assistant  
Senior Personnel Clerk  
Personnel Clerk

**Physically Handicapped**

**Probation Department**

Probation Director II  
Probation Supervisor

**Public Defender**

Administrator – Indigent Defendants

**EXHIBIT B**  
**Eligibility List of CSEA Bargaining Unit Membership**

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**INCLUDED**

**Public Health Nurses**

Senior Registered Professional Nurse  
Registered Professional Nurse  
Senior Account Clerk-Typist  
Account Clerk-Typist  
Account Clerk  
Clerk  
Physical Therapist  
Home Health Aide  
Typist  
Licensed Practical Nurse  
Social Worker Assistant  
Senior Caseworker  
Caseworker  
Senior Data Entry Machine Operator (NP)  
Senior Clerk  
Community Health Nurse  
Family Assessment Worker  
Senior Family Services Specialist  
Office Manager  
Family Services Specialist  
Sr. Family Services Specialist  
Senior Community Health Nurse

**Purchasing Department**

Principal Account Clerk  
Photo Copy Machine Operator

**Real Property Tax Services Agency**

Real Property Tax Service Aide  
Tax Map Technician  
Senior Tax Map Technician  
Account Clerk-Typist  
Teal Property Tax Service Specialist  
Data Collector

**Sewer District**

Assistant Sewage Treatment Plant Operator  
Sewage Treatment Plant Maintenance Mechanic  
Account Clerk-Typist  
Industrial Pre-Treatment Laboratory Technician  
Sewage Treatment Plant Shift Operator  
Principal Account Clerk

**EXCLUDED**

**Public Health Nurses**

Public Health Director  
Speech Therapist  
Occupational Therapist  
Supervising Community Health Nurse  
Director of Health Services

**Purchasing Department**

Budget Officer and Purchasing Agent

**Real Property Tax Service Agency**

Director of Real Property Tax Service II

**Sewer District**

Sewer District Chairperson  
Sewer District Board Member  
Sewer District Attorney  
Chief Sewage Treatment Plant Operator

**EXHIBIT B**  
**Eligibility List of CSEA Bargaining Unit Membership**

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**INCLUDED**

**Sheriff**

Civil Clerk  
Clerk  
Principal Account Clerk  
Senior Account Clerk  
Account Clerk  
Correctional Service Coordinator  
Senior Building Maintenance Mechanic

**Social Services**

Case Supervisor, Grade B  
Social Services Investigator  
Staff Development Coordinator  
Senior Caseworker  
Principal Social Welfare Examiner  
Caseworker  
Senior Social Welfare Examiner  
Social Welfare Examiner  
Resource Assistant  
Account Clerk-Typist  
Principal Stenographer  
Account Clerk  
Typist  
Community Service Aide  
Clerk  
Homemaker  
Senior Clerk  
Principal Account Clerk  
Welfare Management Systems Coordinator  
Computer Operator  
Data Entry Machine Operator  
Coordinator of Child Support Enforcement  
Home Energy Assistant Examiner  
Senior Microcomputer Specialist  
Child Protective Services Caseworker  
Child Protective Services Caseworker Trainee  
Child Protective Services Senior Caseworker  
Building Maintenance Worker  
Casework Aide  
Staff Development Supervisor  
Support Investigator  
Employment and Training Coordinator  
Building Maintenance Helper

**Stop DWI**

**EXCLUDED**

**Sheriff**

Sheriff  
Under-Sheriff

**Social Services**

Commissioner of Social Services  
Social Services Attorney  
Director of Social Services  
Director of Administrative Services  
Home Social Welfare Examiner  
Case Supervisor, Grade B (Managed Care/  
Long Term Care)

**Stop DWI**

Stop DWI Coordinator

**EXHIBIT B**  
**Eligibility List of CSEA Bargaining Unit Membership**

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**INCLUDED**

**Veteran's Agency**

**Youth Bureau**

**Community College**

Typist  
Stenographer  
Account Clerk  
Senior Stenographer  
Clerk  
Building Maintenance Helper  
Receptionist  
Maintenance Supervisor  
Plumber  
Groundskeeper  
Electrician  
Carpenter  
Account Clerk-Typist  
Campus Safety Officer  
Senior Account Clerk  
Senior Typist  
HVAC Systems Mechanic  
Office Assistant I  
Office Assistant II  
Working Foreperson  
Public Relations Assistant

**EXCLUDED**

**Veteran's Agency**

Director, Veterans' Service Agency

**Youth Bureau**

Executive Director – Youth Bureau

**Community College**

All Administrative Personnel  
All Faculty Members  
Secretary to the President  
Account Clerk-Typist (1)  
Stenographer (1)  
Administrative Assistant to the Dean

**EXHIBIT C**  
**PUBLIC HEALTH NURSING AGREEMENT**

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DECEMBER 15, 1999 Memorandum of Agreement updated and agreed to January 2022, as follows:

- 1) Weekend schedules and cell phone coverage will be set at 6 month intervals. Deadline for sign up will be every December 1 and June 1.
- 2) The blank schedule will be distributed based on seniority.
- 3) Each Nurse shall work a maximum of 5 weekends per year and can volunteer for additional weekends.  
  
HOSPICE - Each Nurse shall work a maximum of 6 weekends per year and can volunteer for additional weekends.  
Each LPN and Home Health Aide will work 12 weekends per year, not to exceed 1 per month, and can volunteer for additional weekends.
4. Each Nurse shall work a maximum of 9 cell phone shifts per year and can volunteer for additional shifts.  
  
HOSPICE - Each Nurse shall work a maximum of 24 cell phone shifts per year not to exceed two (2) per month in addition to weekend shifts and can volunteer for additional cell phone.
5. New hires during the six month period would be expected to work weekend coverage on a pro-rated basis the same as other Nurses (5 weekends per year). The same rule applies to cell phone shifts. (HOSPICE IS EXEMPT).
- 6) The schedule process will be the same for cell phone coverage as weekend on call, based on seniority.
- 7) HOSPICE
  - A. Schedules for weekend coverage will be set at 6 month intervals. Deadlines for sign-up will be every December 1 and June 1.
  - B. Cell phone sign-ups will be monthly.
- 8) A 3 p.m. - 11 p.m. shift, RN position, will be offered to lessen the workload of the cell phone Nurse. Existing staff would not be considered for this shift. (HOSPICE IS EXEMPT)
- 9) Any Nurse working 26 weekends in a year will be excluded from weekends the following year at the discretion of the employee. Any Nurse working 26 cell phone shifts in a year will be excluded from cell phone shifts the following year at the discretion of the employee.

10) Once the weekend schedule is printed and distributed, it will be the Nurse's responsibility to find coverage if they need to change their scheduled weekend. The same applies to cell phone.

11) WEEKEND COVERAGE – CELL PHONE

One Nurse will volunteer to carry the cell phone at \$3.00/hour.

The employee shall be paid compensatory time or pay of employee's current hourly rate for each telephone call, as follows:

- Call lasting 0 minutes to 15 minutes, employee paid 0.25 hour
- Call lasting 16 minutes to 30 minutes, employee paid 0.50 hour
- Call lasting 31 minutes to 1 hour, employee paid one (1) hour

Any phone calls regarding the same subject matter will be considered one (1) phone call.

The above referenced will go in to effect following ratification (January 26, 2022) by both parties.

A. One Nurse carries cell phone:

1. Friday 4 p.m. to 8 a.m.
2. Saturday 8 a.m. to Sunday 8 a.m.
3. Sunday 8 a.m. to Monday 8 a.m.
4. One Nurse does Friday 4 p.m. to Monday 8 a.m.

B. HOSPICE weekend cell phone shift

1. Friday 4 p.m. to Monday 8 a.m.

12) WEEKDAY COVERAGE – CELL PHONE

Will be Monday thru Friday 4 p.m. to 8 a.m. Each day is considered one shift, i.e., Monday 4 p.m. to 8 a.m.; Tuesday 4 p.m. to 8 a.m., etc.

HOSPICE - Cell phone shifts are Monday thru Thursday 4 p.m. to 8 a.m.

13) Once an employee works for the following Holidays, they will not have to work said holiday again until each employee has taken a turn and worked each listed holiday:

Memorial Day  
Fourth of July  
Thanksgiving Day  
Christmas Day

14) SHIFT DIFFERENTIAL WEEKEND

1999            25% of current salary (hourly rate)  
2000            25% of current salary (hourly rate)  
2001            25% of current salary (hourly rate)  
                    To continue on each year.

- 15) No bargaining unit Nurse will be mandated to work the weekend adjacent to a holiday, if said Nurse is working that holiday.

(HOSPICE EXEMPT – However, no Nurse will do four consecutive nights on call, unless said Nurse volunteers.)

- 16) No Nurse will be mandated to work more than one holiday weekend per year unless said Nurse volunteers or has not met their maximum weekends.

- 17) If a weekend needs coverage, as long as the scheduler or supervisor are notified, it may be split. Split coverage would be one employee working Saturday and one employee will work Sunday. Working a split weekend counts as one half of a required weekend of work.

A. If an employee is asked to go home due to a lack of work, said employee is credited with working a split shift.

- 18) Part-time employees covered by the C.S.E.A. contract will be pro-rated to 3 maximum weekends and 6 maximum Cell phone shifts per year.

- 19) Home Health Aides – The sign-up sheet for the Home Health Aides will be distributed by seniority until each person has had an opportunity to pick their weekend(s). The list must be given to all employees by seniority until each person has seen it. When each Home Health Aide has been given the opportunity to volunteer, the list will start over again by seniority.

This is in full settlement of the Arbitrator's Award pertaining to the grievance regarding workday, workweek, and cell phones.

This is to become part and parcel of the current and future C.S.E.A. contractual agreements with the County of Herkimer.

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Vincent Bono, Chairman  
Herkimer County Legislature

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Matt Spellicy  
Labor Relations Specialist

**EXHIBIT D**  
**(Revised October 2021)**  
**E911 COMMUNICATIONS CENTER**

Memorandum of Agreement between the  
County of Herkimer  
and the  
Civil Service Employees Association, Inc.,  
Local 1000 AFSCME, AFL-CIO

The parties entered into an agreement in September 2007 for a trial period during which the E911 Communications Center would have 12 hour shifts.

The trial period ended in March 2008, but the 12 hour shifts continued to the present time despite the agreed end date. Both parties were aware of the continuance of the 12 hour shift and enjoyed its benefits to both sides.

The Parties, having now determined that they wish to continue these shifts, agree to the following:

1. The Telecommunication Center is open 24 hours a day and 365 days a year. The County's workweek for the Telecommunications Center begins on Saturday at 12:01 a.m. and ends the following Friday at 12 midnight.
2. All Telecommunicators will work a 12 and 8 hour combination shift cycle. Each cycle of two week schedules is comprised of five (5) twelve (12) hour shifts and two (2) eight (8) hour shifts.
3. Telecommunicators earn paid holidays according to the contract at eight hours for each holiday accrued. They do not use holiday leave except to complete the 80 hours in two weeks. They work 76 hours in a two week schedule and use 4 hours holiday leave to attain 80 hours of pay in a two week schedule. Upon termination of employment, a reconciliation between holiday time earned and holiday time used will be conducted. Hours of pay will be added or deducted from the employee's final paycheck, as the case may be. All other issues, including work on a holiday are subject to the provisions of Article X, Holidays.
4. Employees who work after the scheduled 8 or 12 hour shift or after 40 hours in a week will be paid overtime at the rate of time and one half.
5. The contract specifies the amount of leave an employee earns. In this department all leave shall be accrued and utilized hourly. Employees earn eight hours of leave for each day of leave earned and are charged for the number of scheduled hours in the day the leave is taken.
6. Employees will have the right to exercise their seniority by title to bid on shifts in January of each year. Where more than one employee is bidding, the senior

employee in title bids first. An employee may displace the least senior employee on another shift if the bidding employee has more seniority than the displaced employee. Displaced employees will also have the right to exercise their seniority with the most senior bidding first. Two employees, by mutual agreement, may also switch shifts during the year.

7. The shifts begin and end as follows: 6 a.m. to 2 p.m.; 2 p.m. to 10 p.m.; 10 p.m. to 6 a.m.; 12 p.m.- 12 a.m., 2 p.m. to 2 a.m., 3 p.m. to 3 a.m. 6 p.m. to 6 a.m.; 6 a.m. to 6 p.m., and 4 p.m. to 4 a.m. The Director of Emergency Services reserves the right to change the beginning and ending of a particular employee's shift on a temporary basis in the case of an emergency or where it is the only practical way to provide minimum staffing requirements. Temporary shift changes will not last longer than eight weeks without the consent of CSEA.

There will be created positions of eight (8) hour shifts. Start and end times of 6 a.m. to 2 p.m.; 2 p.m. to 10 p.m.; 4 p.m. to 12 a.m.; 6 p.m. to 2 a.m. and 8 a.m. to 4 p.m. There will be no twelve (12) hour shifts included as part of the work week for employees who choose to work only in eight (8) hour shift positions. Employees in these positions will work five (5) consecutive eight (8) hour days and have 2 consecutive days off in a week. The work week will consist of forty (40) hours and all provisions of the collective bargaining agreement shall apply consistent with terms and conditions for forty (40) hour per week employees.

All eight (8) hour shift positions will be included in the bidding process as stipulated in Exhibit D provision #6, with the exception of one 8 a.m. to 4 p.m. shift. The employee holding this eight (8) hour shift position will have the primary task of "addressing" and the secondary task of covering telecommunication duties when there is a staffing shortage.

8. Both parties retain the right to terminate this agreement and immediately return to the applicable provisions of the contract upon 30 days written notice to the other party.
9. An issue not directly addressed in this agreement is subject to the collective bargaining agreement for the bargaining unit.
10. Any disputes involving the interpretation of this agreement will be resolved by the use of the grievance procedure.

County of Herkimer

Vincent Bono  
Vincent Bono, Chairman  
Date: 11/24/21

CSEA Inc., Local 1000 AFSCME, AFL-CIO

Matt Spellicy  
Matt Spellicy, LRS  
Date: 11/23/21

The CSEA Team Chair was:

Joanne LeClair  
Joanne LeClair, Unit President  
Date: 11/23/2021

**EXHIBIT E**  
**REAL PROPERTY TAX DEPARTMENT**

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Memorandum of Agreement  
between the  
County of Herkimer  
and the  
CSEA, Inc., Local 1000, AFSCME

Whereas, the Real Property Tax Department is required by law to be open to the public in the various towns for grievance days and assessment review during evening hours from May 10 to June 15 of each year, and,

Whereas, the Real Property Tax Department is open on Saturdays during this same period, and,

Whereas, the Collective Bargaining agreement requires the payment of overtime for employees who work over 40 hours or employees who work on weekends at the rate of time and one half, and,

Whereas, the beginning and ending times of the workday are not specified in the contract but are a matter of past practice, and,

Whereas, these issues need to be resolved now and cannot wait for contract negotiations,

Therefore the parties have agreed to the following;

1. Beginning May 10 of each year and ending on June 15 of each year the beginning and ending times of the workday are amended as stipulated below for the Assessors in the Real Property Tax Department to allow evening work for grievance days and assessment reviews. Upon the end of this period all terms and conditions including the beginning and ending times of the workday revert to the collective bargaining agreement or the past practice where applicable.
2. From Monday through Friday during this period in paragraph 1 the County may adjust the beginning and ending times of the workday for assessors in the department so the employee works 7 consecutive hours with a half hour unpaid lunch. Upon the end of this period, the beginning and ending times of the workday will revert to the provisions of the collective

bargaining agreement, or where applicable, the past practice of beginning and ending times of the work day.

3. The County will abide by all provisions of the collective bargaining agreement including provisions on notice of work day change and the payment of work on weekends at the overtime rate.

4. This document contains all the agreements on this issue.

5. Any disagreements on the interpretation of this agreement will be resolved by using the contract grievance procedure.

6. To consider changes to this agreement the parties to this agreement agree to meet within 30 days of the written request of either party.

For the County,

  
Raymond Smith, Chairman 5/28/10

For the CSEA, Inc.,

 5/29/10  
Gerald Phelan, Labor Relations

Specialist

The CSEA Chairperson was:

 5/24/10  
JoAnne LeClair, Unit President

**EXHIBIT F**  
**SENIOR BUILDING MAINTENANCE MECHANIC AGREEMENT**

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Memorandum of Agreement  
between the  
County of Herkimer  
and the  
CSEA, Inc., Local 1000, AFSCME

Whereas, the Herkimer County Sheriff's Department has established the position of Senior Building Maintenance Mechanic, and,

Whereas, the Herkimer County Deputy Sheriff's Association has declined to have this position placed in the bargaining unit, and,


Whereas, the CSEA, Inc. Local 1000, AFSCME wishes to accept this position in the bargaining unit,

Therefore the parties have agreed to the following:

1. The title of Senior Building Maintenance Mechanic shall be listed in Exhibit B, under the Sheriff's Department within the collective bargaining agreement with CSEA, Inc., as "Included" for the purpose of Bargaining Unit Membership.
2. The title of Senior Building Maintenance Mechanic will have an annual base salary of \$31,500.00.
3. The standard work week for the title of Senior Building Maintenance Mechanic shall be 40 hours per week, Monday-Friday, 7:00 AM to 3:30 PM with a ½ hour unpaid lunch.
4. The title of Senior Building Maintenance Mechanic shall be vested with all rights under the collective bargaining agreement between the County of Herkimer and CSEA, Inc., Local 1000, AFSCME.
5. Any disagreements on the interpretation of this agreement will be resolved by using the contract grievance procedure.
6. This Memorandum of Agreement shall take effect on January 10, 2011.
7. If as a result of the current contract negotiations the title of Building Maintenance Mechanic receives a salary increase, the parties to this agreement agree to meet to negotiate regarding a possible pay increase for the title of Senior Building Maintenance Mechanic.

For the County

  
Raymond Smith, Chairman

  
James Wallace, County Administrator

For CSEA, Inc

 1/12/11  
Gerald Phelan, LRS

 1/12/11  
Joanne LeClair, Unit President

**EXHIBIT G  
STIPULATION OF SETTLEMENT**

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STATE OF NEW YORK  
COUNTY OF HERKIMER

JUL 1 2011  
HERKIMER COUNTY ATTORNEY

In the Matter of the Arbitration by and between

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.,  
LOCAL 1000, AFSCME, AFL-CIO (Herkimer County  
Employees Unit 7100),

STIPULATION OF  
SETTLEMENT

PERB Case No. A2010-292

Grievant,

-and-

COUNTY OF HERKIMER,

Employer.

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THIS AGREEMENT, by and between the CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000, AFSCME, AFL-CIO, (Herkimer County Employees Unit 7100) (hereinafter "CSEA") and the COUNTY OF HERKIMER (hereinafter "County").

WITNESSETH:

WHEREAS, the Employer and CSEA are parties to a collective bargaining agreement which expired on December 31, 2009; CSEA filed a grievance as to the same on July 29, 2010; the matter was processed pursuant to the grievance procedure contained in the collective bargaining agreement between the parties and is currently scheduled for arbitration before Arbitrator Markowitz on May 4, 2011; in light of recent developments related to the Certified Home Health Agency [CHHA], the parties are desirous of temporarily resolving this matter; and they have agreed to the terms and conditions of a settlement;

NOW, THEREFORE, in consideration of the mutual undertakings and covenants herein contained, the parties stipulate and agree as follows:

1. Exhibit C of the expired collective bargaining agreement between the County and CSEA provides that public health nurses may work a maximum of 5 weekends and 9 beeper shifts per year and may volunteer to work more.

2. The parties mutually agree that effective July 11, 2011, the County will comply with Exhibit C of the collective bargaining agreement as it pertains to the assignment of weekend and beeper shifts worked by CSEA bargaining unit public health nurses [working in the following job titles: the Registered Professional Nurse, Senior Registered Professional Nurse, and Community Health Nurse]. The County agrees that after July 11, 2011, these public health nurses will not be mandated to work more than 5 weekends and 9 beeper shifts per year as provided for in Exhibit C.

3. However, said public health nurses shall have the first opportunity to volunteer to work additional weekends or beeper shifts if they choose but will not be mandated to do so after July 11, 2011 except in the event that no part-time, non-bargaining unit nurses are available to work all open shifts pursuant to Paragraph 5 of this Agreement.

4. The parties agree that the existing policy and procedure for filling on-call and weekend beeper shift will be continued as described in Exhibit C with the addition that the blank schedule will be distributed two times on the basis of seniority. After being circulated on the basis of seniority two times, a memorandum from management will be posted for five business days advising the bargaining unit public health nurses of the remaining weekend and/or beeper shifts.

5. It is further agreed by the parties that any openings that remain on the on-call schedule after being offered to the public health nurses shall be offered to part-time, non-bargaining unit nurses for the limited purposes of filling any uncovered weekend and/or beeper shift.

6. In the event that the public health nurses are mandated to be on-call over and above the 5 weekends and 9 beeper shifts per year as provided for in Exhibit C of the collective

bargaining agreement, said public health nurse shall be compensated in the amount of \$4.00 per hour they are mandated to be on-call.

7. If in the event there are still openings remaining on the on-call schedule that can not be filled by County employees or part time non-bargaining unit nurses as provided for in paragraph 3 and paragraph 5, then both parties agree that other qualified individuals may be allowed to provide the on-call services or the County will be permitted to use an independent entity to fill any remaining openings for the on-call schedule.

8. By entering into this Stipulation, neither party waives any rights with respect to the instant contract grievance. This Agreement, all evidence pertaining to this Agreement, and any negotiations surrounding this Agreement, shall be inadmissible in any future proceedings except to enforce the terms of this Agreement.

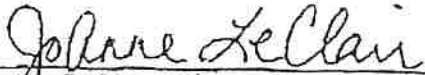
9. Furthermore, the parties agree that the grievance will remain in abeyance indefinitely and may be scheduled for hearing by CSEA at any time.

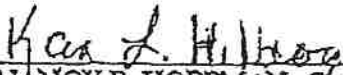
10. The parties shall deem signatures via facsimile acceptable as originals.

11. Any alleged violation of this Agreement shall be grievable through the grievance procedure contained in the parties' collective bargaining agreement.


IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on the 5th day of July, 2011.

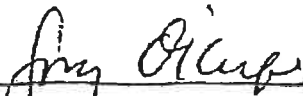
For CSEA:

  
JoAnn LeClair, Unit President

  
NANCY E. HOFFMAN, General Counsel  
(Kara L. Hilburger, of counsel)

For the County:

  
Raymond Smith  
Chairman, Herkimer County Legislature

  
Dr. Gregory O'Keefe, Director of Public Health

PL/10-1410/LRA/10/Stipulation of Settlement #186318

**EXHIBIT H**  
**POLICIES AND PROCEDURES**  
**HCCC CAMPUS SAFETY 12-HOUR SHIFTS**

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The 12 hour schedule is going to be on a trial basis, and can be terminated at any time, for any reason, by the Director of Campus Safety or the College. There will be a 30 day notice provided to cancel the 12 hour shifts. All requests for time off shall be at the discretion of the Director of Campus Safety, and can be modified or changed at any time. The 12 hour schedule includes a 30 minute paid meal time.

1. Each officer working the 12 hour shift will be paid 80 hours Bi- Weekly. Officers will be able to request their assigned shift by departmental seniority. The Director of Campus Safety reserves the right to re-assign officers to different shifts if it is in the best interest of the mission.
2. The 12hr shifts will consist of 84 hours in a pay period, where each officer will be required to work (2) twelve hour shifts the first week for a total of 24 hours, and (5) twelve hour shifts the second week, for a total of 60 hours. For the purpose of the twelve hour shifts, the B - Line day shift hours will be considered 0700 – 1900hrs, and the C - Line evening hours will be 1900 – 0700hrs. Each Officer working the 12 hour shift will receive one (4) hour short day every two weeks. The B-Line officers will utilize their short days on Monday and Tuesday, rotating short days between both B-Line officers. The C- Line officers will utilize their short days on Wednesday and Thursday, rotating short days between both C-Line officers.
3. One officer will be assigned to a 1900hrs – 0300hrs shift. For the purpose of the 12 hour shifts, this shift will be known as the D- Line, and will be assigned Tuesday-Saturday, with permanent days off of Sunday and Monday. Overtime call in procedures, as previously stated, will remain the same. In the event no current officer is interested in this shift, the shift will be assigned to the most recent hire. Officer Pete Orzolek will remain on his current shift of 0700hrs – 1500 hours, Monday – Friday, until which time he retires. Upon his retirement, the 1900 hours – 0300 hours shift will take effect. Overtime call in procedures for this shift, as prior stated, also apply.
4. No more than one request for time off that creates an overtime opening will be approved without prior approval of the Director or Assistant Director.

5. All requests for time off remain as stated in the current contract. All benefit time will remain in hours. For the purpose of the 12 hour shifts, each officer will receive (13) 8 hour Holiday's, for a total of 96 hours. If an officer is scheduled to work on a holiday, and works that holiday, that officer will receive an 8 hour Holiday. If an officers scheduled day off falls on a holiday, then that officer will receive and 8 hour holiday. Any benefit time taken by any officer, will be in the amount of 12 hours being deducted from which ever benefit time they are requesting to utilize (i.e. comp, vacation holiday, sick or personal).
6. All benefit time, to include Holiday, Vacation, Comp and Personal Leave time may be utilized in four hour blocks as indicated below:

Day's: 0700hrs -1100hrs or 1500hrs – 1900hrs

Nights: 1900hrs – 2300hrs or 0300hrs – 0700hrs

7. No Officer will utilize more than 2 consecutive weeks of leave in a row. This includes any combination of Holiday time, Personal time or Comp time. Each officer will have the opportunity to sign up for their vacation requested, and this will be done by a Department Seniority basis. The Director, and or Assistant Director reserve the right to deny time off in the best interest of the Safety mission.
8. Shift swaps will still be allowed, but the swap will be for the entire duration of the shift with prior approval by Director of Assistant Director. Officers will still be able to cover partial shifts for each other with prior approval of the Director, and or Assistant Director. **No more than two (2) swaps per month per officer will be allowed.**
9. In order to maintain the needs of Herkimer County Community College, and the Director of Campus Safety, 2 officers will be required to be on duty at all times during the school year while classes are in session. During winter break and summer break, it will be required that (1) officer will remain on duty at all times. The Director or Assistant Director have the right to alter the amount of officers on duty at any time based on the needs of the mission. Should an overtime shift occur, the following procedure will be followed:
  - If the shift is a full 12 hour overtime shift, an attempt to fill the shift with a part time officer will be completed first.
  - If the shift cannot be filled with a part time officer, a call list of off duty officers will be completed, and will be by Department Seniority.
  - If the twelve hour shift is unable to be filled, the shift will then be split into two 6hr shifts, and the above process will again be followed. If in the event the shift is still not filled, Officers currently on duty will then have the opportunity to take either of the 6 hours of overtime. (No Officer will work more than 18hrs in a 24hr period without prior permission from the Director of Campus Safety).