
AGREEMENT

by and between the
COUNTY OF MONROE



and

CSEA, Local 1000 AFSCME,
AFL-CIO



Monroe County Full Time-Employees Unit #7400
Monroe County Local 828

January 1, 2025 - December 31, 2027

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AGREEMENT

This Agreement entered into this 14th of January, 2025, by and between Monroe County, a municipal corporation with offices in the County Office Building, 39 West Main Street, Rochester, New York, hereinafter called the "County", and the Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Monroe County Employee Unit, Local 828 Unit 7400, hereinafter referred to as the "Union."

ARTICLE 1 - PREAMBLE

The County and the Union 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 negotiations is to be employed pursuant to the New York State Public Employee's Fair Employment Act and that no Article or Section in this Contract is to be construed to be in violation of New York State Civil Service Law. Both parties to this Agreement, furthermore, affirm that public employment is to be regarded as a lifelong career and that as such the terms, conditions of employment and working conditions shall be of the highest caliber to attract and maintain in employment with Monroe County the best personnel available. We furthermore affirm that each employee shall at all times be a dedicated, courteous and representative of public employment, realizing fully that they are under the constant scrutiny of the public at large, and that they are performing an essential service private enterprise cannot undertake. Recognizing the moral principles inherent in Federal legislation, we hereby agree not to limit employment with the County or membership in the Unit to any person because of their sex, sexual orientation, gender identity, gender expression, race, color, creed or national origin.

The Union pledges its full cooperation to the County for purposes of implementing the Monroe County Affirmative Action Policy. In the event of a conflict between such policy and the specific and express provisions of this Agreement, the contractual provisions shall prevail.

The County and the Union agree to consult in respect to any Affirmative Action problem which may arise, with a sincere effort to resolve such problem.

The County agrees to bring forth any new, changed, or modified policies and procedures, General Orders, Standard Operating Procedures, and/or Operation Memorandums, for the CSEA to review. All such documents shall be provided to the President of the Union by way of email five (5) days in advance of such new, changed, or modified policies and procedures, General Orders, Standard Operating Procedures, and/or Operation Memorandums becoming effective.

ARTICLE 2 - RECOGNITION

SECTION 2.1. The County recognizes the CSEA as the sole and exclusive representative for all employees described in Article 3 for the purpose of collective bargaining and processing of grievances for the maximum period defined in the Taylor Act. In no event shall such sole and exclusive representation exceed the duration of this Contract.

SECTION 2.2. The County shall accord the Union separate deductions on its payroll for membership dues as authorized by the employees in writing to the Department of Human Resources. The Department of Human Resources will in turn notify the CSEA. The County shall also accord the Union separate deductions on its payroll for the insurance plans of the Unit, not to exceed four (4) in number.

SECTION 2.3. The CSEA shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of, or for reason of action taken by the Employer, in reliance upon payroll deduction authorization cards submitted by CSEA to the Employer.

SECTION 2.4. The CSEA affirms that it does not assert the right to strike against the County, 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 or concerted withholding of services.

ARTICLE 3 - COLLECTIVE BARGAINING UNIT

SECTION 3.1. A general Unit consisting of all County employees in pay groups 16 and below, pay groups 35, 36, 37, 38, 39, 60, 61, and 62; and employees working in an out-of-title assignment in pay group 17 and above, with the following exceptions:

1. Seasonal employees.
2. Temporary employees.
3. Employees classified as Managerial and/or Confidential as defined in the Act or as agreed to between the parties to this Agreement, including all employees in the County Executive's Office, Communications Department, Office of Management and Budget, the Department of Human Resources and the Human Resources Units at Monroe Community Hospital and Westfall Road DHS/DOH.
4. Unclassified employees.
5. Employees represented by other Negotiating Units.
6. Employees of Monroe Community College who are excluded from the Unit by recognitions.
7. Exempt employees.
8. Institutional Helpers in the Sheriff's Office/Trainees.

9. Deputy Sheriff Trainees in the Sheriff's Office.

In accordance with the Memorandum of Agreement dated December 4, 2024, regarding the merger of the Monroe County CSEA Full-Time and Part-Time Bargaining Units, this Agreement constitutes the sole Collective Bargaining Agreement applicable to the merged Bargaining Unit of Full-Time and Part-Time employees. The only provisions of this Agreement applicable to part-time employees are those expressly set forth in Article 58. No other Articles of this Agreement, or Sections contained therein, shall apply to part-time employees in any way.

SECTION 3.2. Definitions: A part-time employee shall be defined as one who is regularly scheduled to work less than twenty-five (25) hours per week. For employees hired on and after March 15, 2017, a part-time employee shall be defined as one who is regularly scheduled to work less than thirty (30) hours per week. For purposes of this Agreement, only those part-time titles that have a full-time equivalent covered by this Agreement shall be represented by the Union.

A seasonal employee is defined as one who is employed in a seasonal type position for a portion of a year only.

A temporary employee is defined as one who is employed in a temporary position which is not intended to be ongoing.

Unclassified employees are as defined in Section 35 of the Civil Service Law, (i.e., elected officials; officers and employees of the County Legislature; appointing authorities; members, officers, and employees of the Board of Elections).

Exempt employees are as defined in Section 41 of the Civil Service Law.

SECTION 3.3. The County agrees that any new title created which may be within the Bargaining Unit shall be submitted in writing to the President of the Union. The salary group of any title created within the Bargaining Unit of the Union shall be determined by the County of Monroe. If there is disagreement regarding the County's determination of the salary group attached to such new title, the County agrees to enter into discussions with the Union.

The County agrees to notify the President of the Union in writing of any proposed, new Bargaining Unit title or any proposed change in a Civil Service job description for a Bargaining Unit title prior to action by the Civil Service Commission.

SECTION 3.4. When filling a vacant full-time position in the Bargaining Unit, the County must fill the position with a full-time employee. When filling a vacant part-time position in the Bargaining Unit, the County must fill the position with a part-time employee. The County shall not fill a full-time position with a part-time employee unless there is a signed written consent from CSEA.

ARTICLE 4 - COMPENSATION

SECTION 4.1. Effective January 1, 2025, the 2024 salary schedule steps shall be increased by one dollar and sixty cents (\$1.60).

SECTION 4.2. Effective January 1, 2026, the 2025 salary schedule steps shall be increased by one dollar and twenty-five cents (\$1.25).

SECTION 4.3. Effective January 1, 2027, the 2026 salary schedule steps shall be increased by four percent (4%).

SECTION 4.4. Pay groups 3 shall be eliminated and the job titles assigned to that pay group shall be added to pay group 4 effective 1/1/2025.

SECTION 4.5. Job titles assigned to pay group 3 in 2021 shall be placed in pay group 4 effective 1/1/2022.

SECTION 4.6. No salary step shall have an hourly pay rate of less than fifteen dollars (\$15.00).

SECTION 4.7. The above increases will apply to all employees, including those Unit members who are "off step".

SECTION 4.8. Effective on and after January 1, 2022, there shall be two (2) separate salary schedules: The (1) Pre 4-15-2005 Schedule (SS1); and (2) the on or after 4-15-2005 Schedule (SS2). The two (2) 2022 salary schedules are affixed to this Agreement as Appendix D (SS1), and Appendix E (SS2). A third (3rd) salary schedule (SS3) for building trade titles is affixed to this Agreement as Appendix F.

SECTION 4.9. Employees on 2021 schedule SS2 and schedule SS3 as of December 31, 2021, shall be placed on 2022 schedule SS2 at a step that provides a raise of no less than one dollar and twenty-five cents (\$1.25) per hour over their 2021 rate of pay. This raise will be effective on January 1, 2022. SS2 shall consist of Step A through L. Titles listed in Appendix C can advance to SS1 Steps F and G and SS2 Steps M and N. Employees in schedule SS1 will have the option to move to SS2 on their anniversary date one (1) year after they reach their highest step. This move will be initiated upon contacting County Human Resources.

SECTION 4.10. All employees coming on the payroll of the County shall be hired at Step "A" of the salary schedule, or at a higher step at the discretion of the Director of Human Resources or designee. Upon request the County agrees to notify the Union in writing in respect to any employees who have been hired at a step higher than "A".

SECTION 4.11. Step increases shall occur on the anniversary date of employment or promotion unless such increase is denied on the basis of an unsatisfactory evaluation given by the supervisor to the employee in advance of the anniversary date. Each step on every schedule shall require twelve (12) months of satisfactory service for advancement to the next step of the salary schedule.

SECTION 4.12. When employees are promoted to a job title having a higher salary range, they shall, upon promotion, be paid the salary step in the higher pay group which is immediately above the salary being received in the old title, plus one (1) additional step (See agreement, dated September 28, 1999, attached to this Contract as Appendix A, for certain exceptions). Employees who move to a new title without a change in pay group shall, for purposes of increment evaluation, retain their anniversary date prior to the title change. If an employee is promoted to a higher title in the same series prior to being given their annual evaluation but is within six (6) months of their annual evaluation date at the time of promotion, the County shall add another additional step to their promotion (totaling two (2) additional steps, if applicable), as long as their performance has been satisfactory.

SECTION 4.13. Paydays shall be bi-weekly on Friday. If the pay day falls on a holiday, the preceding workday shall become the pay day.

SECTION 4.14. All County of Monroe employees' pay statements will show the number of hours worked and the overtime hours worked.

SECTION 4.15. The results of any comparable worth study involving employees covered by this Agreement shall be made available to CSEA. The County shall meet and confer with the Union as to the results as well as any implementation of corrective action necessary.

SECTION 4.16. If an employee is not selected for a promotion, they may request a meeting with their supervisor to discuss the promotional process, and no such request shall be unreasonably denied.

ARTICLE 5 - DIRECT PAYROLL DEPOSIT

SECTION 5.1. Direct deposit to a bank account or via a deposit card shall be mandatory for all Unit employees.

SECTION 5.2. Employees in pay group 7 and below who receive an incorrect "paycheck" (a direct deposit) shall receive a corrected deposit within five (5) working days of reporting the incident. Employees in pay group 8 and above who receive an incorrect "paycheck" (a direct deposit) which is short fifty dollars (\$50) or more shall receive a corrected deposit within five (5) working days of reporting the incident. If the incorrect "paycheck" (direct deposit) is short less than fifty dollars (\$50), the shortage shall be made up on the following pay day.

ARTICLE 6 - MANAGEMENT RIGHTS

SECTION 6.1. The County Legislature, on its own behalf and on behalf of the electors of the County, hereby retains and reserves unto itself all right, power, authority, duty and responsibility conferred on and vested in it by the laws and Constitution of the State of New York and/or United States of America.

The exercise of any such right, power, authority, duty or responsibility by the County Management on behalf of the County Legislature and the adoption of such rules, regulations and policies as it may deem necessary shall, as they apply to employees represented by the CSEA, be limited by the specific and express terms of this Agreement, and subject to the grievance procedure.

ARTICLE 7 - PERSONNEL RULES

SECTION 7.1. The County has the right to adopt additional personnel rules which are not in conflict with the provisions of this Agreement.

SECTION 7.2. The County agrees to conform to the specific and express provisions of this Agreement, for the term of this Agreement and will not alter or modify any such provision without negotiating with the Union prior to any such modification or alteration.

ARTICLE 8 - RETENTION OF BENEFITS

SECTION 8.1. All benefits previously enjoyed by the employees are continued herein unless otherwise modified.

SECTION 8.2. Subsequent to June 20, 1978, any newly created benefits not provided for in this Agreement shall become binding upon the County under the following circumstances:

The Department of Human Resources must be notified in writing by either the Department Head or the Union, of the establishment of an employee benefit not covered by the Agreement.

If, within ten (10) working days following the receipt of notification from either the Department Head or the Union of the establishment of an employee benefit, no action is taken by the Department of Human Resources, the establishment of such employee benefit shall become binding upon the County and continue for the duration of this Agreement.

In notification to the Department of Human Resources, the Department Head shall simultaneously send a copy of such notification to the President of the Union. If the Department Head fails to do so, the Department of Human Resources shall supply a copy to the President of the Union.

ARTICLE 9 - WORKING CONDITIONS

SECTION 9.1. The County shall notify the Union as soon as possible, but not less than ten (10) days in advance of any policy change which affects the terms and conditions of employment, except where such change is required because of an emergency over which the County has no control.

SECTION 9.2. The County agrees to reimburse employees for damages to clothing, eyeglasses, time pieces, or cell phones when damages are a direct result of a physical assault upon the employee due to client contact in the course of County business. Notwithstanding the above, Department Heads or their designee, shall have the discretion to increase the reimbursement amount based on unique circumstances.

A maximum of one hundred fifty dollars (\$150.00) will be reimbursed to the employee under the following conditions:

1. The incident must be promptly and fully documented;

2. The incident must be promptly reported to a police agency and a police report must be submitted; and,
3. The damages are not otherwise recoverable.

SECTION 9.3. At the discretion of the Department Head or designee, reimbursement will be made to an employee (to a maximum of one hundred fifty dollars [\$150.00]) for repair or replacement to clothing, eyeglasses, time pieces, or cell phones, where the damage resulted from a work function, under the following conditions:

1. The incident must be promptly reported and fully documented;
2. The damages are not otherwise recoverable.

SECTION 9.4. The County will reimburse any employee who is required to wear safety shoes or other appropriate footwear as required by their department, a maximum of two hundred dollars (\$200.00) for one (1) pair per year, upon submission of receipt of purchase. Any employee failing to wear required safety shoes or other appropriate footwear as required by their department, shall be subject to disciplinary action.

SECTION 9.5. Employees who are volunteer members of a fire department or ambulance squadron may, when engaged in an emergency, report to work late and may use leave credits for such absence. Employees shall report the need for such absence to their supervisor as soon as possible.

SECTION 9.6. When new license requirements are imposed that affect employees then on the payroll, such as by local, state, or federal governments, the first additional cost of such requirements will be paid by the County. Subsequent fees will be paid by the employees.

SECTION 9.7 The Employer and the Union agree to establish a Safety Committee to consist of three (3) Union representatives and three (3) Employer representatives. The Committee shall meet by mutual agreement for the purpose of investigating and recommending solutions to safety problems. Employee members of the Safety Committee may attend meetings of the Committee during normal working hours without loss of time or pay.

SECTION 9.8. The Unit may assign a steward in each of the facilities set forth in this Agreement above for the purpose of bringing to the attention of the manager of the facility problems relating to health and safety.

ARTICLE 10 - WORK WEEK

SECTION 10.1. The basic work week shall be forty (40) hours, except as set forth in the Agreement, dated September 28, 1999, attached to this Contract as Appendix A. The exact workdays and working hours shall depend on the individual position held and shall be determined by the County. Alternative work schedules may be available to employees upon approval of the County. Any approved alternative work schedule must result in employees working their standard hours per work week.

SECTION 10.2. The County shall post employee work schedules at least two (2) weeks in advance and will not make changes to the schedule once it is posted without mutual agreement of the employee. The County will notify employees of a work location change no less than forty-eight (48) hours in advance of the change.

SECTION 10.3. An unpaid lunch period of a maximum of one (1) hour shall be allowed for each full workday, except for those employees who are required to be on continuous operation who shall be entitled to a twenty (20) minute paid lunch period. Designating which positions are continuous operation shall be determined by the County in accordance with New York State law.

SECTION 10.4. Brief coffee breaks may be taken in the morning and afternoon.

ARTICLE 11 - FLEXTIME AND JOB SHARING

SECTION 11.1. Voluntary agreements for flexible work schedules may be agreed to by the Director of Human Resources, the Department Head, and the Union. However, the County or the Union may cancel such flexible work schedule at any time, upon seven (7) days' notice.

SECTION 11.2. Job sharing shall be defined as two employees sharing one (1) full-time position. Job sharing employees shall be in the Bargaining Unit. Current full-time employees, within a job title and within a department, shall be given preference in job sharing. If no such employee wishes to job share, a job sharer may be recruited from any other source.

SECTION 11.3. Employees wishing to job share shall submit a plan to the Department Head thirty (30) days prior to the proposed start of the job sharing. All job-sharing arrangements must be approved by the Department Head and agreed to in writing by the Department Head and the job sharers. A copy of job-sharing agreements shall be sent to the Unit President.

SECTION 11.4. The County contribution for medical coverage may be split between the job sharers. Dental coverage may be selected by only one (1) of the job sharers. The sharing of holidays shall be set forth in the job-sharing agreement. All other benefits granted to full-time employees shall be granted to job sharers on a prorated basis according to the time each employee works. However, job sharers shall receive full-time County credit for years of service.

SECTION 11.5. The hourly rate for each job sharer shall be equal to the rate that each would be eligible for as a full-time employee.

SECTION 11.6. The workload for each job sharer shall be prorated, and the total shall be equivalent to that of a similar full-time position. Job sharers may recommend methods for providing coverage in emergencies in their plan. The Department Head shall determine how absences or vacancies will be covered.

SECTION 11.7. A job-sharing arrangement may be abolished by the County or by the job sharers when a vacancy exists in the same job title. The County and the job sharers must notify the other party and the Union of their intent to discontinue the job-sharing agreement thirty (30) days prior to the discontinuation date. When a job share is abolished by one (1) employee resigning, the remaining employee shall be required to find a replacement or work full-time hours.

SECTION 11.8. The Union and the County will include job sharing on their Labor Management agendas when appropriate.

ARTICLE 12 - ATTENDANCE

SECTION 12.1. The Department of Human Resources, with the cooperation of the Department of Information Services, will maintain records of attendance for all County employees. Each Department Head is responsible for the accuracy of each attendance record, and for following the prescribed procedures. Each Department Head and employee is responsible for reporting attendance and leave data.

Each employee shall attest to the fact that the employee was "on duty" or on designated type of leave during each day of the pay period. This must be approved electronically by a supervisor in the employee's department. Pay will be authorized only after all data has been entered into the electronic record and signed off by a supervisor.

SECTION 12.2. Excessive tardiness and/or absenteeism may result in disciplinary action by the Department Head or designee.

SECTION 12.3. When the County Executive or their designee closes County offices because of weather conditions or other conditions, employees who are designated by Department Heads as non-essential at the time of the closing will be permitted to leave work and will be paid for the remainder of the work shift. Employees who are designated by a Department Head as essential, based on departmental needs or other relevant circumstances, must remain at work. Employees who are told not to report to work will be paid for one (1) shift if they are scheduled to work on the day the weather or other emergency begins. Employees who have preapproved time off (vacation, comp, etc.), will use their accruals from their banks in the event of a closure. The County agrees to be reasonable in their depiction of essential employees.

The County will add four (4) hours of personal time for essential employees, who physically come into work, per event, when the employee's work location is closed because of the event (i.e., if the County closes for two (2) consecutive days, the employee will receive four (4) hours of personal time; if the County closes for one (1) day in January and one (1) day in February, then the employee will receive eight (8) hours of personal time). If an employee leaves employment, the unused personal time will not be paid out and will be forfeited.

In the event that the County Executive or their designee closes County Offices as part of a planned closure at least forty-eight (48) hours in advance, employees with previously requested and approved vacation time, pursuant to the bidding process set forth in Article 43.2, will have approved vacation time credited back to their bank for the day or days of the closure.

SECTION 12.4. The County may institute or modify employee time recording procedures following notification to and concurrence by the Union; The Union agrees that concurrence will not be unreasonably denied.

ARTICLE 13 - PAYROLL PERIODS

SECTION 13.1. The parties agree that all employees shall be paid in twenty-six (26) equal payroll periods during the course of the year. When requested by the employee, regular authorized deduction plans that have been approved by the Director of Human Resources shall be made each pay day.

ARTICLE 14 - ACCRUAL AND USE OF CREDITS

SECTION 14.1. Credits shall be earned by full-time employees during all payroll periods in which the employee is on full-pay status. Credits shall accumulate in hours and can be used in no less than one-quarter ($\frac{1}{4}$) hour units as approved by the Department Head or designee.

SECTION 14.2. All credits must be earned before they can be used. Credits accrued shall be noted within each employee's electronic payroll record in terms of hours appropriate to the job.

SECTION 14.3. Earned credits are based upon an employee's hiring date, which shall remain constant. If job changes occur between County Departments, credits shall remain with the employee.

SECTION 14.4. Employees who receive pro rata credits shall receive such credits based on the following formula. Employees regularly employed between twenty-five (25) and twenty-nine (29) hours per week receive five (5) hours for each day of credit; employees employed between twenty-nine (29) and thirty-four (34) hours per week receive six (6) hours per day of credit; employees employed between thirty-four (34) hours and thirty-nine (39) hours per week, in a forty (40) hour position receive seven (7) hours per day of credit.

SECTION 14.5. The maximum amount of non-FLSA compensatory time off which may be accrued shall be forty (40) days. The amount of compensatory time earned due to FLSA overtime shall be limited to two hundred forty (240) hours and such hours shall be paid when the employee has left employment.

ARTICLE 15 - WORKERS' COMPENSATION

SECTION 15.1. If an illness or injury occurs as a result of employment, salary will be paid without charge against credits under code 1701 on the timecard for up to five (5) days immediately following the date of disability, under the following conditions:

The five (5) days salary will be paid only once during any twelve (12) month period, unless otherwise authorized by the Department Head or designee. Any claim of an unreasonable denial under this subsection may be submitted for review at Step 3 of the grievance procedure. The decision at Step 3 shall be final and not subject to arbitration.

An accident or situation that may cause illness or injury must be reported to the employee's supervisor immediately, or as soon thereafter as possible.

The employee must have received medical care relating to a work-related illness or injury. The initial doctor's visit shall be paid for by the County as duty time. Verification of this treatment, the diagnosis, and the term of disability must be substantiated by the attending physician's completion of Workers' Compensation Form C-4, "Attending Doctor's Report."

If the attending doctor does not submit a Form C-4 to the County or its Workers' Compensation third-party administrator within thirty (30) calendar days of the date of disability, the employee will be notified in writing by Risk Manager that such form must be produced within two weeks. Failure to produce the form shall result in the time coded A being deducted from the employee's time banks or paycheck.

Further compensation will be paid according to the rules of the Worker's Compensation law.

SECTION 15.2. Employees not eligible to use the A code 1701, pursuant to Section 15.1, may use other time credits, with the approval of the supervisor. These credits will not be reimbursed to the employee unless the term of disability extends beyond fourteen (14) days, in which case, pursuant to Workers' Compensation Law, the five (5) day waiting period is waived. In this case, the employee's time bank will be reimbursed according to the Workers' Compensation payment schedule.

An employee whose disability does not extend beyond fourteen (14) days shall be reimbursed for the period of disability between five and 14 days, according to the Workers' Compensation payment schedule.

SECTION 15.3. If a Workers' Compensation case is controverted by the County, and the County is successful, any payments under the A code 1701 may be recouped by the County, through deductions from the employee's time credits or, in the absence of such credits, through payroll deductions, at the rate of one (1) day per pay period.

SECTION 15.4. An employee subject to Workers' Compensation shall be placed on leave of absence due to temporary disability until such time as the employee returns to work or until such time as the employee is adjudged to be permanently disabled from performing the employee's job duties.

Application for reinstatement must be made within twelve months after termination of such disability.

SECTION 15.5. Employees may choose to use full pay sick leave credits (U Code 1702) while disabled from work due to a work-related illness or injury, rather than receive payment, as authorized by the Workers' Compensation Board (X Code 1703). Upon final award by the Board, the employee's sick leave bank will be credited the dollar amount (in terms of hours) equal to the payments, as previously prescribed by the Workers' Compensation Board.

SECTION 15.6. An employee on leave due to a compensable illness or injury shall receive longevity payment, pursuant to Article 36, and health insurance, pursuant to Article 32, for a maximum period of one (1) year of leave.

ARTICLE 16 - MILITARY LEAVE

SECTION 16.1. If an employee is required to render military duty, they shall be granted a military leave of absence, pursuant to Section 243 of the Military Law of the State of New York.

SECTION 16.2. Application for reinstatement must be made within ninety (90) days from the day military service is terminated. Upon return to County service, all credits to which an employee was entitled at the beginning of that leave will be restored. Adjustments that would regularly be made to an employee's job title will be awarded in accordance with Civil Service Law and Section 243 of the Military Law of the State of New York.

SECTION 16.3. Consistent with Section 242 of the Military Law of the State of New York, members of the National Guard or the Reserve of the Army, Navy, Marine Corp, Air Force, or Coast Guard will be granted a military duty leave of absence up to thirty (30) working days with pay in a calendar year.

ARTICLE 17 - DEPARTMENTAL TRANSFERS

SECTION 17.1. Transfer to another Department into a job with the same classification and qualifications are permissible for the benefit of the County upon agreement with the employee in question.

Request for a transfer by an employee to another department into a job with the same classification and qualifications will be made to the Department Heads involved and to the Director of Human Resources. Employees transferring between County Departments will not lose any accumulated time or any other fringe benefits.

SECTION 17.2. Where there is a conflict of requests by two (2) or more employees with equal skills and qualification, seniority in the job classification shall be the deciding factor.

SECTION 17.3. Nothing contained in this Article shall be construed to prevent the temporary assignment of employees from the Parks Department to the Departments of Environmental Services, Transportation, Aviation, and Facilities Management.

The maximum period of such temporary assignment shall not exceed twelve (12) months.

The County agrees that a reassigned employee shall receive at least forty-eight (48) hours verbal notification of reassignment, except under emergency conditions. Within fifteen (15) business days following the employee's reassignment, the County shall send written notice to the Unit President of the employee's reassignment with a copy to be placed in the employee's personnel file.

SECTION 17.4. In the event an employee engages in a promotion or lateral transfer between a County of Monroe facility and the Monroe Community College, or vice versa, leave credits shall be retained by the employee and accumulate based upon the employee's original seniority date.

ARTICLE 18 - RESIGNATION OR RETIREMENT

SECTION 18.1. In cases of resignation or retirement, a written notice of intention shall be given to the Department Head at least two weeks prior to the last day of employment. Compensation will be made for unused vacation and compensatory days, up to forty (40) days-in each category.

An employee who fails to give two (2) weeks' notice in case of resignation or retirement will forfeit compensation for unused vacation credits, except under special circumstances; in which case, the Department Head or designee may waive the notice requirement.

An employee who is discharged after a determination of incompetency or misconduct will forfeit compensation for unused vacation credits.

In the event of an employee's death, compensation for unused vacation and compensatory time credits will be paid to the employee's estate.

SECTION 18.2. An employee removed for just cause from County service will not be eligible for reinstatement.

ARTICLE 19 - REDUCTION OF FORCE

SECTION 19.1. Reduction of force among non-competitive and labor class employees:

Where, because of economy, consolidation or abolishment of functions, curtailment of activities or otherwise, the County finds it necessary to abolish positions, such abolishment's shall be made in accordance with the provisions hereinafter set forth.

Seniority for purposes of this Section shall be defined as the period of service of an employee with the county dating from the first date of employment in the Collective Bargaining Unit, provided such employee is retained by the County past the probationary period.

The County will make every reasonable effort to discuss with the Union any and all anticipated job abolishment before such anticipated action is made public. The County will notify and discuss with the Unit President prior to the County notification to affected employees in respect to any and all anticipated job abolishment.

Competitive, non-competitive, and labor class employees subject to layoff as a result of job abolishment shall be given at least thirty (30) calendar days' notice prior to the date of termination. Employees subject to being bumped as a result of job abolishment shall be given at least fifteen (15) calendar days' notice prior to the date of termination. This prior notice shall cover competitive, non-competitive, and labor class employees.

Reinstatement of laid off employees under this Section shall be in inverse order of layoff, in accordance with the provisions of this Agreement or of Civil Service Law, Rules, and Regulations.

Any non-competitive or labor class employee subject to layoff under this Section who refuses appointment in a lower title as set forth in this Section shall forfeit all rights contained in this Section.

A competitive, non-competitive or labor class employee shall be deemed to have seniority in accordance with this Section and shall not be laid off as a result of job abolishment until County funded, part-time, temporary, seasonal and probationary employees within the job title within the functional Unit in which such job abolishment occur have been laid off. If such full-time employees are laid off, they shall be offered, in seniority order, any part-time positions for which they qualify within the department.

Any labor class or non-competitive employee subject to lay-off as a result of job abolishment may exercise seniority rights to displace an incumbent with the least seniority in a lower rated title where there is a direct line of promotion or demotion or where the displaced incumbent has previously served in another position prior to serving in the position from which he is being displaced, providing the employee is physically capable of performing the work. The employee shall have the option of electing whether to displace a person in a lower rated job title or retreat to a previously held position.

ARTICLE 20 - LEAVE OF ABSENCE

SECTION 20.1. During any leave of absence without pay, credits and benefits do not accrue. Employees may choose to keep, in the employee time bank, five days of paid leave before being placed on an unpaid leave of absence. This time may be used when the employee returns to work.

SECTION 20.2. Pregnancy Disability Leave: An employee who is pregnant may continue working as long as they and their physician feel they can adequately perform their work. A pregnancy related disability shall be treated in the same manner as any other non-occupational disability in respect to sick leave benefits, except that pregnancy related disability shall be certified by the attending physician prior to the payment of sick leave benefits to which the employee is entitled.

SECTION 20.3. Parental Leave: An employee who becomes the parent of a newborn child will be granted a leave of absence for a period not to exceed six (6) months. In such cases, the employee will be allowed to use accrued vacation and compensatory time credits before being placed on unpaid leave. The employee has the right to be reinstated in a position of equivalent pay within six (6) months of Parental Leave.

SECTION 20.4. Adoption Leave: Any employee who is adopting a child five (5) years of age or younger will be granted leave of absence for a period not to exceed six (6) months. In such adoption cases, the employee will be allowed to use accrued vacation and compensatory time credits before being placed on leave without pay. The employee has the right to be reinstated in a position of equivalent pay within six (6) months of adoption leave.

SECTION 20.5. A written request for a leave of absence without pay for reasons not cited in this Contract must be submitted to the employee's Department Head. Upon the approval of the Director of Human Resources, leave may be granted for no more than two (2) consecutive years.

SECTION 20.6. Personal Days: Full-time employees will receive twenty-four (24) hours of Personal Time and have such time added to their bank in the first pay-period of each year. Any unused hours cannot move from year to year. If an employee resigns from employment, any unused Personal Time will be forfeited and will not be paid out upon resignation or retirement.

At the option of the County Executive, an employee may be granted up to two (2) years leave of absence for specialized services such as the Peace Corps upon the presentation of sufficient proof. Prior approval of the County Executive or their designee is required

ARTICLE 21 - EDUCATIONAL LEAVE

SECTION 21.1. Subject to the recommendation of the Department Head and prior approval of the Director of Human Resources or designee, leave without pay may be granted for the purpose of acquiring educational training. A written request for educational leave must be made to the Department Head. Educational leave without pay for a period not to exceed two (2) consecutive years may be granted for the purpose of obtaining additional educational training. Such two (2) year consecutive education leave shall depend upon an employee successfully completing the first (1st) year of educational training.

SECTION 21.2. In certain cases where educational leave with pay is desired, a written request must be submitted to the Department Head and approved by the Director of Human Resources or designee. The student does not earn credits during this time. A person requesting educational leave with pay must sign a statement promising to work for the County for a length of time equal to the educational leave with pay after finishing the leave.

SECTION 21.3. The County agrees to award available educational leave on a fair and equitable basis among qualified employees within a department.

ARTICLE 22 - CONFERENCE ATTENDANCE

SECTION 22.1. The County agrees to award available opportunities for conference attendance on a fair and equitable basis among qualified employees within a department.

SECTION 22.2. Legitimate expenses incurred at conferences which have been approved by the Department Head and the County Controller's Office shall be reimbursed to the employee.

SECTION 22.3. Allowances for meals, lodging and incidentals incurred during official and approved out of county departmental business, which has been approved by the Department Head and is legally payable by the Controller's Office, shall be paid at the General Services Administration per diem rate. When practicable, such allowances shall be paid in the form of advances, as opposed to reimbursements. The rules and regulations of the General Services Administration (GSA) shall apply in respect to this Article.

ARTICLE 23 - TUITION REIMBURSEMENT

SECTION 23.1. Tuition reimbursement will be granted to employees only for course work or degree programs taken outside of normal working hours.

Approval for reimbursement will be limited to accredited institutions.

The desired course work or degree program must be directly related to work actually done by an employee or work which may be reasonably expected to be performed by the employee in the near future. All course work, including electives, taken to complete approved degree requirements will be eligible for tuition reimbursement.

SECTION 23.2. The maximum reimbursement to any employee will be equal to seventy-five percent (75%) of the tuition, to a maximum of two thousand dollars (\$2,000) in any calendar year.

SECTION 23.3. Employees enrolled in a certificate or licensing program or matriculated in a degree program in a field of study related to health care shall receive one hundred percent (100%) tuition reimbursement up to a maximum of three thousand dollars (\$3,000) in any calendar year. Reimbursement shall be granted only for course work taken outside of normal working hours. Approval for reimbursement shall be limited to accredited institutions. Employees who qualify for health-related tuition reimbursement may also receive tuition reimbursement in accordance with Sections 23.1 and 23.2, provided that total reimbursement does not exceed three thousand dollars (\$3,000) in any calendar year.

SECTION 23.4. Employees shall be required to work for the County for twelve (12) months after the completion of any tuition-approved courses. Employees not fulfilling the twelve (12) month employment obligation must reimburse the County for any such courses completed within the last twelve (12) months of employment. Such reimbursement may be deducted from the employee's pay checks.

Employees shall be exempt from the twelve (12) month employment obligation if they must leave County employment because of circumstances beyond the employee's control.

ARTICLE 24 - CIVIL SERVICE EXAMS

SECTION 24.1. If death occurs in the immediate family of an employee or in the event of serious illness or emergency of an employee who is scheduled to take a Civil Service examination, an equivalent examination shall be given upon approval of the Director of Human Resources.

Provisions for alternate examination dates shall not be inconsistent with Civil Service Rules and Regulations.

SECTION 24.2. The County will comply with rule twelve, part four, and five (a) and (b) of the present County Civil Service Rules as they pertain to employees' rights to inspect examination papers.

In the case of continuous recruitment examinations where the test booklet will not be provided, the County agrees to provide the answer sheet, the key answers and a summary of the general nature of the scope of the questions to the person taking the examination.

SECTION 24.3. Employees in group 10 and below shall not be charged Civil Service examination fees for any examination. Employees in group 11 and above shall not be charged Civil Service examination fees for promotional examinations.

ARTICLE 25 - RESIDENCY

SECTION 25.1. The County agrees to waive the residency requirement for all Unit employees with the clarification that it cannot unilaterally waive residency requirements for purposes of Civil Service exam requirements, for positions that are deemed a Public Officer by law, or where prohibited under the County Charter. A list of titles where residency is required shall be attached to the Agreement as an Appendix.

ARTICLE 26 - SENIORITY

SECTION 26.1. Seniority shall be defined as total continuous length of service in the County or another governmental agency whose function has been transferred to the County, including time spent on layoff, as defined by this Article, or approved leave of absence granted for any reason. Employees shall lose their seniority upon the following:

1. Resignation or retirement (except where reinstated within a period permitted by applicable provisions of Civil Service Law).
2. Discharge (in accordance with Contract or Civil Service Law).
3. Failure to report to work within ten (10) days following notification of recall from lay-off as defined by this Article.
4. Failure to be recalled within four (4) years of layoff.

SECTION 26.2. When a situation arises that requires a decision based on seniority and two (2) or more employees are hired or promoted on the same day, part-time County service that is directly connection to full-time service will be added to the seniority date for any such employee. If none of the affected employees has directly connected part-time service, the tie will be broken by a random drawing.

SECTION 26.3. The Employer shall make all seniority lists available to the president of the Unit, providing that the County receives five (5) days advance notice. The name, title, and department of all employees that resign will be sent to the president of the Unit within thirty (30) days of resignation.

ARTICLE 27 - OUT-OF-TITLE WORK

SECTION 27.1. Except in the event of a bona fide emergency, no employee shall be required to assume the duties of a higher classification except when directed in writing by the supervisor. In the event such out-of-title service exceeds five (5) consecutive workdays, the employee will receive out-of-title pay for the entire assignment.

Out-of-title pay shall correspond to the salary step in the higher title, which is immediately above the salary being received by the employee in the permanent classification, plus one (1) additional step.

Temporary out-of-title assignments in a lower title shall not result in a salary reduction. Out-of-title assignment shall be designated to the employee in writing, setting forth the commencement date of the out-of-title assignment.

An employee claim for out-of-title pay shall not be valid unless such employee, upon being designated to perform the duties of a higher title, receives a written designation from the Department Head or designee. Failure to receive a written designation shall require the employee to file a written grievance within twenty (20) business days following the unwritten designation to out-of-title work.

SECTION 27.2. Any other claim by an employee that they are working out-of-title may be processed through the Department of Human Resources in a request for a job audit. Any employee contesting the findings of the Department of Human Resources may appeal to the Monroe County Civil Service Commission, whose determination shall be final.

SECTION 27.3. The CSEA Unit President will be notified in writing when a Bargaining Unit employee is assigned to work out of title in group 17 and above

ARTICLE 28 - SHIFT PREFERENCE

SECTION 28.1. After one (1) year of continuous service on a particular shift, an employee, unless unqualified, may exercise seniority in respect to choice of shift.

When an employee chooses to exercise seniority for choice of shift, the employee may not utilize that process more than three times per year. This procedure may be utilized only when a shift vacancy exists.

For purposes of this Section, seniority shall be defined as the length of continuous service within a functional Unit.

ARTICLE 29 - REINSTATEMENT

SECTION 29.1. If an employee has passed the probationary period and has resigned, the employee may be reinstated without examination within one (1) year of the date of such resignation. Reinstatement into the same or similar position in the same or lower grade will be subject to Civil Service regulations. A reinstated employee shall have restored all leave credits which were lost due to the resignation.

ARTICLE 30 - PERSONNEL FILES

SECTION 30.1. No material related to an employee's conduct, performance, character, or personality which is derogatory in nature shall be placed in the personnel file without notification to the employee. Employees shall be given an opportunity to read such material and shall acknowledge that they have read such material by affixing their signature on the material to be filed, with the understanding that such signature merely acknowledges that the employee has read such material and does not indicate agreement with its contents. The employee shall receive a copy of such material upon request. Employees who have derogatory material lodged against them shall have such material deleted from their personnel file when such material has been determined invalid by normal grievance procedures, Civil Court action, or by formal or informal hearings with County representatives. The employee shall have the opportunity to be present at the time the sealed file is opened, which shall be stored in the Department of Human Resources.

SECTION 30.2. Employees shall have an opportunity to review their personnel file in the presence of an appropriate County official upon five (5) days' notice, and to place in such file a response of reasonable length to anything contained therein which the employee deems to be adverse.

SECTION 30.3. Except for performance evaluations, any report of an adverse nature which is three or more years old shall, upon written request of employee via their Union be sealed in their personnel file, and cannot be used for progressive discipline against the employee. All requests to seal will be dated and inserted into employee's personnel file. Reports of an adverse nature can be removed and sealed in a separate file only if the employee personally reviews and identifies the qualifying reports to be removed. This process is only available to the employee by appointment in downtown Human Resources. The County may reference the sealed material for purposes of defense by either the employee or the County in a legal or administrative proceeding. The sealing of such report shall not take place during any period in which the employee has been issued discipline within the prior thirty (30) days or has a pending grievance. Material which has been sealed will not be referred to in any step of the contractual grievance procedure.

SECTION 30.4. The County agrees that there shall not be more than one (1) personnel file in any facility of the County covered by this Agreement, which shall be maintained in the personnel office of such facility.

ARTICLE 31 - JOB POSTING, PROMOTION, AND EXAM ANNOUNCEMENTS

SECTION 31.1. All promotional job openings in the competitive (except where there is a valid list), non-competitive and labor classifications, will be posted in the functional Unit in which the job opening exists for at least ten days prior to the filling of such position, except in emergency situations. All job postings shall contain the following: the job title, the number of vacancies, salary and current work locations of the openings, and the current shift. Posting requirements shall not apply to entry-level positions.

All competitive positions which are to be filled will be filled in accordance with the Civil Service Law.

SECTION 31.2. All examination announcements in the competitive class will be posted in all work locations for fifteen days prior to the examination closing date in accordance with Civil Service rules and regulations.

The President of the Union and the Section President shall receive copies of all posted exam announcements, where appropriate, at the earliest possible time prior to posting such notices.

SECTION 31.3. Any non-competitive or labor-class employee may submit a request for a promotional, non-competitive, or labor-class position posted within the functional Unit in which the employee is employed.

In the Departments of Aviation, Environmental Services, Transportation, and Parks, if no qualified employees in a functional Unit respond to a posting, the position shall be posted throughout these departments.

The functional Unit shall establish the qualifications for the posted positions, and they shall be included in all postings.

Job postings that include additional qualifications beyond the minimum qualifications shall include the following language:

In order to perform the duties of this position, an applicant should be able to: [list additional qualifications].

An applicant who does not meet such additional qualifications may be disqualified.

When the qualifications of two (2) or more employees are relatively equal, seniority shall be the deciding factor.

An employee promoted to a higher classification in the non-competitive or labor class shall serve a six (6) month probationary period, during which time the employee may be returned to the former position without recourse to the grievance procedure.

For the purposes of this Section, seniority in the non-competitive and labor class shall be defined as the length of continuous employment with the County.

SECTION 31.4. When a posting is issued by a department for a specific assignment, an employee in that title, in that department, may apply for that assignment. The department, in its discretion, may select any such employee or fill the position as provided elsewhere in this Article.

SECTION 31.5. If no qualified employee applies for the position, the County shall fill such position at its discretion from any other source.

SECTION 31.6. The promulgation of the County policy on employment and assignment of relatives will be considered in making promotional decisions. However, the County shall not act in an arbitrary or capricious manner in denying promotions.

ARTICLE 32 - HEALTH INSURANCE

SECTION 32.1. Unit members hired by the County before April 15, 2005 (CAT 1), will pay the following for the of the premium for Value 2.

Effective January 1, 2025:	14%
Effective January 1, 2026:	16%
Effective January 1, 2027:	18%

SECTION 32.2. Unit members hired by the County on and after April 15, 2005, but before October 1, 2012 (CAT 2), will pay twenty percent (20%) of the premium for Value 2.

SECTION 32.3. Unit members hired by the County on and after October 1, 2012 (CAT 3), will pay twenty-four percent (24%) of the premium for Value 2.

SECTION 32.4. CAT 1 and CAT 2 employees will have the option to "buy-up" to the Select plan as active employees and in retirement. The buy-up shall mean that the employee will pay the entire difference between the County contribution toward the Value 2 plan and the total cost of the Select plan.

SECTION 32.5. The County will offer a high deductible plan(s) as a voluntary alternative to the Value 2 plan.

SECTION 32.6. Effective January 1, 2018, CAT 1 and CAT 2-Unit members who are eligible for but do not participate in County health insurance because they have group coverage elsewhere (which alternate coverage must not result in a fine, tax, or other penalty or forfeiture of any kind under federal or other law, rule, or regulation), the County will pay a stipend of two thousand five hundred dollars (\$2,500), pro-rated and paid quarterly (with County option to increase in 2019 or beyond). This buy-out provision will not be effective unless at least one hundred sixty-nine (169) eligible employees "opt-out". The one hundred sixty-nine (169) employee requirement will be applied each health plan year and the buy-out will apply only if the threshold is met each year. Any employee who takes the buy-out but experiences a qualifying event that necessitates their return to County coverage may do so, but the employee shall reimburse the stipend for that year (on a prorated basis) to the County through payroll deductions.

SECTION 32.7. The County reserves the right to change insurance carriers or to become self-insured if it deems necessary; however, the County agrees to provide at least equal benefits to the coverage contained in the current health insurance contract. At least equal benefits shall be construed to mean acceptability of the coverage in the medical community. In the event the County is to consider an alternative health coverage plan, the County agrees to convene a Committee to study such proposal or proposals and agrees to include a representative of the Union on such Committee. If the Union does not agree that the proposed change of insurance carriers provides at least equal benefits, the parties shall enter into negotiations in respect to the equal benefits proviso in an attempt to resolve the controversy.

SECTION 32.8. It shall be the employee's responsibility to initiate membership in the plan and any change in family status in the Department of Human Resources. County health insurance plans will not be offered if the employee is covered by another health insurance plan or any other comparable medical/surgical insurance of any company. During annual open enrollments, the County shall provide employees with an annual notification of the option to change employee's health insurance coverage.

SECTION 32.9. Effective July 1, 2022, domestic partners of active employees are eligible for coverage as dependents under the County's health insurance plan. Proof of domestic partnership shall be required as outlined in County policy.

SECTION 32.10. If the Affordable Care Act (ACA) mandates are repealed or changed, the mandated benefits shall revert back to pre-ACA mandate coverage levels. The ACA mandates do not extend to retiree plans.

SECTION 32.11. Hired before April 15, 2005 (CAT 1)

SECTION 32.11.1. For full-time employees in the Bargaining Unit **hired before April 15, 2005 (CAT 1)**, who have met existing service time requirements to qualify for retiree health insurance coverage shall receive retiree health insurance with the County's contribution to this coverage as follows:

- A. For retirees whose age and years of service total eighty-five (85) or more, the County shall pay ninety-five percent (95%) of the cost of coverage.
- B. For retirees whose age and years of service total eighty (80) to eighty-four (84), the County shall pay ninety percent (90%) of the cost of coverage.
- C. For retirees whose age and years of service total seventy-five (75) to seventy-nine (79), the County shall pay eighty-five percent (85%) of the cost of coverage.
- D. For retirees whose age and years of service total seventy (70) to seventy-four (74), the County shall pay seventy-five (75%) of the cost of coverage.
- E. For retirees whose age and years of service total sixty-five (65) to sixty-nine (69), the County shall pay sixty-five percent (65%) of the cost of coverage.
- F. For retirees whose age and years of service total sixty (60) to sixty-four (64), the County shall pay fifty-five percent (55%) of the cost of coverage.

Notwithstanding the above, any Unit member whose age and years of service total eighty-five (85) or more, who retire before December 15, 2027, and otherwise satisfies the existing service time requirements to qualify for retiree health insurance coverage, shall receive retiree health insurance coverage fully paid by the County.

SECTION 32.11.2. All retirees covered by Section 32.10.1 (CAT 1) shall be entitled to health insurance coverage during retirement under either the Value 2 plan or the Select plan (Select is a buy-up) under the following provisions: They have completed fifteen (15) years of continuous full-time service with the County immediately preceding their date of retirement into the New York State Retirement System or under Social Security and are receiving these benefits immediately upon termination of employment from the County.

SECTION 32.12. Hired on and after April 15, 2005, but before October 1, 2012 (CAT 2)

SECTION 32.12.1. Full-time employees in the Bargaining Unit **hired by the County on and after April 15, 2005, but before October 1, 2012 (CAT 2)**, who have met existing service time requirements to qualify for retiree health insurance coverage, shall receive coverage at the same contribution rates applicable for active employees hired in their CAT, except they will contribute an additional one percent (1.0%) towards health care for each year under age sixty (60) they retire, and will contribute an additional two percent (2.0%) towards health care for each year of service less than twenty (20) years.

SECTION 32.12.2. All retirees covered by SECTION 32.11.1 (CAT 2) shall be entitled to health insurance coverage during retirement under the same health insurance benefits provided to active full-time employees in their CAT if they have completed fifteen (15) years of continuous full-time service with the County immediately preceding their date of retirement into the New York State Retirement System or under Social Security and are receiving these benefits immediately upon termination of employment from the County.

SECTION 32.13. Hired on and after October 1, 2012 (CAT 3)

SECTION 32.13.1. Full-time employees in the Bargaining Unit **hired by the County on and after October 1, 2012 (CAT 3)**, who have met existing service time requirements to qualify for retiree health insurance coverage, shall receive coverage at the same contribution rates applicable for active employees hired in their CAT, except they will contribute an additional one percent (1.0%) towards health care for each year under age sixty (60) they retire, and will contribute an additional two percent (2.0%) towards health care for each year of service less than twenty (20) years.

SECTION 32.13.2. All retirees covered by Section 32.12.1 (CAT 3) shall be entitled to health insurance coverage during retirement in the same health insurance benefits provided to active employees hired after October 1, 2012, if they have completed twenty (20) years of continuous full-time service with the County immediately preceding their date of retirement into the New York State Retirement System or under Social Security and are receiving these benefits immediately upon termination of employment from the County.

SECTION 32.14. Notwithstanding the above, years of service can include all full-time years worked for the County, even if not continuous, and employees who join or have joined the County from another New York State public employer with a break in service of thirty (30) days or less, will receive up to five (5) years credit for his or her prior service for purposes of retiree health eligibility and benefits. For the purposes of this Section, leaves of absence, reinstatements and rehires of up to one (1) year shall not break continuous service.

SECTION 32.15. Retirees who move outside the Rochester managed care coverage area shall have the right to have the County contribute to a health insurance carrier for a plan in their area of residence, in an amount not to exceed that which is available for the retiree under 32.10, 32.11, or 32.12 as applicable.

SECTION 32.16. The surviving spouse of a retired employee who had completed the requisite years of service for their CAT and who is covered by County health insurance in accordance with this Agreement, shall be entitled to continued health insurance coverage (single or family whichever is applicable) for fifty-four (54) months after the retiree deceases, unless the spouse remarries.

SECTION 32.17. If the spouse of a retiree is not Medicare eligible at the time the retiree becomes Medicare eligible, the spouse (and family) will receive continued primary coverage for a maximum of fifty-four (54) months, or until the spouse becomes Medicare eligible, whichever occurs first, at which time such coverage shall cease and the spouse will be entitled to a Medicare plan when they are eligible and enrolls in Medicare. The retiree may continue this coverage past fifty-four (54) months if the spouse is not yet Medicare eligible and until they become Medicare eligible by paying the cost of such coverage provided this is permissible under plan terms and insurance regulations. For employees with thirty (30) years of service, the maximum months allowable shall be seventy-two (72) months instead of fifty-four (54) months for the Spouse/Family coverage.

SECTION 32.18. Only the spouse/family at the time of retirement will be eligible for the above benefits.

SECTION 32.19. The spouse of a deceased County retiree may participate in the County's health insurance plan by remitting the appropriate premium to the Department of Human Resources. Such person shall have full responsibility to remit to the County of Monroe the periodic premium required. Failure of the person to comply with requirements of premium remittance shall relieve the County of any obligation to continue such person on its health insurance roster. The County agrees that at the time of such person's application to continue coverage in the County's group plan, it will, in writing, fully inform such person of the procedure necessary, and of the remittance requirement in order for such person to continue participation in the County's Group Health Insurance Program.

SECTION 32.20. It shall be the employee's responsibility to initiate membership in the plan and any change in family status in the Department of Human Resources. For the employee beginning County service on or after January 1, 1973, the health insurance plan currently in existence will not be offered if the employee is covered by another health insurance plan or any other comparable medical/surgical insurance of any company.

SECTION 32.21. It shall be the employee's responsibility to make application for continuation of health insurance coverage to the Department of Human Resources prior to the date of retirement from the County.

All relevant MOAs shall be included in the back of the Agreement.

ARTICLE 33 - DENTAL CARE COVERAGE

SECTION 33.1. Employees may, at their option, enroll in the County dental program which is set forth in the Memorandum of Agreement between the parties hereto, and dated January 1, 1980.

Each new or existing employee shall be eligible for participation in the program, commencing with the forty-sixth (46) day following the date of enrollment.

SECTION 33.2. The dental plan coverage shall be in accordance with the agreement between the County and the Union executed on March 4, 1983. The dental insurance cap shall be \$1,000.

SECTION 33.3. Participating employees shall, by payroll deduction, be required to contribute one dollar and sixty-four cents (\$1.64) per month per family contract and sixty-six cents (\$.66) per month per single contract. Any increase in employee contribution shall be in accordance with the agreement stated in Section 33.2 of this Article.

SECTION 33.4. Retirees with ten (10) or more continuous years of service immediately preceding date of retirement into the NYS Retirement System or under Social Security shall be entitled to fully paid dental coverage (single or family whichever is applicable) which is in effect at retirement.

ARTICLE 34 - RETIREMENT

SECTION 34.1. Section 75-1 of the New York State Retirement System shall be continued for County employees for the duration of this Agreement.

SECTION 34.2. All members are granted the application of Section 41-J, which provides that unused sick leave may be used as additional service credit upon retirement up to one hundred sixty-five (165) days (not to be paid in cash, however).

SECTION 34.3. The County will continue the provisions of Section 60-B which guarantees a minimum death benefit.

SECTION 34.4. The parties agree that the provisions of this Article shall not be inconsistent with the provisions of the New York State Retirement System as enacted by the New York State Legislature.

ARTICLE 35 - OVERTIME

SECTION 35.1. The County agrees to distribute authorized overtime on a fair and equitable basis among qualified employees performing similar work within a functional Unit.

SECTION 35.2. Overtime shall be paid at the rate of time and one-half ($1\frac{1}{2}$) the employee's base hourly rate or compensatory time off at time and one-half ($1\frac{1}{2}$) (at the option of the employee) for all hours worked over forty (40) hours per week to all employees in pay groups 11 and below, and to all employees who are covered by the Fair Labor Standards Act in pay groups 12 through 16.

Straight time pay or compensatory time off (at the option of the employee) shall be paid to all employees who are in the exempt category under FLSA in pay groups 12 through 16, for all hours worked in excess of forty (40) hours per week

SECTION 35.3. Hours paid for but not worked for holidays; compensatory time off, and vacation shall be counted as time worked for the purpose of calculating overtime. Sick leave time shall not be counted as time worked in the calculation of overtime.

SECTION 35.4. All time worked between thirty-five (35) hours and forty (40) hours per week shall be compensatory time off or, upon the employee's request and with Department Head approval, shall be paid at the straight time rate.

SECTION 35.5. Employees who are called into work outside of regularly scheduled hours shall be guaranteed a minimum of four (4) hours pay or compensatory time at the rate of time and one-half (1-¹/₂) (employee option). If the employee has completed the task and work related to the task, they were called in for, as verified by the supervisor or their designee, they may leave. Such call-in pay shall not apply to hours which immediately precede or follow the employee's regularly scheduled work hours.

SECTION 35.6. Employees who receive a Remote Call-in outside of regularly scheduled hours shall be guaranteed a minimum of fifteen (15) minutes' pay or compensatory time at the rate of time and one-half (1-¹/₂) (at the option of the employee). If an employee receives and completes another call within fifteen (15) minutes of receiving the first call, the calls will be treated as part of the same fifteen (15) minute interval. If an employee receives and completes another call more than fifteen (15) minutes after receiving the first call, it shall be paid as an additional minimum of fifteen (15) minutes' pay or compensatory time at the rate of time and one-half (1-¹/₂) (at the option of the employee).

SECTION 35.7. If the Fair Labor Standards Act is rescinded, amended or modified, this Article shall be subject to re-negotiation.

SECTION 35.8. Employees mandated to work overtime shall be notified forty-eight (48) hours in advance whenever possible. Once an employee has been mandated, if the need for mandated overtime is no longer exists as determined by the Department Head or designee and notice is given to the employee less than twenty-four (24) hour notice in advance, the employee shall receive four (4) hours pay. All mandated employees will be notified in writing.

SECTION 35.9. An employee on standby will be credited with one (1) hour payment at the rate of time and one-half (1-¹/₂) pay or in compensatory time off at the option of the employee for each eight (8) hours of standby or major portion thereof. If the employee is required to report for duty as a result of a stand-by call, the provisions of Section 35.5 of this Article shall apply.

An employee who is on standby and who fails to respond to a call as directed shall be subject to disciplinary action.

ARTICLE 36 – LONGEVITY

SECTION 36.1. All employees covered by this Agreement who have given three (3) continuous years of service as of July 1st of any year to the County of Monroe shall receive three hundred seventy-five dollars (\$375.00) each year.

All employees covered by this Agreement who have given five (5) continuous years of service as of July 1st of any year to the County of Monroe shall receive four hundred seventy-five dollars (\$475.00) each year.

All employees covered by this Agreement who have given ten (10) continuous years of service as of July 1st of any year to the County of Monroe shall receive six hundred seventy-five dollars (\$675.00) each year.

All employees covered by this Agreement who have given fifteen (15) continuous years of service as of July 1st of any year to the County of Monroe shall receive seven hundred seventy-five dollars (\$775.00) each year.

All employees covered by this Agreement who have given twenty (20) continuous years of service as of July 1st of any year to the County of Monroe shall receive eight hundred seventy-five dollars (\$875.00) each year.

All employees covered by this Agreement who have given twenty-five (25) continuous years of service as of July 1st of any year to the County of Monroe shall receive nine hundred seventy-five dollars (\$975.00) each year.

SECTION 36.2. Longevity payments shall be made in the payroll period following July 1st of each year.

ARTICLE 37 - MILEAGE REIMBURSEMENT

SECTION 37.1. The County shall provide mileage allowance in the same amount and on a retroactive basis as that which is promulgated by the Internal Revenue Service to those employees required to use their personal motor vehicles on County business. In the event that public transportation or other private transportation is required and in the event that parking, or toll fees are incurred on County business, such fees and expenses shall be reimbursed upon proper proof thereof. Reimbursement shall not include any reimbursement for parking fees normally incurred at the employee's place of business.

SECTION 37.2. Subject to the policies of the Office of the County Controller, reimbursement shall be made on/before the twentieth (20th) day of the month following the month in which these expenses were incurred, subject to the employee's submitting a completed voucher by the fifth (5th) working day of that month.

Any mileage or parking expense claimed which is less than ten dollars (\$10.00) shall not be submitted for payment until the claim exceeds ten dollars (\$10.00). In no event, however, shall mileage or parking claims be submitted later than December 1st of any year.

SECTION 37.3. It is understood that the use of County vehicles utilized by employees and which are driven to and from work does not constitute an employee benefit under this Agreement and such use may be withdrawn by the County after thirty (30) days' written notice to the affected employee.

ARTICLE 38 - HOLIDAYS

SECTION 38.1. Legal holidays constitute days off with pay. Holidays to be observed by Monroe County shall be:

New Year's Day
Martin Luther King, Jr. Day
Presidents' Day
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus Day / Indigenous Peoples' Day
Election Day
Veterans Day
Thanksgiving Day
The Day after Thanksgiving
Christmas Day

And a floating holiday which may be taken at a time mutually agreed to between the employee and the Department Head or designee. If the employee is prevented by the department from taking the floating holiday during each calendar year of this Agreement, such floating holiday shall be converted to the compensatory time bank of the employee. To receive a floating holiday during any year, the employee must have been hired prior to pay period 21 of that year.

Observance of the above-stated holidays shall be in accordance with the observance prescribed by State and/or Federal Law.

SECTION 38.2. When a legal holiday falls on a Saturday, the preceding Friday will be considered a holiday with pay. When a holiday falls on a Sunday, the following Monday will be considered a holiday with pay.

However, employees engaged in a continuous operating function in the departments listed below shall observe the stated holidays on the calendar date of the holiday: Medical Examiner's Office, Environmental Services, Aviation, Office of the Sheriff-Records, Parks Department and Monroe Community Hospital.

SECTION 38.3. Employees who work on holidays shall receive holiday pay, plus time and one-half (1-¹/₂) for hours worked, providing the hours worked or paid for during that holiday week equal forty (40) hours or more. Employees who work on major holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day) shall receive holiday pay, plus double time for hours worked, providing the hours worked or paid for during the holiday week equal forty (40) hours or more.

ARTICLE 39 - SICK LEAVE

SECTION 39.1. Sick leave is earned and posted at the rate of one (1) day per month of service, up to two hundred (200) days maximum. Effective in the first (1st) pay period of 1992, the maximum shall be two hundred thirty (230) days. Sick leave is neither earned nor posted when the employee is at this maximum. If sick leave credits are exhausted, existing vacation credits can be applied toward days absent only with the express permission of the Department Head or designee.

Sick leave constitutes absence for reasons of illness or injury, dental, optical or medical appointments, quarantine regulations and serious illness in the immediate family requiring care and attendance by the employee or when through exposure to a contagious disease a physician certifies that the employee's presence at place of duty jeopardizes the health of others.

Immediate family includes parents, spouse, children, brother, sister, grandparents, grandchildren or any relative who is an actual member of an employee's household.

Any employee engaging in gainful outside employment while on sick leave from the County shall not be entitled to sick leave payment and may be subject to disciplinary action by the County.

SECTION 39.2. When absence is required under the provisions of sick leave, an employee or a person acting for the employee must notify the employee's supervisor of the reason at least one (1) hour prior to the commencement of the workday, or as soon thereafter as is possible. Failure to report within stated time limits without satisfactory reason shall cause the action to be considered leave without pay. Sickness during the working day must be reported to the Department Head or designee.

Sick leave which extends three or more consecutive working days shall be supported by a standard medical certificate completed by the attending physician, only if the employee's supervisor has reasonable doubt as to the validity of the employee's absence. The medical certificate shall, upon request, be submitted to the supervisor within seven days after returning to work.

SECTION 39.3. Notwithstanding the foregoing, if the employee's supervisor has reasonable doubt as to the validity of the employee's absence and notifies the employee in writing prior to the return to work, a medical certificate shall be submitted to the employee's supervisor upon the return to work.

If the employee does not receive a request in writing prior to the return to work, and the employee's supervisor has reasonable doubt in respect to the validity of the employee's absence, then a medical certificate shall, upon request, be submitted to the employee's supervisor within seven (7) days following the employee's return to work.

SECTION 39.4. When sick leave is used for three (3) or more consecutive days because of illness in the immediate family, the employee submits a standard medical certificate completed by their immediate family's attending physician and need for the employee to be in attendance of the relative may be required upon reasonable doubt of the supervisor as to the validity of the absence.

SECTION 39.5. The Director of Human Resources may verify the validity of any absence under these regulations. Should a doctor or other County representative be assigned to visit an employee during an illness, such person shall be allowed into the employee's home.

Failure to submit evidence of illness when required will cause the absence to be considered as time off without pay.

ARTICLE 40 - HALF-PAY SICK LEAVE

SECTION 40.1. Employees who have been employed by the County for one (1) to two (2) years shall be entitled to half-pay sick leave for a maximum period of three (3) months under the following conditions:

1. The employee has exhausted all accumulated leave time;
2. The employee is subjected to an unpaid waiting period of ten working days; and
3. The employee has not abused the sick leave privileges during County employment.

Employees who have been employed by the County for two (2) to three (3) years shall be entitled to half-pay sick leave for a maximum period of six (6) months under the following conditions:

1. The employee has exhausted all accumulated leave time;
2. The employee is subjected to an unpaid waiting period of five (5) working days; and
3. The employee has not abused the privileges of sick leave during County employment.

Employees who have been employed by the County for three (3) years or more shall be entitled to half-pay sick leave for a maximum period of six (6) months under the following conditions:

1. The employee has exhausted all accumulated leave time;
2. The elimination of an unpaid waiting period; and
3. The employee has not abused the sick leave privileges during County employment. It is understood that the foregoing half-pay provision applies to the employee only and may be granted more than once during any twelve (12) month period.

SECTION 40.2. Sick leave at half-pay shall not be unreasonably denied; challenges to an unreasonable denial of half-pay sick leave shall be processed through the grievance procedure, commencing at step two of the grievance procedure.

If a grievance is not resolved at Step 2 or Step 3 of the grievance procedure, the case shall be presented to the Director of Human Resources for final determination. The parties agree that a grievance in respect to half-pay sick leave shall not be arbitral. When the case is presented to the Director of Human Resources for determination, a Union representative shall be allowed to participate in such presentation.

SECTION 40.3. Upon the recommendation of the Department Head and the approval of the County Executive or designee, an extension of half-pay sick leave may be granted.

SECTION 40.4. Employees may choose to keep, in the employee time bank, five (5) days of paid leave before being placed on half-pay sick leave. This time may be used when the employee returns to work.

ARTICLE 41 - DEATH IN THE FAMILY

SECTION 41.1. An employee covered under this Agreement shall be granted up to a maximum of five (5) working days, with pay due to the death of a parent, spouse, brother, sister, domestic partner, child, person occupying the position of a parent, or relative who is an actual member of the employee's household. A maximum of three (3) working days with pay shall be granted due to the death of a grandparent, grandchildren, stepchildren, stepsiblings, stepparents, step-grandparents, step-grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, or person occupying the position of parent of the spouse. This absence must be reported to the employee's Supervisor as soon as possible and at least by the first day of absence. It's understood that there may be a service or burial, held at a later date for family members covered in this Article. Upon reasonable doubt, the Department Head or designee may request that the employee submit a notice of death or other evidence attesting to the validity of the absence.

ARTICLE 42 - SHIFT PREMIUM

SECTION 42.1. An employee whose major part of the working day falls between the hours of 6:00 p.m. and 6:00 a.m. on a regular basis shall be paid one dollar and twenty-five cents (\$1.25) per hour shift premium. The major part of a working day is defined as fifty percent (50%) or more of the employees' hours. The entire shift will be paid the shift premium in full.

Any regular shift which extends past 6:00 p.m. shall be paid for at the rate of one dollar and twenty-five cents (\$1.25) per hour for each hour past 6:00 p.m.

All employees working a non-shift when working continuous overtime that continues beyond 7:00 pm and before 6:00 am will earn premium shift differential at the current rate in the Agreement for every hour worked between the hours of 7:00 pm and 6:00 am.

Shift premium shall be paid at the rate of time and one-half ($1\frac{1}{2}$) when overtime is worked on a premium shift.

ARTICLE 43 - VACATION

SECTION 43.1. Full-time employees will earn a paid vacation allowance determined by length of service as prescribed below. Vacation time taken shall only be granted when approved by the Department Head or designee.

SECTION 43.2. Vacation preference shall be selected by virtue of seniority within each functional Unit.

An employee may not exercise seniority for vacation preference for a period in excess of three (3) consecutive weeks.

Employees wishing to exercise seniority shall enter their name and the vacation period desired on a vacation sheet which shall be posted in each functional Unit. The vacation sheet shall be posted no later than March 1st of each year for a fourteen (14) day period for vacation leave to be taken from April 1st through September 10th.

A vacation sheet shall be posted no later than August 1st for a fourteen (14) day period for vacation leave to be taken between September 11th and March 31st.

Upon expiration of the fourteen (14) day preference period, each employee may select additional vacation time to which he may be entitled, without regard to seniority.

Having once made a choice, no employee may change scheduled vacation if such change will conflict with the choice of any other employee in the Unit or unless the affected employee and management agree to such change.

Employees must be notified of the approval or denial of vacation requests within fourteen (14) days after the end of the posting periods. All other vacation requests shall be responded to within seven (7) days.

If an employee works or is called in to work on a vacation day, it shall be the employee's choice to receive pay and use the vacation day or have the vacation day returned to their vacation bank.

For purposes of this Article, seniority shall be defined as length of continuous service within the County, except as otherwise agreed to.

SECTION 43.3. Accumulation of vacation credits is unlimited. When you leave employment except for termination, you will be paid your vacation bank up to a maximum of forty (40) working days. Vacation credits are neither earned nor posted when an employee is at the maximum. Vacation earned will be granted and posted on the following schedule:

FIRST YEAR AND SECOND YEAR: Starting with the first (1st) month and ending with the twenty-fourth (24th) month of service, vacation shall be earned and be posted at the rate of one (1) day per month of service. This is at an annual rate of twelve (12) days per year.

THIRD YEAR THROUGH EIGHTH YEAR: After two (2) years of service, starting with the twenty-fifth (25th) month and ending with the ninety-sixth (96th) month of service, one point five eight (1.58) days per month shall be earned and posted per month. This is at an annual rate of nineteen (19) days' vacation per year.

NINTH THROUGH FOURTEENTH YEAR: After eight (8) years of service, starting with the ninety-seventh (97th) month and ending with the one-hundred sixty-eighth (168th) month, one point six seven (1.67) days per month vacation shall be earned and posted. This is at an annual rate of twenty (20) days' vacation per year.

FIFTEENTH YEAR AND OVER: Commencing with the one hundred sixty-ninth (169th) month of service, two point one seven (2.17) days per month vacation shall be earned and posted. This is at an annual rate of twenty-six (26) days' vacation per year.

ARTICLE 44 - PARKING

SECTION 44.1. The County agrees for the life of this Agreement to continue free parking in those areas where County employees are allowed to park without fee.

Expansion or alteration of parking lots with no fee status shall not affect the free parking status of such parking lots.

SECTION 44.2. Employees on the payroll as of September 1st who are assigned to a downtown location working some or all hours in person shall receive a six hundred dollar (\$600.00) annual stipend paid in November. Employees who have access to free parking are not eligible for this stipend.

ARTICLE 45 - JURY DUTY AND COURT ATTENDANCE

SECTION 45.1. To meet an obligation as a citizen by serving on juries, an employee will be granted time off with pay for jury duty.

SECTION 45.2. Compensation received by the employee, except mileage fees, will be paid by the employee to the County of Monroe.

SECTION 45.3. Leave with pay is also granted pursuant to subpoena or other order of court, providing the employee is not a direct litigant in action before the court.

SECTION 45.4. An employee who works the afternoon or night shift who is summoned to jury duty shall be considered to be on the day shift working a normal work week for the duration of the jury service.

ARTICLE 46 - ASSOCIATION BUSINESS

SECTION 46.1. The Union will be granted use of designated meeting rooms during non- working hours for general membership meetings with advance approval by the appropriate supervisor.

SECTION 46.2. The County will allow the Union to distribute a reasonable amount of appropriate literature, upon the prior approval of the Labor Relations Manager or their designee, through the County email system, using blind copy only.

SECTION 46.3. The Union shall have the right to post notices and other communications on bulletin boards maintained on the premises and facilities of the County, subject to the advance approval of the contents of such notices and communications by the County Executive or designee.

SECTION 46.4. The County recognizes the right of the employees to designate representatives of the Union to appear on their behalf for the purpose of conducting negotiations, to discuss salaries, working conditions, grievances and disputes, and to visit employees during working hours for such purposes. Such employee representatives shall also be permitted to appear at public hearings before the County Legislature.

Any member of the Union shall have the right to present a grievance to representatives of the County or to file such grievance with the designated Union representative without loss of pay. Representatives of the Union shall be allowed release time with pay for the purpose of meeting with County representatives. Representatives of the Union shall be allowed release time with pay for the purpose of representing employees in a grievance at any stage of the grievance procedure.

Immediately upon execution of this Agreement, the President of the Union shall submit to the Special Counsel for Labor Relations the names and work locations of all Union representatives and shall provide the names of new or changed representatives within five (5) working days of such change. No employee shall have official Union status until such time as the County has been notified in writing by the Union.

The County agrees to submit to the Union, upon five (5) days' notice, the names and locations of any new employees who are within the Union's Bargaining Unit.

SECTION 46.5. The President of the Union or designee shall be allowed full release time with pay for purposes directly related to the Contract or other Union functions. The President of the Union shall receive increments if due in the same manner as any other County employee who performs satisfactorily. The release time for the President of the Union or designee shall be excluded from the aggregate total of one thousand nine hundred fifty (1,950) hours in Section 46.6.

The President of the Union, upon leaving that office, shall be returned to the position and, if it still exists, the assignment that the employee held prior to holding the office of President.

SECTION 46.6. Representatives of the Union shall be allowed an aggregate total of one thousand nine hundred fifty (1,950) hours per contract year release time with pay for the purposes set forth below:

Attendance of a total aggregate of five (5) officers and delegates to CSEA conventions.

Meetings with employees and/or County representatives to discuss grievances and disputes relating to the terms and conditions of employment and this Agreement, represent employees at any stage of the grievance procedure and for the purpose of assisting in the administration of the provisions of this Agreement.

A maximum of twelve (12) man-days per year for the purpose attending CSEA state-wide committee work.

The parties to this Agreement agree to the following procedure for release time for Union business:

Union representatives shall notify the immediate supervisor or designee, if available, of the requirement for release time and shall specify the place of intended visitation, the purpose of release time; and the estimated duration of stay. If the supervisor or designee is unavailable, this provision shall be waived.

Prior to arrival at destination, the Union representative shall notify the Department Head of the intended presence, purpose, and estimated duration of stay.

The Union representative shall, upon return to work, notify the supervisor of the time of return.

All notification by the Union representative to the immediate supervisor shall be in writing whenever possible.

Release time for Union business shall not be unreasonably denied.

SECTION 46.7. Members of the Board of Directors of the CSEA who are shift employees will be allowed time off to attend CSEA Board of Directors business meetings without loss of pay.

SECTION 46.8. The Union shall be allowed eleven (11) members on the negotiating team. All time spent in negotiations shall be with no loss of pay and shall not be included in the aggregate total hours stated in Section 46.6 of this Article.

ARTICLE 47 - GRIEVANCE PROCEDURE

SECTION 47.1. Each employee shall have the right to present a grievance to representatives of the County free from interference, coercion, restraint, discrimination or reprisal and shall have the right to representation at all stages of the grievance procedure. A grievance shall be defined as any claimed violation of this Contract or of rules, procedures, regulations, administrative orders or work rules which relate to employee health, safety, physical facilities or equipment furnished to employees; provided, however, that such term shall not include any matter involving an employee's pay group placement, retirement benefits, position classification, or any other matter which is otherwise reviewable pursuant to law or any rule or regulation having the force and effect of law (or as to any matter on which the County is without authority to act).

The pendency of a grievance shall in no way operate to impede, delay or interfere with the right of the County to take the action complained of.

Step 1: A grievance as defined hereinabove between an employee or a group of employees and the County shall be initiated in the first instance by the employee(s) involved and/or the employee(s) representative with the immediate supervisor of the department involved, or the department's authorized designee. The grievance shall be submitted in writing and signed by the aggrieved party or, in the event of a grievance on behalf of a group of employees, by the representative of such group of employees. A grievance, if it is to be considered, shall be presented within twenty (20) business days from its known occurrence.

The immediate supervisor shall serve a written reply to the aggrieved party or parties within ten (10) business days of the submission of the grievance.

Step 2: In the event the grievance is not disposed of under Step 1, the aggrieved employee(s) may request a review of the grievance with the Department Head or Sheriff (for Unit members working in the Monroe County Sheriff's Office). Such request shall be submitted to the Department Head in the same manner provided for in Step 1 of the grievance procedure within fifteen (15) business days of the conclusion of Step 1.

The Department Head, Sheriff, or authorized designee shall conduct an informal hearing at which all parties involved may present oral or written statements in support of their position. The hearing shall take place within fifteen (15) business days following the submission of the grievance to Step 2 of the grievance procedure.

The Department Head, Sheriff, or authorized designee shall serve a written reply to the aggrieved employee(s) and the Union within fifteen (15) business days from the close of the hearing.

Step 3: In the event the grievance is not disposed of under Step 2 of the grievance procedure, the Union may request a review of the grievance with the Special Counsel for Labor Relations. Such request shall be submitted in the same manner provided for in Step 2 of the grievance procedure and shall be submitted within fifteen (15) business days from the conclusion of Step 2. The Special Counsel for Labor Relations shall serve a written reply to the Union within fifteen (15) business days following the close of the Step 3 review.

Step 4: In the event the grievance is not disposed of under Step 3 of the grievance procedure, the Union may submit the grievance to arbitration by filing a demand for arbitration with the Special Counsel for Labor Relations within twenty-five (25) business days from the conclusion of Step 3.

The County and the Union shall establish a permanent panel of twelve (12) arbitrators to hear all arbitrations. The panel shall be selected by mutual agreement. Each year, the entire panel shall be reviewed by both parties. At that time, deletions may be made by either party, and additions may be mutually agreed to.

The top name on a rotating, alphabetical list shall be selected for the next arbitration. The selection shall be made when an arbitration demand is received by the Labor Relations Manager. Within fifteen (15) business days of the receipt of an arbitration demand, the Special Counsel for Labor Relations shall notify the arbitrator who is selected for that case. If an arbitrator is selected for an arbitration that is settled, that name shall be restored to the top of the list.

The arbitrator, after reviewing oral and written statements and testimony presented at such hearings, shall respond in writing to both parties to the dispute within thirty (30) days following the close of such hearings. The decision of the arbitrator shall be final and binding upon both parties to the dispute.

The arbitrator shall not have jurisdiction or authority to add to, modify, detract from, or alter in any way the provisions of this Agreement or any amendment or supplement thereto. If the grievance concerns matter not covered by this Agreement or the procedures contained herein have not been adhered to, the grievance shall be denied by the arbitrator.

For Unit members working in the Monroe County Sheriff's Office: The arbitrator shall confine themselves solely to a review of the determination of guilt or innocence of the grievant, and to determine whether or not the decision was based upon substantial evidence. The arbitrator shall be precluded from any determination in respect to the merits of the rules and regulations of the Office of the Sheriff or in respect to the penalty imposed upon the grievant, except where the penalty imposed is found to be arbitrary or capricious. Nothing contained in this Article shall be construed to deny employees their rights or to waive any of their obligations under the rules and regulations of the Office of the Sheriff.

In any back-pay award, the arbitrator shall be limited to a back-pay award not to exceed the period commencing twenty (20) business days preceding the filing of the grievance.

The time limits as set forth in this Article shall be strictly adhered to and shall be binding upon the parties unless waived by mutual agreement.

The fees and expenses of the arbitrator shall be shared equally by the parties to this Agreement.

ARTICLE 48 - DISCIPLINARY PROCEDURES

SECTION 48.1. Any employee who has completed the probationary period shall not be disciplined or discharged without just and sufficient cause. Any provisional member that is hired prior to the issuance of a Civil Service examination for the retention of their position and at no fault of their own has not taken the examination for their position within two (2) years of said provisional appointment, shall be given the full rights of the grievance and disciplinary procedure within this Collective Bargaining Agreement.

The probationary period for permanent competitive employees shall be as set forth in Civil Service law. The probationary period for non-competitive or labor class employees shall be one (1) year.

Any employee who has completed the probationary period who is disciplined or discharged shall be served with a notice of the action taken and the specific reasons therefore. A copy of the notice of action (discipline) shall be served simultaneously to the President of the Union by electronically sending it via email. If there is an error electronically sending it via email, the other options are either by mail or by fax.

This notice is to be presented to such employee at the time the action is taken. When an employee presents a clear and present danger to the County or fellow employees, the employee may be suspended and the serving of notice shall be waived for a period of forty-eight (48) hours.

Any such employee alleging that action taken was without just and sufficient cause shall have full recourse to the grievance procedure commencing at Step 2, as set forth in Article 47, providing that such grievance is filed within twenty (20) working days following the action being grieved.

A grievance relating to suspension or discharge may be filed beginning at Step 3 of the grievance procedure within twenty (20) working days following such action. A grievance relating to discharge may also be filed beginning at Step 4 of the grievance procedure within twenty (20) working days following such action.

The pendency of a grievance under this Article shall not restrict the County's right to take the action being contested by the employee.

SECTION 48.2. Progressive Steps of Discipline are: (1) Verbal Warning, (2) Counseling Memo, (corrective actions, not considered discipline), (3) Warning Notice, (4) 1-Day Suspension, (5) 3-Day Suspension, (6) 5-Day Suspension, (7) Termination. Steps can be repeated or skipped depending on the severity of the alleged act.

After eighteen (18) months following the date of issuance, Counseling Memos that have been satisfactorily resolved shall not be used against the member for purposes of progressive discipline, promotion, and/or transfer opportunities.

ARTICLE 48A - EMPLOYEE INTERROGATIONS

The parties agree that employee interrogations shall be conducted as follows:

This Section shall apply only to employees who have completed a probationary period.

Interrogation. The term "interrogation" shall be defined to mean the questioning of an employee who, at the time of such questioning, appears to be a likely target or subject for disciplinary action.

No employee shall be required to submit to an interrogation by the County unless the employee is notified in advance of the interrogation that they have the right to have CSEA representation present or to decline such representation.

Signed statement. No employee shall be required to sign any statement regarding their incompetency or misconduct unless the employee is notified in advance that they have the right to have Union representation present or to decline such representation. The statement shall be submitted to the employee within a reasonable time after an interrogation, if one has been held. Prior to signing the statement, the employee may make such modifications or deletions in such statement that the employee deems necessary. A copy of the statement shall be supplied to the employee at the time the employee is required to sign the statement. Any statements or admissions signed by the employee without having been so supplied to the employee may not subsequently be used in any disciplinary proceeding.

Representation. If an employee requests Union representation, they shall be given a reasonable period of time to obtain representation. If the employee requests representation and the Union or employee fails to provide such representation within a reasonable period of time, the interrogation or statement signing may proceed. An arbitrator under the Collective Bargaining Agreement shall have the power to find that a delay in providing such representation was unreasonable.

When an employee is represented by the Union, the employee may consult with the Union representative in a manner that does not interrupt the flow of an interrogation.

Recording devices/Transcripts. No recording devices or stenographic or other record shall be used during an interrogation unless the employee is advised in advance that a transcript is being made. A copy of any stenographic record (verbatim transcript) and/or tape recording made pursuant to this provision shall be supplied to the employee.

Remedy. If an employee is improperly subjected to an interrogation in violation of the provisions of this Agreement, an arbitrator appointed pursuant to the Collective Bargaining Agreement shall have the authority only to exclude information obtained thereby or other evidence derived solely through such interrogation. The County shall have the burden of proof to show that, upon the preponderance of the evidence, evidence sought to be introduced was not derived solely by reason of such interrogation and was obtained independently from the statements or evidence so provided by the employee.

Burden of proof. In all disciplinary proceedings, the employee shall be presumed innocent until proven guilty, and the burden of proof on all matters shall rest upon the Employer. Such burden of proof, even in serious matters which might constitute a crime, shall be preponderance of the evidence on the record and shall in no case be proof beyond a reasonable doubt.

Coercion/Intimidation. Employees shall not be coerced, intimidated, or caused to suffer any reprisals, either directly or indirectly, that may adversely affect their hours, wages, or working conditions, as a result of the exercise of their rights under this Agreement.

The County and the Union will keep all conversations within the Investigatory confidential. These conversations will not be spoken about to other employees of the County. Refer to #10 Coercion/Intimidation.

ARTICLE 49 - PUBLIC SAFETY SECTION

ARTICLE 49, PART 1: OFFICE OF PROBATION

All provisions of the basic Collective Bargaining Agreement, unless modified herein, shall apply to members of the Collective Bargaining Unit.

SECTION 49.1.1. It is agreed that attendance at professional conferences is a desirable part of continuing professional education of Probation Officers; therefore, the County agrees to reimburse Probation Officers for expenses incurred in attending conferences as approved by the Director of Public Safety, the Controller's Office, and the availability of funds in the department budget. The Director of Public Safety or designee shall include in his budget submission an amount sufficient to cover reimbursement for the number of personnel which he feels shall attend such conferences in the following year.

SECTION 49.1.2. Promotional Opportunities

1. The County agrees to maintain open competitive and promotional lists for Probation Department titles by instituting timely requests to the State Civil Service Commission for appropriate examinations.
2. When selecting an employee for a promotional opportunity and when all employee criteria are equal (i.e., exam score, educational history, instructor status); departmental seniority will be the determining factor in selection.

SECTION 49.1.3. In-Service Training:

1. The County shall provide relevant training for each new, reassigned or promoted employee, and the minimum training shall consist of on-the-job training by the immediate supervisor in addition to the departmental orientation program in existence.
2. Each employee within the Bargaining Unit shall be entitled to up to one (1) hour of individual supervision per week, if needed.
3. The County shall provide relevant training for any employee deemed not to be performing adequately in a given area. Training is to be carried out by the immediate supervisor in groups, if there is a group need or individually, if there is an individual need.
4. The County recognizes that the County-sponsored training conferences are an integral part of in-service training. When institutes are held, they shall be provided at no cost for Bargaining Unit employees.
5. A representative of the Association shall be included on any educational Committee which may be established by the department.
6. The County shall provide legal consultation to staff involved in probation work when needed and shall also hold training sessions for staff as to the legal aspects of probation work on an as-needed basis.

7. Employees being reassigned within the Probation Department shall receive two (2) weeks' notice of such reassignment, except in emergency situations. Notification will be made by the Director of Public Safety or designee.
8. Officers who work as Instructors can request up to four (4) hours of compensatory time for every eight (8) hours of work performed as an Instructor in the Unit in order to catch up on casework duties. Such requests shall not be unreasonably denied.
9. Employees of the Probation Department acting in any training related capacity; or in the capacity of a specialty group facilitator; in addition to their assigned duties; shall be guaranteed one (1) hour of PTO for every full workday of training instruction.

SECTION 49.1.4. Workload:

1. Probation Officer Trainees appointed on or after February 1, 2018, shall be forty (40) hour employees.
2. The County agrees to use its best efforts to achieve a relatively equal distribution of workload among employees performing similar work within a Unit, i.e., intake, investigation, supervision and such other Units as may be established due to any reorganization.
3. In the event that workload standards are mandated by the State Department of Probation, the County and the Association shall negotiate the impact of such a mandate.
4. In the event any employee in any Unit finds it necessary to consistently request overtime approval to meet workloads, the matter will be referred to the labor/management Committee for investigation and recommendations.
5. The County shall conduct an inventory of workload distribution on a monthly basis, with a copy of such inventory submitted to the Probation Officer's Unit of the Association.

SECTION 49.1.5. Personnel Practices:

1. When an employee has probationary status, the supervisor shall, unless impossible, make an interim evaluation in writing of such employee prior to either the employee or supervisor leaving the Unit, whether this be due to transfer or reassignment. When a conflict exists, such interim evaluation shall be combined with a composite mid-point evaluation within the Director of Probation's office, which shall provide the probationary employee with the most objective evaluation possible.
2. The annual performance evaluation form shall be made available to the employee not less than five (5) working days prior to the date the evaluation is due.

3. An employee shall be given a copy of an evaluation prepared by the supervisor. Employees shall have the right to discuss such evaluation with their supervisors. Employees shall acknowledge that they have read such material to be filed by affixing their signature on the actual copy to be filed, with the understanding that such signature merely signified that they have read the material to be filed and do not necessary indicate agreement with its contents.
4. No employee shall receive a below-average evaluation, unless said employee has been summoned to a counseling interview prior to the evaluation date. A record shall be made of the interview and shall encompass the specific areas of deficiency and the improvements which must occur in order for said employee to receive a positive evaluation. The employee shall be given ample time to discuss the deficiencies and the improvements which must occur in order for said employee to receive a positive evaluation. The record of the interview shall be dated and signed by the supervisor and the employee and placed in the personnel file.
5. An employee shall have the right to answer the material relating to an evaluation, interim evaluation, or record of counseling interview and such answer shall be attached to the evaluator material filed. Supervisors shall acknowledge that they have read such answer by affixing their signature to the answer filed. The affixed signature merely signifies that they have read such answer and does not indicate that such supervisor agrees with such answer.
6. The Employer shall provide fully paid health insurance coverage for the surviving spouse and dependent children up to age nineteen (19) of employees who die as a result of an action in the line-of-duty. Such coverage shall continue for the lifetime of the surviving spouse or until remarriage.
7. The Probation Department will issue a supplemental payment at an annual rate of four hundred dollars (\$400.00) for other clothing/equipment and maintenance not provided by the County.

SECTION 49.1.6. If annual physical examinations are required by the County, they shall be provided for employees at no cost.

SECTION 49.1.7. Any employee required to appear at court hearings outside of regularly scheduled hours, shall be guaranteed a minimum cash payment of two (2) hours pay at the rate of straight time.

SECTION 49.1.8. Prior to worksite moves to new facilities, the County shall notify the Union at least forty-five (45) days in advance of such moves, and upon the Union's request, consult with the Union in advance of such moves. It is the County's intent to provide employees with a safe work facility.

SECTION 49.1.9. When an employee is involved in a critical event, the Chief of Probation or their designee, in their sole discretion, with the consultation of the Peer Support Advisor, may grant said employee Officer Wellness Day(s) following the critical event. Officer Wellness Day(s) shall not impact the employee's time banks.

ARTICLE 49, PART 2 - CRIME LABORATORY

All provisions of the basic Collective Bargaining Agreement, unless modified herein, shall apply to members of the Collective Bargaining Unit.

SECTION 49.2.1. It is agreed that attendance at professional conferences is a desirable part of continuing professional education of the Crime Laboratory; therefore, the County agrees to reimburse Crime Laboratory employees for expenses incurred in attending conferences as approved by the Director of Public Safety, the Controller's Office, and the availability of funds in the department budget. It is further agreed, with prior written approval of the Public Safety Laboratory Administrator or their designee, employees who pay for professional organization membership dues that are a requirement and/or directly related and beneficial to the employee's job duties, may be reimbursed up to two hundred dollars (\$200.00) in the aggregate, upon submission of receipt of such expenditure(s).

SECTION 49.2.2. As soon as practicable following 4/18/18, there will be two new two percent (2%) steps added to each Crime Lab Title except Trainee title(s). The steps will be F, G, M, N, depending on the applicable salary schedule.

SECTION 49.2.3. In-Service Training:

1. The County shall provide relevant training for each new, reassigned or promoted employee, and the minimum training shall consist of on-the-job training by the immediate supervisor in addition to the departmental orientation program in existence.
2. Each employee within the Bargaining Unit shall be entitled to up to one (1) hour of individual supervision per week, if needed.
3. The County shall provide relevant training for any employee deemed not to be performing adequately in a given area. Training is to be carried out by the immediate supervisor in groups, if there is a group need or individually, if there is an individual need.
4. The President of the Union or their designee shall be included on any educational Committee which may be established by the Department for the Crime Laboratory.
5. The County shall provide legal consultation to staff involved in Crime Laboratory work when needed as determined by the Director of Public Safety and shall also hold training sessions for staff as to the legal aspects of Crime Laboratory work on an as-needed basis.

SECTION 49.2.4. Court:

Any employee who appears at a court hearing outside of their regularly scheduled hours shall be guaranteed a minimum of two (2) hours' pay.

ARTICLE 50 - MONROE COMMUNITY HOSPITAL

All provisions of the basic Collective Bargaining Agreement, unless modified herein, shall apply to members of the Collective Bargaining Unit.

SECTION 50.1. Compensatory time off shall be taken off at a time desired by the employee and shall be granted when approved by the Department Head or designee, provided it does not create a staffing hardship in the department.

There is no bidding period for the use of compensatory time off. It can be taken at any time throughout the year.

SECTION 50.2. The County agrees to supply, launder, and maintain uniforms for individuals employed as CNA Trainees. Employees are expected to take reasonable care of such uniforms.

SECTION 50.3. When an employee is in an incubation period due to a communicable disease and is not permitted to remain at work, the employee will be placed on "administrative leave" with pay for the duration of the incubation period. The Hospital, at its discretion, may require an examination to be conducted prior to the employee returning to duty.

SECTION 50.4. The County agrees that the shift premium is as follows:

CNA: Evening/\$2.75, Night/\$2.00
LPN: Evening/\$4.00, Night/\$2.00
RN: Evening/\$4.00, Night/\$2.50
RT: Evening/\$4.00, Night/\$2.50

SECTION 50.5. Observance of the holidays as set forth in Article 38 of this Agreement shall be on the calendar date of such holiday for those employees functioning in a continuous operation.

SECTION 50.6. Employees who work on holidays shall receive their regular compensation for the hours worked plus time and one-half (1-¹/₂) (cash or time off, at the option of the employee), providing the hours worked or paid for during that pay period equal eighty (80) hours or more.

SECTION 50.7. Nursing employees only, who work on a continuous operation schedule, will have the option of keeping sixteen (16) accrued hours in their banks to utilize at a later time, or they will be entitled to a lump sum payment for a maximum of twelve (12) holidays, which will be made on or about December 15th of each year.

SECTION 50.8. If the employee requests time off on a stipulated holiday, the employee will be required to utilize holiday pay for such time off.

Lump-sum payment for a maximum of eleven (11) holidays will be made on/about December 1st of each year.

Employees referred to herein who work on holidays shall be paid time and one-half (1-¹/₂) for the hours worked on stipulated holidays.

All other forty (40) hour per week employees of the Monroe Community Hospital will be governed by the Holiday Section as contained in Paragraph 1 of Section 50.7 of the Agreement.

SECTION 50.9. Vacation preference will be determined by seniority within the County and within the employee's Unit of operation.

SECTION 50.10. The Hospital will attempt at all times to schedule two (2) weekends off per month to those employees who are required to work in a continuous operation. If an employee takes vacation for more than one (1) week and one (1) weekend and such weekend happens to be one of their weekends on, the employee will not have to make up the weekend when they come back from vacation. However, if an employee wants to only take off a weekend they are assigned, they will have to make that weekend up.

If the staffing in any Unit of the Hospital falls below the mandated minimum, the Hospital will solicit volunteers to fill the mandated minimum coverage for the weekend.

If an insufficient number of qualified employees volunteer for the required weekend coverage, the Hospital shall modify the staffing schedule in order to meet the mandated minimum requirements.

Any employee who is scheduled to work more than two (2) weekends out of four (4) shall receive at least forty-eight (48) hours' notice of the scheduled modification. Once an employee's schedule has been modified, it shall not again be modified without the employee's concurrence.

The County agrees to act equitably in distribution of mandated assignments of employees for weekend coverage.

SECTION 50.11. Uniformed employees of the Security Division of the Hospital shall receive two hundred dollars (\$200.00) per year as uniform allowance, pro-rated on the basis of one-twelfth ($\frac{1}{12}$ th) for each month of employment during each year of this Agreement.

Lump-sum payment will be made on or about December 1st of each year of this Agreement.

SECTION 50.12. Uniformed employees of the Security Division who work an eight (8) hour shift will receive a paid lunch period of twenty (20) minutes on each shift.

SECTION 50.13. The County will allow per diem members to work for full-time members when the full-time member wants to utilize time off. The full-time member should not have to make up this time if they have someone work for them.

SECTION 50.14. The County shall reimburse employees in accordance with the GSA per diem rate, set forth in Article 22 of the CBA, who leave the Hospital facility for a minimum of four (4) hours as part of a resident outing that occurs during the employee's normal mealtime. Employees shall be required to submit receipts and complete all necessary paperwork in compliance with Finance Department requirements in order to receive such reimbursement.

ARTICLE 51 - MONROE COUNTY SHERIFF'S OFFICE CIVILIAN

SECTION

SECTION 51.1. All provisions of the basic Agreement, unless modified herein shall apply to members of this Unit.

SECTION 51.2. Residency for MCSO employees is set forth in Article 25 Residency and shall be updated in the Rules and Regulations Manual at MCSO.

SECTION 51.3. Promotional job openings shall be posted within the MCSO on the bulletin board for Staff Services, for the sole purpose of apprising the employees of the promotional opportunity.

SECTION 51.4. A request for a leave of absence pursuant to Article 20 of the basic Agreement shall not be granted unless approved by the Sheriff.

SECTION 51.5. Probationary Status:

A probationary employee is one with less than one (1) year of service and such employee may be disciplined or discharged without recourse to the grievance procedure.

Any employee who has completed the probationary period shall be entitled to utilize the grievance procedure set forth in Article 47 of this Agreement.

An employee who has been promoted to a higher classification shall serve a six (6) month probationary period, during which time they may be returned to the former position without recourse to the grievance procedure.

SECTION 51.6. Working Hours:

The basic workweek for Auto Mechanics shall be forty (40) hours at eight (8) hours per day with a twenty (20) minute paid lunch.

The work week for all clerical and white-collar employees shall be thirty-five (35) hours per week at seven (7) hours per day, with a one (1) hour unpaid lunch period.

Clerical and white-collar employees shall receive pay or compensatory time off for all hours worked between thirty-five (35) and forty (40) hours per week.

SECTION 51.7. The County agrees to discuss with the Union the impact of any decision relating to consolidation of police forces in Monroe County.

SECTION 51.8. Working tools which are supplied by the County shall be utilized by employees on a sign-out procedure. Employees shall be responsible for replacement of any tools which have been signed out and have been lost or stolen. Broken or worn-out tools shall be turned in for replacement.

Where employees are required to supply their own tools, the County agrees to provide a tool allowance in the same manner as that which applies to Mechanics in the Blue-Collar Unit. The County shall provide a tool allowance to employees who are required to use their own working tools up to six hundred dollars (\$600.00) per year provided the employee submits proof of purchase and tools purchased are approved by management.

An employee who has been issued uniforms, tools, department specific items, and/or equipment, shall return such property to the County at the time of separation. If the employee chooses to do so during employment or when issued equipment, the employee may provide their department or Division Head with a list of all County property issued to them. If all County property is not returned at the time of separation, the County shall deduct the value of the unreturned items from the employee's last paycheck based on fair market value assessed by the County. If the paycheck does not cover the cost of the unreturned property any employee benefits shall be offset by the County until the value is fully restored to the County. Any and all benefits provided by the County after separation from the County will be subject to this offset until the full value is reclaimed by the County. The County shall have the absolute right to said offset and no claim need be filed by the County against the employee. If there are no wages or benefits to cover the value of the missing property, then the employee's failure to return the property is acknowledged herein to be theft and the employee understands that the County's next step may be to contact law enforcement and/or file a claim in court. If a court claim is filed by the County, the employees' acceptance of the County-issued equipment/property and failure to return said equipment/property is an acknowledgment that the value of the equipment/property is owed and due to the County and the employee shall be obligated to pay the amount due without any proof submitted by the County other than to specify to the court a listing of the unreturned equipment/property.

In the event of fire, natural disasters, or burglary, the County will bear responsibility for the tools of any employees which have been destroyed or burglarized provided that employees supplying their own tools shall be required to submit to supervision an advance inventory of such tools and an adjusted inventory of any change in the employee's complement of tools.

SECTION 51.9. The County will pay up to two hundred dollars (\$200.00) per year for safety shoes for all employees who are required to wear safety shoes.

SECTION 51.10. Clerks working a 4-2 work schedule (four [4] days on, two [2] days off):

The Clerks are paid for seven and one-half (7- $\frac{1}{2}$) hours per day and have a standard of seventy-five (75) hours. The workday is eight (8) hours per day.

Overtime: The Clerks are paid the first two and one-half (2- $\frac{1}{2}$) hours of overtime in a week as straight comp time (paid straight overtime if the employee requests pay and the department approves), and the time after that is paid at time-and-one-half (1- $\frac{1}{2}$) (comp time or pay, employee's choice).

Holidays: Seven and one-half (7- $\frac{1}{2}$) hours of holiday pay is paid for each holiday, whether or not the employee is scheduled to work on the holiday.

Working on holidays: Work on a holiday is paid like overtime: Two and one-half (2-¹/₂) hours of straight comp time, additional hours worked paid at time-and-one-half (1-¹/₂).

Not scheduled to work on holidays: If an employee is not scheduled to work on a holiday, the employee is paid seven and one-half (7-¹/₂) hours of holiday pay. If the employee works their regular schedule that week (thirty-seven and one-half [37-¹/₂] hours recorded with either the four [4] day or five [5] day wheel), then the seven and one-half (7-¹/₂) hours of holiday pay would be paid as overtime at two and one-half (2-¹/₂) hours at straight time and five (5) hours at time and one-half (1-¹/₂). (In calculating overtime, vacation and comp time count in the thirty-seven and one-half [37-¹/₂] regular hours, sick leave does not count.)

Scheduled to work a holiday, but takes vacation or comp time:

Employees are paid seven and one-half (7-¹/₂) hours of holiday pay, plus seven and one-half (7-¹/₂) hours of vacation or comp time.

SECTION 51.11. Effective as soon as practicable following 4/18/18, the County will add new two percent (2%) steps to the titles Senior Automotive Maintenance Mechanic and Automotive Maintenance Mechanic (in this Section). The steps will be F, G, M, N, depending on the applicable salary schedule.

ARTICLE 52 - HEALTH DEPARTMENT SECTION

All provisions of the basic Agreement unless modified herein shall apply to members of the Collective Bargaining Unit.

SECTION 52.1. The County agrees to supply and maintain all uniforms which the department mandates employees to wear in the performance of their duties.

SECTION 52.2. Public Health Nurses, Registered Nurses, Public Health Nurse Aides, LPNs, and Pediatric Registered Nurse Specialists, shall supply, launder, and maintain their own uniforms. The aforementioned employees' uniform allowance shall be two hundred twenty-five dollars (\$225.00) per year. Lump-sum payment will be made on or about December 1st, provided the claim is made by November 15th.

SECTION 52.3. The County will make efforts to have several lab coats available in its clinics for use by employees handling bodily fluids. If the County supplies the lab coats, the County will be responsible for the occasional laundering of the coats.

SECTION 52.4. The County agrees to supply any equipment to employees which the County deems necessary in order to safely perform the work required. The County agrees to abide by all safety standards mandated to it by law.

SECTION 52.5. The County agrees to provide training which is mandated during working hours and at no cost to the employees.

ARTICLE 53 - BLUE COLLAR SECTION

All provisions of the basic Agreement unless modified herein shall apply to members of the Collective Bargaining Unit.

SECTION 53.1. Employees in this Unit shall be those employees in the following Departments: Aviation, Parks, and Transportation.

SECTION 53.2. The County agrees to supply, launder and maintain any work uniforms which the department requires employees to wear in the performance of their duties. Employees are expected to take reasonable care of such uniforms and account for them when required to do so. Uniforms which require replacement shall be turned in to the department prior to replacement.

The County further agrees to supply any equipment to employees which the County deems necessary in order to safely perform the work required.

SECTION 53.3. Working tools which are supplied by the County shall be utilized by employees on a sign-out procedure. Employees shall be responsible for replacement of any tools which have been signed out and have been lost or stolen. Broken or worn-out tools shall be turned in for replacement.

In the event of fire, natural disasters, or burglary, the County will bear responsibility for the tools of any employee which have been destroyed or burglarized, provided that employees supplying their own tools shall be required to submit to supervision an advance inventory of such tools and an adjusted inventory of any change in the employee's complement of tools.

An employee who has been issued uniforms, tools, department specific items, and/or equipment, shall return such property to the County at the time of separation. If the employee chooses to do so during employment or when issued equipment, the employee may provide their Department or Division Head with a list of all County property issued to them. If all County property is not returned at the time of separation, the County shall deduct the value of the unreturned items from the employee's last paycheck based on fair market value assessed by the County. If the paycheck does not cover the cost of the unreturned property any employee benefits shall be offset by the County until the value is fully restored to the County. Any and all benefits provided by the County after separation from the County will be subject to this offset until the full value is reclaimed by the County. The County shall have the absolute right to said offset and no claim need be filed by the County against the employee. If there are no wages or benefits to cover the value of the missing property, then the employee's failure to return the property is acknowledged herein to be theft and the employee understands that the County's next step may be to contact law enforcement and/or file a claim in court. If a court claim is filed by the County, the employees' acceptance of the County-issued equipment/property and failure to return said equipment/property is an acknowledgment that the value of the equipment/property is owed and due to the County and the employee shall be obligated to pay the amount due without proof submitted by the County other than to specify to the court a listing of the unreturned equipment/property.

SECTION 53.4. The County shall provide a tool allowance to employees who are required to use their own working tools up to six hundred dollars (\$600.00) per year provided the employee submits proof of purchase and tools purchased are approved by management.

SECTION 53.5. The County will pay up to two hundred dollars (\$200.00) per year for safety shoes for all employees who were required to wear safety shoes.

SECTION 53.6. An employee required to obtain a new or special license to operate vehicles or equipment of the County shall be granted time off with pay for the purpose of taking any necessary vehicle to the test site. It shall be the responsibility of the employee to retain licensing requirements.

SECTION 53.7. Transportation will be provided to employees for the purpose of transporting them to and from the central reporting location unless it is not practical to do so. The County agrees not to transport employees in an open truck unless it equips such truck with a cover and seating arrangements.

SECTION 53.8. In the event an employee in Traffic Engineering is required to engage in work on a traffic control device in an area which the employee considers unsafe, the employee shall notify the supervisor that another person is required during such work. The supervisor will attempt to assign a second employee or a Police Officer to work the site. If the supervisor is unable to make such assignment, the employee, if the employee considers the atmosphere a threat to their safety, shall notify the supervisor that they are unable to perform the work until joined by another person.

SECTION 53.9. The Unit may assign a steward in each of the facilities set forth in this Agreement for the purpose of bringing to the attention of the manager of the facility problems relating to health and safety.

SECTION 53.10. The parties to this Agreement do agree that safety rules are promulgated for the protection of County employees, and that infractions of promulgated safety rules by employees shall result in disciplinary action by the County. Employees shall not be required to work under conditions which constitute a threat to their health or safety.

SECTION 53.11. The Winter overtime lists at the Monroe County Airport shall be maintained in the Foreman's office and the Dispatcher's office. There will be three separate lists; the first containing the Airport Foreman, the second containing the Foremen and the Airport Equipment Operators, and the third, Airport Mechanics. Call-outs shall be made on a rotating basis.

SECTION 53.12. All employees with the exception of Airport Equipment Operators at the Monroe County Airport shall be subject to an unpaid lunch period of thirty (30) minutes. This shall not apply to employees on continuous operation.

SECTION 53.13. Temporary Departmental transfers shall be in accordance with Section 17.3 of this Agreement.

SECTION 53.14. The County agrees to institute a safety incentive program as soon as is practicable to do so.

SECTION 53.15. Effective as soon as practicable following 4/18/18, the County will add new two percent (2%) steps to the titles Senior MEO, MEO, MEO 1, Maintenance Technician Operator, Senior Maintenance Technician Operator, Highway Maintenance Mechanic 1, and Highway Maintenance Mechanic 2 (in this Section). The steps will be F, G, M, N, depending on the applicable salary schedule.

ARTICLE 54 – DEPARTMENT OF ENVIRONMENTAL SERVICES

SECTION

All provisions of the basic Agreement unless modified herein shall apply to members of the Collective Bargaining Unit.

SECTION 54.1. Employees in this Unit shall be those employees in the Department of Environmental Services.

SECTION 54.2. The County agrees to supply, launder and maintain any work uniforms which the department requires employees to wear in the performance of their duties.

Employees are expected to take reasonable care of such uniforms and account for them when required to do so. Uniforms which require replacement shall be turned in to the department prior to replacement.

The County further agrees to supply any equipment to employees which the County deems necessary in order to safely perform the work required.

SECTION 54.3. Working tools which are supplied by the County shall be utilized by employees on a sign-out procedure. Employees shall be responsible for replacement of any tools which have been signed out and have been lost or stolen. Broken or worn-out tools shall be turned in for replacement.

In the event of fire, natural disasters, or burglary, the County will bear responsibility for the tools of any employee which have been destroyed or burglarized, provided that employees supplying their own tools shall be required to submit to supervision an advance inventory of such tools and an adjusted inventory of any change in the employee's complement of tools.

SECTION 54.4. An employee who has been issued uniforms, tools, department specific items, and/or equipment, shall return such property to the County at the time of separation. If the employee chooses to do so during employment or when issued equipment, the employee may provide their department or Division Head with a list of all County property issued to them. If all County property is not returned at the time of separation, the County shall deduct the value of the unreturned items from the employee's last paycheck based on fair market value assessed by the County. If the paycheck does not cover the cost of the unreturned property any employee benefits shall be offset by the County until the value is fully restored to the County. Any and all benefits provided by the County after separation from the County will be subject to this offset until the full value is reclaimed by the County. The County shall have the absolute right to said offset and no claim need be filed by the County against the employee. If there are no wages or benefits to cover the value of the missing property, then the employee's failure to return the property is acknowledged herein to be theft and the employee understands that the County's next step may be to contact law enforcement and/or file a claim in court. If a court claim is filed by the County, the employees' acceptance of the County-issued equipment/property and failure to return said equipment/property is an acknowledgment that the value of the equipment/property is owed and due to the County and the employee shall be obligated to pay the amount due without any proof submitted by the County other than to specify to the court a listing of the unreturned equipment/property.

SECTION 54.5. The County shall provide a tool allowance to employees who are required to use their own working tools up to six hundred dollars (\$600.00) per year provided the employee submits proof of purchase and tools purchased are approved by management.

SECTION 54.6. The County will pay up to two hundred dollars (\$200.00) per year for safety shoes for all employees who were required to wear safety shoes.

SECTION 54.7. An employee required to obtain a new or special license to operate vehicles or equipment of the County shall be granted time off with pay for the purpose of taking any necessary vehicle to the test site. It shall be the responsibility of the employee to retain licensing requirements.

SECTION 54.8. Transportation will be provided to employees for the purpose of transporting them to and from the central reporting location unless it is not practical to do so. The County agrees not to transport employees in an open truck unless it equips such truck with a cover and seating arrangements.

SECTION 54.9. The Unit may assign a steward in each of the facilities set forth in this Agreement for the purpose of bringing to the attention of the manager of the facility problems relating to health and safety.

SECTION 54.10. The parties to this Agreement do agree that safety rules are promulgated for the protection of County employees, and that infractions of promulgated safety rules by employees shall result in disciplinary action by the County. Employees shall not be required to work under conditions which constitute a threat to their health or safety.

SECTION 54.11. All employees shall be subject to an unpaid lunch period of thirty (30) minutes. This shall not apply to employees on continuous operation.

SECTION 54.12. Temporary departmental transfers shall be in accordance with Section 17.3 of this Agreement.

SECTION 54.13. The County agrees to institute a safety incentive program as soon as is practicable to do so.

SECTION 54.14. Effective as soon as practicable following 4/18/18, the County will add new two percent (2%) steps to the titles Senior Automotive Maintenance Mechanic, Automotive Maintenance Mechanic, Pollution Control Operator, Pump and Process Assistant, Senior MEO, MEO, MEO 1, Maintenance Technician Operator, Senior Maintenance Technician Operator, Pump and Process Operator, and Assistant Sewer, Collection Supervisor (in this Section). The steps will be F, G, M, N, depending on the applicable salary schedule.

ARTICLE 55 – COUNTY CLERK / AUTO LICENSE BUREAU

SECTION 55.1. The basic workweek for the Auto License Bureau shall be forty (40) hours per week with three (3) days working seven and one-half (7-¹/₂) hours, one (1) day working eight (8) hours, and one (1) day working (9-¹/₂) hours. The process set forth in Article 10 shall apply regarding changes to work schedules for employees. Hours of operations for all DMV branches will be 8:30am – 4:30pm (or 6:30pm on the branch late night), with any customers with issued Qmatic or other customer queuing system notice, issued prior to 4:30pm (or 6:30 pm on the late night) being served.

SECTION 55.2a. Outreach is defined as a remote location anywhere in the County (i.e., popup event; passport outreach) to process or give information on DMV or Downtown Filing Office related material. Other outreach events may happen at various remote locations as the need arises.

Outreach during regular business hours will be staffed off of the seniority list, depending upon the specific outreach event and departmental needs.

SECTION 55.2b. On the last Saturday of each month, one (1) DMV office will be open to the public from 8:25am – 12:55pm, with the exception of November and December. Staffing for such work shall be voluntary, but if insufficient voluntary staffing is available, the Clerk or their designee may mandate staffing by way of reverse seniority.

MVRTs will be included in staffing when the office is open on Saturdays.

SECTION 55.3. Only two (2) outreach and/or Mobile Location events shall be permitted per work week; not including after operating hours or weekends. Coverage for these locations will include up to two (2) Motor Vehicle Representatives (MVR) depending on volume, and one (1) manager or senior. Motor Vehicle Representative Trainees (MVRTs) must have supervisor approval to be eligible to work a Mobile Location.

SECTION 55.4. If Halloween, Christmas Eve, and/or New Year's Eve fall on a day that is considered the late night, the schedule shall be modified to end at 5:00pm on such date(s). To accommodate the change in schedule in such instances, staff will be reduced to a thirty (30) minute lunch for each day of the relevant workweek.

SECTION 55.5. All County Clerk's Office / DMV transactions must occur within a branch or authorized location during business hours including any transactions for customers, car dealers, family, or anyone personally known by staff. If the transaction is to be completed at a later date (i.e. car dealer work) the person dropping off the work must come into a branch or authorized location. Staff are not permitted to go outside and retrieve paperwork.

SECTION 55.6. All County Clerk's Office/DMV employees must comply with the requirements of the New York State MVR/Cashier Accountability Policy, which shall be incorporated within a County policy to be negotiated separately.

ARTICLE 56 - DISTRICT ATTORNEY'S INVESTIGATORS

SECTION 56.1. The County shall provide all Investigators with equipment deemed necessary for the position.

ARTICLE 57 – DEFENSE AND INDEMNIFICATION

SECTION 57.1. Definitions:

For the purposes of this Article, the following definitions shall apply:

- A. The term “County Attorney” shall mean the County Attorney and any Deputy County Attorney designed by the County Attorney to act on his or her behalf.
- B. The term “employee” shall mean Probation Officers and District Attorney Investigators covered by this Agreement.
- C. The phrase “criminal action or proceeding” shall have the same meaning as the phrase is defined for purposes of the New York Criminal Procedure Law.

SECTION 57.2. Defense in a Criminal Action or Proceeding:

- A. Monroe County shall pay reasonable attorney’s fees, disbursements, and litigation expenses, incurred by an employee in their defense in a criminal proceeding in a state or federal court arising out of any act or omission that occurred, or allegedly occurred, while the employee was acting within the scope of his or her public employment or duties, as shall be determined by the County Attorney. In such instances, the employee shall be entitled to private counsel of their own choice, except that the County Attorney may require that appropriate groups of employees be represented by the same private counsel. Any dispute with respect to the representation of multiple employees by a single counsel or the amount of any litigation expenses shall be resolved by the court upon motion or by way of a special proceeding.
- B. Conditions for provision of defense: Monroe County and the Union agree to follow the policies and procedures listed in Chapter 39 (hereinafter “Chapter 39”), Section 39-5 of the Monroe County Code entitled, “Defense and Indemnification of County Officers and Employees.”

Prior to the engagement of private counsel, the employee will provide the County Attorney with a detailed budget from the employee’s proposed counsel outlining counsel’s hourly fee, and a case budget detailing anticipated fees, expenses and disbursements from inception of criminal charges through trial, which will be agreed to in writing by the County Attorney. Private counsel’s fees, disbursements, and litigation expenses shall comport with those fees and expenses that are regular and customary in the local legal community.

- C. The aforementioned duty of Monroe County to pay for a defense in a criminal proceeding shall arise only upon the complete acquittal of the employee at trial or the dismissal of all criminal charges against the employee. Attorney's fees, disbursements, and litigation expenses shall be submitted by the employee within sixty (60) days after acquittal or dismissal to the County Attorney in the manner and form required by the County, and shall be reviewed and approved by the employee prior to payment. Private counsel's bill for services and expenses shall be detailed and include hours worked, a narrative description detailing the tasks performed for the hours worked, and receipts for any disbursements. All vouchers for the payment of private counsel's fees and disbursements must be approved by the County Attorney and audited by the Controller of the County of Monroe; provided, however, that no extraordinary disbursements or fees shall be made by the private counsel without obtaining the prior written consent of the County Attorney. For the purpose of this section, an "extraordinary fee" shall include, but not be limited to fees and expenses related to any fees related to expert witnesses, including review of the criminal charges, investigation, preparation of a report, and testimony at trial.

SECTION 57.3. Defense and Indemnification in a Civil Action or Proceeding:

- A. Monroe County and the Union agree that in a civil action or proceeding, the defense and indemnification of Probation Officers or District Attorney Investigators shall follow the policies and procedures covered under Chapter 39, which is incorporated by reference as if fully rewritten herein.
- B. In the event Chapter 39 is amended, such amendment will also be applicable to this Agreement.

ARTICLE 58 – PART-TIME SECTION

SECTION 58.1. Purpose: The purpose of this Agreement is to set forth wages, hours and terms and conditions of employment upon which the parties have reached an agreement, and it is also the purpose of this Agreement to provide for a procedure to resolve disputes and adjust grievances between the parties.

SECTION 58.2. Union Representative Status: The CSEA is a certified Collective Bargaining Representative of part-time employees of Monroe County. The New York State Taylor Law provides a procedure for Union representation elections. The County may inform part-time employees of their rights under the Taylor Law. However, the County may do so only using methods and means consistent with the Taylor Law. By entering into this provision, neither party waives any rights under the Taylor Law.

SECTION 58.3. Union Rights:

Dues Deduction:

1. CSEA, having been recognized or certified as the exclusive representative of the employees within the Negotiation Unit, shall be entitled to have deductions made from wages of employees of said Unit.
2. The fiscal officer making such deductions will transmit these amounts within thirty (30) days of deduction of CSEA, Inc., 143 Washington Avenue, Albany, New York 12210.
3. Within thirty (30) days of an employee first being employed or reemployed by the County, or within thirty (30) days of being promoted or transferred to the Bargaining Unit, the County shall notify the employee organization of the employee's name, address, job title, employing agency, department or operating Unit and work location.
4. Within thirty (30) days of providing the above notice, the County shall allow a duly appointed representative of the employee organization that represents that Bargaining Unit to meet with such employee not to exceed twenty (20) minutes provided however that arrangement for such meeting must be scheduled in consultation with a designated representative of the County.
5. CSEA agrees to hold the County safe and harmless because of said deductions. The Union agrees to defend and indemnify the County and its personnel from any and all claims of liability in connection with the deduction of dues pursuant to this provision.

No Strike: The Union affirms that it does not assert the right to strike against the County, to assist or participate in any such strike or to impose an obligation upon its members to conduct, assist or participate in such strike or concerted withholding of services.

Rights of CSEA: The CSEA shall have the sole and exclusive right with respect to other employee organizations to represent all employees in the Bargaining Unit under the Fair Employment Act, under any other applicable law, rules, regulation or statute, under the terms and conditions of this Agreement; to designate its own representatives and to appear before any appropriate official of the County to effect such representation; to direct, manage, and govern its own and to pursue all such objectives free from any interference, restraint, coercion or discrimination by the County or any of its agents. The CSEA shall have the sole and exclusive right to pursue any matter or issue including but not limited to the grievance and appeal procedure in this Agreement.

SECTION 58.4. Management Rights:

The County, on its own behalf and on behalf of its citizens, hereby retains and reserves unto itself all rights, power, authority, duty and responsibility conferred on and vested in it by the law and Constitution of New York State and the United State of America.

The exercise of any such right, power, authority, duty or responsibility by the County and the adoption of such rules, regulations and policies as it may deem necessary shall, as they apply to employees represented by the CSEA, be limited by the specific and express terms of this Agreement, and subject to the grievance procedure.

In the event that work which is presently being performed exclusively by Unit members is transferred to supervision, other County personnel or to outside sources, the Union shall retain the right to request and obtain consultation and discussion over the effects of such transfer, provided such request is made within fifteen (15) days after the transfer has been announced or effectuated whichever comes first.

SECTION 58.5. Rights of Employees:

Freedom to Join or Refrain from Joining: Any employee covered by the provisions of this Agreement shall be free to join or refrain from joining the CSEA without fear of coercion, reprisal or penalty from the CSEA or the County. Membership in the Union shall not be a requirement for employment and Bargaining Unit employees shall have the right to join or refrain from joining the Union. This Agreement shall apply with equal force and effect for members and non-members of the Union.

Freedom to Participate in Union: Employees may join and take an active role in the activities of CSEA without fear of any kind of reprisals from the County or its agents.

Freedom to Express Concerns: An employee may bring matters of personal concern to the attention of the appropriate County representatives and officials in accordance with applicable laws and regulations and may choose to have a representative or appear alone with fear of reprisal.

SECTION 58.6. Leave of Absence:

FMLA: Those employees who qualify for coverage under the Family Medical and Leave Act of 1993 shall be subject to the policies and procedures of the County for the granting of such leaves.

Jury Duty/Court Attendance: An employee who receives a notice for jury duty will immediately provide a copy of such notice to their immediate supervisor and cooperate in any request for a deferral of such service, if the County believes such a deferral is appropriate for workload requirement purposes. An employee who serves on jury duty shall be entitled to the benefits provided under law (currently this is forty dollars [\$40.00] per day for the first three [3] days of jury duty service, or the regularly scheduled pay for the employee. For days for which the County does not pay the jury duty fee, it will be paid to the employee by the State). An employee who receives a subpoena to appear in a court or administrative proceeding shall immediately provide their supervisor with a copy of the subpoena, and the employee shall be allowed the necessary time off, without pay or benefits, to appear in the proceeding. In all cases of jury duty or court attendance, the employee shall appear for their normally scheduled work hours whenever attendance is not required by the court, and in the case of jury duty, such employee shall not be entitled to receive a jury duty fee if their earnings for working that day exceeds the statutory fee (currently forty dollars [\$40.00]).

An employee who received a subpoena (except for a County subpoena) to appear in court or administrative proceeding as it relates to County business, shall immediately provide their supervisor with a copy of the subpoena, and the employee shall be allowed the necessary time off, with pay and benefits, to appear in the proceeding. If an employee receives a County subpoena to appear in court or administrative proceeding as it relates to County business, shall immediately provide their supervisor with a copy of the subpoena, and the employee shall be allowed the necessary time off, with pay and benefits, to appear in the proceeding.

Bereavement: An employee shall be provided with up to sixteen (16) hours for the purpose of attending the funeral of a parent/step, child/step, sibling/step, spouse or domestic partner. In the event of the death of an employee's immediate family member (grandparent, grandchild, mother/father-in-law, brother/sister-in-law, including step relations or other member residing in the employee's household), the employee shall be allowed ten (10) hours off with pay for the purpose of attending the funeral and any necessary travel, provided that the employee provide their supervisor with prompt notice of the need for the time off and will produce, upon request, a death notice or other suitable evidence of the death of a relative. It is understood that there may be a service or burial held at a later date for family members covered in this Article. Payment shall be made on the basis of the employee's regularly scheduled hours for the time off.

Military Leave: An employee who receives orders for military service, including active and reserve duty, shall immediately provide a copy of the Orders to their immediate supervisor. A leave of absence, pay, and re-employment rights and benefits shall be in accordance with federal and state laws and regulations and where applicable, Article 16 of this Agreement.

Civil Service Exam Leave: When a Civil Service Examination for Monroe County positions is held on the employee's normal and regularly scheduled workday, such employee will be permitted time off with pay to attend and take such test, provided the employee has at least one (1) year of service at the time. Employees will be expected to be at work for all hours on such days except for the time necessary to attend and take such tests. The County will provide paid time off for one (1) test per calendar year, however, an employee may take additional tests on their own time.

SECTION 58.7. Grievance Procedure:

Definition of Grievance: For the purpose of this Agreement a grievance shall be defined as a dispute or controversy between an individual employee or group of employees covered by the Agreement and the County arising out of the application or interpretation of the Agreement, and any claimed violation, misinterpretation or inequitable application of the existing laws, rules, procedures, regulations, administrative orders or work rules of a government or a department or agency thereof. Unit members who are disciplined or discharged shall have recourse to the grievance procedure if they have successfully completed a probationary period, however probationary employees shall have access to the grievance procedure for alleged contraction violations.

Grievance Procedure: The purpose of this Article is to provide the sole method for the settlement of grievances as defined herein and such grievance shall be settled in accordance with the following procedure:

Step 1 – The grievance shall be presented in writing by the aggrieved employee to their immediate supervisor with or without their CSEA Representative, at the employee's option and within twenty (20) calendar days from the date of its known occurrence. If discussion of the grievance with the immediate supervisor does not result in resolution of the grievance, then within twenty (20) calendar days of the Step 1 grievance decision or, if no response, within thirty-five (35) calendar days from submission of the grievance, whichever is earlier, all such grievances shall move to Step 2 below.

Step 2 – If the grievance is not resolved at Step 1, the aggrieved employee or CSEA representative may submit their grievance to the Department Head who within twenty (20) calendar days after they receive the written grievance will convene a meeting between the aggrieved employee, their CSEA representative and/or other representatives of the County, for the purpose of resolving the grievance. If the grievance is not resolved within twenty (20) calendar days following said meeting, the grievance may be submitted to Step 3 below.

Step 3 – If the grievance is not resolved at Step 2, the Union can move the grievance to the Manager of Labor Relations for a hearing, within twenty (20) calendar days after the Step 2 meeting. The Manager of Labor Relations will schedule a hearing within twenty (20) calendar days from the receipt of the Step 3 request. The answer of the Labor Relations Manager at the conclusion of the hearing will provide a written answer to the Union. The answer of the Labor Relations Manager will be final and binding and is the last step in the grievance procedure.

In matters of suspension or termination the Union may appeal the Labor Relations Manager's decision to the Director of Human Resources or her designee. The request for appeal must be submitted within fifteen (15) calendar days after the receipt of the Step 3 decision. The decision of the Director of Human Resources is final and binding and is the last step in the grievance procedure.

The waiving of any time period above must be agreed to by the parties and be in writing.

Advancement if Failure to Answer: Failure to give an answer within the specified time limits set out above shall automatically move the grievance to the next step.

The use of this grievance procedure shall not preclude the informal adjustment of other grievances or day-to-day work issues between supervision and employees, provided that no such informal resolution shall be construed as a binding interpretation of this Agreement or a modification of County written work rules or policies.

The pendency of a grievance under this Article shall not operate to restrict the county's right to take the action being contested by the employee.

Progressive Steps of Discipline are: (1) Verbal Warning, (2) Counseling Memo, corrective actions, not considered discipline), (3) Warning Notice, (4) 1-Day Suspension, (5) 3-Day Suspension, (6) 5-Day Suspension, (7) Termination. Steps can be repeated or skipped depending on the severity of the alleged act.

SECTION 58.8. CSEA's Representative:

Union Leave Generally: With the prior approval of the County, Union representatives may conduct Union business during scheduled work hours. Requests for Union leave will be made on the CSEA Part-time Unit request form. Requests for Union leave will not be unreasonably denied. Eligibility for paid Union leave is governed by the remaining sections of this Article.

Grievance Representatives: The Unit President, Grievance Chair and grievance representatives shall be persons eligible to represent Unit employees at grievance meetings. One (1) of these persons shall be allowed to represent employees at all stages of the grievance procedure and shall suffer no loss of pay for time spent at grievance hearings scheduled during their working hours (no pay for preparation time), plus a reasonable amount of time for necessary travel on the day of the hearing. Such representation shall not unduly interfere with any employee's performance of duties and should that occur, grievance handling may be scheduled during employee's free time or after working hours.

Rules for Grievance Representatives. Functions and responsibilities of CSEA Unit grievance representatives:

1. They shall be employees of the County.
2. Only those representatives certified to the County by CSEA in writing will be recognized by the County as official representatives.
3. They shall be subject to the same rules and regulations as other employees except as otherwise provided herein.
4. The number of representatives shall not exceed one (1) per department, per shift (excluding elected Officers).

Grievant: A grievant shall be permitted to attend all steps of the grievance process without loss of pay for time spent at such hearings plus a reasonable amount of time for necessary travel on the day of the hearing. Such attendance shall not unduly interfere with the grievant's performance of job duties and should that occur, grievance handling may be scheduled during the grievant's free time or after working hours.

Investigatory Interviews and Disciplinary Conferences: The County shall provide reasonable notice to an employee who is subject to an investigatory interview. It is the employee's responsibility to notify the Union.

Persons Eligible for Paid Union Leave: Only Officers and designated representatives of the CSEA Unit who are employed within this Unit shall be eligible for paid Union leave as set forth in this Article. This includes the right to represent CSEA Part-time Unit employees at grievances as described above.

Access to Employees: CSEA's staff representatives and insurance representatives shall be allowed access to the membership during employees' breaks or meal periods. All other times require permission from the County Labor Relations Manager.

SECTION 58.9. Seniority:

Application of this Article: The whole of this Article shall apply only to the non-competitive and labor class permanent, Part-time employees of Monroe County, except as specifically provided in Section 2 of this Article. Seniority for competitive class employees shall be determined according to Civil Service Law. There shall be no seniority among probationary or seasonal employees. Seniority for employees covered by this Agreement means an employee's length of continuous service with the County since their last date of hire with Monroe County.

Layoff: In the event that it becomes necessary to lay off part-time employees for any reason, they shall be laid off first in the department to which they are assigned by job title within that department in inverse order of their seniority among Part-time employees in the same job title.

Seniority for Same Date Hires: If two or more employees are hired or appointed on the same date, their relative seniority shall be determined by a random drawing of names. The first name drawn will be assigned the highest seniority and each successive name drawn will follow in seniority order.

SECTION 58.10. Miscellaneous Provisions:

Pay Day: The pay day shall be every other Friday, unless unusual circumstances should occur. All employees shall participate in the County's direct deposit program, and compensation shall be delivered to them by direct payroll deposit into their designated individual bank accounts. Such accounts shall be located at banks that participate in the County's direct deposit program.

Time and Attendance Requirements: Each employee shall accurately account for their working time by use of the means and methods provided by the County (timecards, time clock, etc.). Absence and tardiness will not be tolerated subject to the County's Time and Attendance policy.

Residency: All Bargaining Unit members must be in full compliance with the County's residency requirements, as they may be modified or revised from time to time.

Mileage Reimbursement: Employees who are authorized to use their personal vehicles for County business (not including travel between home and work site) will receive reimbursement according to the policies of the Office of the County Controller, as they may be modified from time to time, which shall include reimbursement for parking or use of public transportation, as applicable. Any employee use of County vehicles shall be subject to the discretion of the Department Head and further subject to all procedures and policies of the County.

Postings/Job Opportunities: Employees may apply for posted job opportunities in accordance with County and Civil Service requirements. A Unit employee with at least three (3) years of satisfactory service in their current title and who meets the civil service requirements for the title will be granted an interview for a full-time position in line of promotion, provided they have not applied for the position within the previous year. Satisfactory service is defined in terms of performance, attendance and conduct.

Conferences: Employees may be considered for attendance at conferences at the discretion of the Department Head. Allowances for meals, lodging and incidentals incurred during official and approved out of county departmental business, which has been approved by the Department Head and is legally payable by the Controller's Office, shall be paid at the General Services Administration per diem rate. When practicable, such allowances shall be paid in the form of advances, as opposed to reimbursements. The rules and regulations of the General Services Administration (GSA) shall apply in respect to this Section.

Personnel Files: Upon not fewer than five (5) working days' notice, an employee shall be permitted to review their personnel file in the presence of a County official, at a time and place determined by the County and during the non-working time of the employee, and the employee may place in that file a response of reasonable length to anything contained therein which the employee deems to be adverse.

1. At the County's discretion discipline over four (4) years old will not be used when deciding the next step in progressive discipline. Nothing included in this Agreement restricts the County from skipping steps in progressive discipline based on the serious nature of the misconduct.

Stand-by and Call Back: Unit members shall be paid standby and call back pay as follows:

1. An employee on stand-by will be credited with one (1) hour of straight time pay for every eight (8) hours of stand-by.
2. An employee called in to work outside of regular scheduled hours (excluding any time contiguous with the beginning or end of their regularly scheduled shift) shall be guaranteed a minimum of four (4) hours of straight time pay by virtue of being called back.
3. Employees called back under these circumstances will not be required to remain at work for the minimum four (4) hour period provided the task they were called back for has been completed and they are released by their supervisor or appropriate County managerial personnel.

4. The maximum hours cap for part-time employees may be increased over twenty-five (25) hours or thirty (30) hours per week, as applicable, as long as it does not violate any applicable laws, rules or other Collective Bargaining Agreements that Monroe County is party to.

SECTION 58.11. Monroe Community Hospital:

1. Weekend commitment: All per-diem staff on nursing Units are required to work at least thirty (30) weekend shifts per year.
2. Holidays: All per-diem staff on nursing Units are required to work at least one (1) major holiday in a calendar year. Those major holidays are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. The County reserves the right to offer incentive rates on other holidays when necessary to meet staffing needs.
3. Nursing employees working any of the six (6) major holidays will receive the following incentive rates in addition to their hourly rate: Registered Nurse - three dollars and fifteen cents (\$3.15), Licensed Practical Nurse - three dollars (\$3.00), and Certified Nursing Assistant – two dollars and thirty-five cents (\$2.35).
4. Nursing employees working evenings, nights or weekends will receive the following incentive rates in addition to their hourly rate: Registered Nurse – two dollars and ten cents (\$2.10), Licensed Practical Nurse – two dollars (\$2.00), and Certified Nursing Assistant – one dollar and fifty-five cents (\$1.55).

SECTION 58.12. Holidays:

All part-time employees with a defined schedule, and who have a regularly scheduled workday that falls on a County-observed holiday, shall receive their regular pay for such holiday. Part-time employees required to work on a County-observed holiday, shall receive pay at time and one-half ($1\frac{1}{2}$) their regular rate for all hours actually worked.

SECTION 58.13. Compensation:

The listing of Bargaining Unit job titles and their assigned pay groups is attached as Appendix A hereto.

Effective January 1, 2025, the 2024 salary schedule shall increase by a minimum of one dollar and sixty cents (\$1.60) for 2025.

Effective January 1, 2026, the 2025 salary schedule shall increase by one dollar and twenty-five cents (\$1.25) for 2026.

Effective January 1, 2027, the 2026 salary schedule shall increase by four percent (4%).

Effective with the first payroll period of 2025, Bargaining Unit members will be paid on one of two wage schedules established for members of the CSEA Monroe County Employees Unit #7400, according to their hire date with the County: those hired before 4/15/2005 (SS1), and those hired on or after 4/15/2005 (SS2). The wage schedules are attached as Appendix B.

Pay group 3 shall be eliminated and the job titles assigned to that pay group shall be added to pay group 4 effective 1/1/2025.

No salary step shall have an hourly pay rate of less than fifteen dollars (\$15.00).

The above increases will apply to all employees, including those Unit members who are "off step".

Clinical Titles at Monroe County Hospital can advance to SS1 steps F and G and SS2 steps M and N. Employees in schedule SS1 will have the option to move to SS2 on their anniversary date one (1) year after they reach their highest step. This move will be initiated upon contacting County Human Resources.

Certain Bargaining Unit employees, by reason of their dates of hire and the policy of the County, have been paid according to the seventy (70) hour rate contained on the appropriate wage schedule as listed in Appendix B. These employees shall continue to be paid at the seventy (70) hour rate provided, however, that any such employees who transfer to a different job grade or classification will be thereafter be paid at the eighty (80) hour rate. They will be placed on the step closest to their seventy (70) hour pay rate but that pay rate shall not exceed the top step of their pay group, except in the discretion of the County.

Employees are eligible to advance one (1) step on the wage schedule on their anniversary date of service in the job title provided they receive a satisfactory or higher rating on a performance evaluation. If supervisors do not complete performance evaluations in a timely fashion, employees will be advanced to the next step on the wage schedule retroactive to the anniversary date as long as they receive a satisfactory or higher rating on performance evaluations.

Notwithstanding the provisions of Civil Service Law Section 209-a 1. (e) (The Triborough Law), or any other provision of law or contract, no salary step advances or other increases in compensation or benefits shall be made after the expiration date of the Agreement.

Overtime: Overtime shall be paid at one and one-half (1 ½) time the employee's regular hourly rate of compensation for all hours worked over forty (40) per week.

SECTION 58.14. Savings and Complete Agreement:

Savings: In the event any provision of this Agreement is held to be violate of existing law, or rules and regulations having the force and effect of law, by a court or agency of competent jurisdiction, then said provision shall not bind either of the parties, but the remainder of the Agreement shall continue in full force and effect as if the invalid or illegal provision had not been a part of this Agreement.

Complete Agreement: It is agreed that both parties have had the full opportunity to negotiate over those items which are the subject of mandatory collective bargaining under the law. Therefore, both parties agree that negotiations will not be reopened on any item during the life of this Agreement, whether or not such item is contained herein or whether or not such item was discussed during negotiations between the parties, and the County retains and reserves all of its rights and prerogatives with respect to such matters, as may be provided under law and under the Management Rights provisions of this Agreement. It is understood and agreed by both Parties that this Agreement represents the complete agreement between them and may only be modified, amended, added to or deleted from by express signed written agreement of both parties and only where both parties have given their prior consent to engage in discussions which may or may not result in any such change.

SECTION 58.15. Duration:

This Agreement, and any written amendments made and annexed hereto, shall continue in full force and effect until midnight, December 31, 2027. Written notice shall be given no later than June 1, 2024, by either party requesting a change of this Agreement. If written notice is not given, this Agreement shall continue in effect from year to year until such notice is given no later than June 1st of any subsequent year.

No provisions of this Agreement may be deleted or changed, and no provision may be added to this Agreement except by a written amendment signed by each party.

ARTICLE 59 - COMPLETE AGREEMENT

SECTION 59.1. The parties agree that each has had the unlimited right to present proposals and counterproposals concerning wages, hours and other conditions of work, the results of which are set forth in this Agreement.

This document constitutes the entire Agreement between the parties and no verbal statement or other agreement in whatever form, except an amendment to this Agreement in writing annexed hereto and specifically designated as an amendment to this Agreement, shall supersede or vary any of the provisions of this Agreement.

Except for those provisions of the 1983-1985 contract which have been honored by the County beyond the expiration of the Contract, no provision of this Agreement shall be retroactive to January 1, 1986, unless specifically set forth herein.

ARTICLE 60 - SEVERABILITY

SECTION 60.1. If any Article or part thereof of this Agreement, or any addition thereto should be decided as in violation of any Federal, State or County Law, or if adherence to or enforcement of any Article or part thereof should be restrained by a court of law, the remaining Articles of this Agreement or any addition thereto shall not be affected.

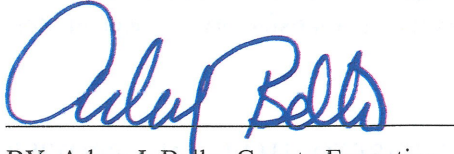
SECTION 60.2. If a determination or decision is made pursuant to Section 58.1 of this Article, the parties to this Agreement shall convene immediately for the purpose of negotiating a satisfactory replacement for such Article or part thereof.

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 THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

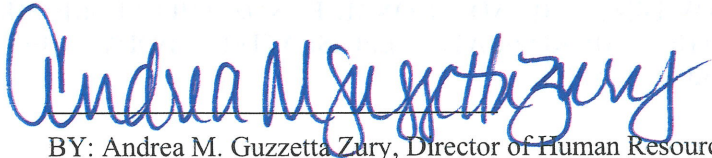
ARTICLE 61 – TERM OF AGREEMENT

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS AGREEMENT (1/1/2025 TO 12/31/2027) TO BE EXECUTED BY THEIR DULY AUTHORIZED REPRESENTATIVES.

FOR MONROE COUNTY:

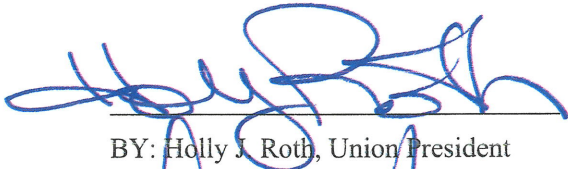
A handwritten signature in blue ink, appearing to read "Adam Bello", written over a horizontal line.

BY: Adam J. Bello, County Executive

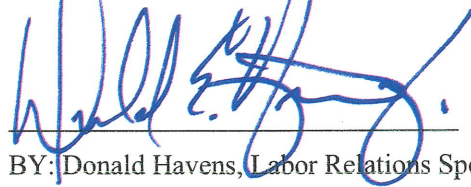
A handwritten signature in blue ink, appearing to read "Andrea M. Guzzetta Zury", written over a horizontal line.

BY: Andrea M. Guzzetta Zury, Director of Human Resources

FOR THE CSEA INC., LOCAL 828, UNIT 7400:

A handwritten signature in blue ink, appearing to read "Holly J. Roth", written over a horizontal line.

BY: Holly J. Roth, Union President

A handwritten signature in blue ink, appearing to read "Donald Havens", written over a horizontal line.

BY: Donald Havens, Labor Relations Specialist

CSEA MONROE COUNTY, UNIT 7400 NEGOTIATING TEAM

Holly Roth, President
Donald Havens, Labor Relations Specialist
Kevin Carey, First Vice President
Edward Engle, Second Vice President
Susan Perkins, Treasurer
Dylan Crary, Secretary
Joseph Recchia, Sheriff's Civilian Section Representative
Elvin Ramos, MCH Section Representative
Taylor Orem, Probation Representative
Frank Sunday, DES Representative
Kathleen Begemann, Health Representative

MONROE COUNTY MANAGEMENT NEGOTIATING TEAM

Andrea M. Guzzetta Zury, Director of Human Resources
Scott Walsh, Labor Relations Manager
Christopher Sardella, Staff Assistant
Bill Lowe, Benos & Lowe

If you have any questions regarding the Contract, contact the following:

Labor

CSEA Local 828, Unit 7400 Office, 1360 Buffalo Rd.
Rochester, New York 14624
Office: (585) 328-5250
Fax: (585) 328-3319
csea828@rochester.rr.com

Management

Monroe County Labor Relations 210 County Office Building Rochester, New York 14614 Personnel
Office: (585) 753-1700

APPENDIX A

AGREEMENT between MONROE COUNTY and CIVIL SERVICE EMPLOYEES' ASSOCIATION

The parties agree as follows:

1. A 35-hour employee shall keep the 35-hour work schedule under the following circumstances:
 - A. Promotions from a promotional eligible list, if the promotion is no more than three pay groups.
 - B. Provisional employees who are promoted and will be taking a promotional Civil Service test for the position.
 - C. Transfers (i.e., from one department to another department in the same title), or moves from one title to another title in the same or lower pay group, within a department or from one department to another.
 - D. Reclassifications to a title in the same or lower pay group.
 - E. Reinstatements from a preferred list or a recall list, if the employee was a 35-hour employee when laid off, and if the reinstatement is within four years.
2. An employee who is covered by Paragraph 1A or 1B may elect to have a 40-hour work schedule. In such case, the employee shall be paid the hourly rate in the higher pay group which is immediately above the hourly rate being received in the old title, plus one (1) additional step.
3. An employee who is covered by Paragraph 1C, 1D, or 1E may elect to have a 40- hour work schedule. In such case, the employee shall receive the next highest pay step, based upon the employee's hourly rate.
4. All employees who are appointed to a position in a higher pay group and who go from a 35-hour work schedule to a 40-hour work schedule shall be paid the hourly rate in the higher pay group which is immediately above the hourly rate being received in the old title, plus one (1) additional step.
5. If an employee is appointed to a position in a higher pay group and goes from a 35- hour work schedule to a 40-hour work schedule, and if the employee's hourly rate would decrease, the employee's current hourly rate shall be red-circled, pending future salary schedule increases which provide an hourly rate increase for the employee.
6. All pay adjustments provided for in this Agreement must be made within the existing salary schedule. ("F" and "G" steps are available only to titles listed in Section 4.14 of the Collective Bargaining Agreement.)
7. CSEA affirms that, pursuant to Section 10.1 of the Collective Bargaining Agreement, the County may establish the days and hours of work for all positions, except as provided in this Agreement.
8. The provisions of this Agreement shall apply to employees who become part of the CSEA Bargaining Unit from another County employee Bargaining Unit.

SIGNED BY:

BARRY C. WATKINS
Labor Relations Manager
MONROE COUNTY

FLORENCE TRIPI
President
CSEA, MONROE COUNTY EMPLOYEE UNIT

DEBBIE LEE
CSEA Labor Relations Specialist

APPENDIX B

LABOR MANAGEMENT AGREEMENT REGARDING THE PROBATION SECTION

Labor Management
Agreement Between
the County of
Monroe and the
CSEA, Local 1000 AFSCME, AFL-CIO, Unit 7400
for the Probation Section (Article 49, Section 1)

WHEREAS, the County reserves Its right to place employees In Pay Groups based on Job duties;

and WHEREAS, the County reserves Its right to assign Jobs to the appropriate Pay Groups

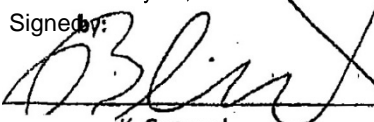
contained within the Collective Bargaining Agreement; and

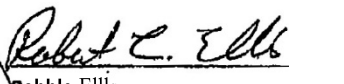
WHEREAS, notwithstanding and without prejudice to the County's reservation of rights, the
CSEA and the County agree to the following:

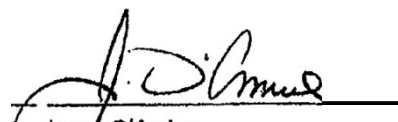
1. That the County will upgrade the salary for the Probation Officer career path as follows: (a) Upgrade Probation Officer Trainees from Group 11 to Group 12
 - I. Current Probation Officer Trainees who have completed one (1) year of service will be upgrade from Group 11 to Group 14 Probation Officers
 - II. Current Probation Officer Trainees with less than one (1) year of service will be upgraded from Group 11 to Group 12. Upon completion of one (1) year of satisfactory service the traineeship shall end and the position shall mature into a Group 14 Probation Officer
- (b). Upgrade Probation Officers from Group 13 to Group 14
- (c). Upgrade Senior Probation Officers from Group 15 to Group 16
- (d). Upgrade Group 16 Probation Supervisors to Group 17 of the Management & Professional Salary Schedule at the new salary of either \$75,356 (Step K of the M&P Salary Schedule for Individuals moving from the Pre 4/5/05 CSEA Salary Schedule) or \$71,950 (Step J of the M&P Salary Schedule for Individuals moving from the Post 4/5/05 CSEA Salary Schedule), These enhanced salaries are intended to compensate the Probation Supervisors for the loss of contractual (CSEA contract) on-call and overtime pay since they are now leaving the Union. The CSEA agrees not to grieve or in any way support or challenge any employee (or group of employees) In the Probation Supervisor title who seeks to challenge their FLSA status as exempt supervisors or Unit placement/Unit classification. The parties agree that if the FLSA status of these Probation Supervisors were to change to non-exempt that the employees in this title would revert to Pay Group 16 as of the applicable effective date of any such designation or determination.
2. For upgrades within the CSEA Bargaining Unit, the upgrades will be made to the next highest Step plus 1.
3. All changes for Group 15 and below will be effective will be effective April 7, 2018 (beginning of Pay Period 9).
4. The changes for Group 16 and above will officially be made in the 2019 County Budget, notwithstanding this, employees being changed to these Pay Groups will receive the above-described Increases effective April 7, 2018 (beginning of Pay Period 9).
5. The above agreements are made without prejudice or precedent to the County's right to make the types of determinations set forth herein.

Dated: January 16, 2018

Signed by:


K. Connard
Director of Human Resources


Robble Ells
Labor Relations Specialist


James D'Amico
Unit President

APPENDIX C

JOB TITLES THAT CAN USE STEPS F AND G ON SS1 AND STEPS M AND N ON SS2

Automotive Mechanic
Auto Mechanic Foreman
Senior Automotive Mechanic
Senior Water Resource Recovery Operator
Water Resource Recovery Assistant
Water Resource Recovery Operator
Motor Equipment Operator (MEO)
Motor Equipment Operator I (MEO I)
Senior Motor Equipment Operator
Maintenance Technician Operator (MTO)
Senior Maintenance Technician Operator
Assistant Sewer Collection Supervisor
Highway Maintenance Mechanic I
Highway Maintenance Mechanic II

Forensic Biologist II
Forensic Biologist III
Forensic Chemist II – Controlled Substances
Forensic Chemist III – Controlled Substances
Forensic Criminalist II – Controlled Substances
Forensic Criminalist III – Controlled Substances
Forensic Digital Evidence Analyst II
Forensic Digital Evidence Analyst III
Forensic Firearms Examiner II
Forensic Firearms Examiner III
Forensic Laboratory Assistant
Forensic Transcriptionist

Licensed Practical Nurse job titles
Registered Nurse job titles
Respiratory Care Practitioner job titles
Assistant Supervising Public Health Nurse
Supervising Public Health Nurse
Court Nurse – Mental Health
Senior Court Nurse – Mental Health
Employee Health and Safety Nurse
Health Services Coordinator
Infection Control Nurse
Nurse Clinician
Nurse Coordinator – Pediatric Clinic
Nurse Coordinator - TB Control Program
Pediatric Nurse Specialist
Public Health Physical Therapist
Utilization Review Nurse

County Service Officer
Senior County Service Officer

APPENDIX D

JOB TITLES THAT REQUIRE RESIDENCY

Residency is required for the below mentioned titles and any other titles that are created in the future which fit the criteria of a Public Officer. A Public Officer is defined as someone who acts on behalf of the County and has discretion as to how they perform their duties. A Public Officer may also be determined by the relationship between a principal (person able to act on behalf of the County) and their agent/employee who acts on behalf of the principal. The County reserves the right to review and add additional titles to this list.

Addiction Service Outreach Supervisor
Airport Operations Supervisor
Airport Technical Coordinator
Coordinator of Staff Development
Coordinator of Cross Systems Partnerships
General Curator
Hospital Development Director
Inspector of Weights and Measures
Internal Audit and Control Coordinator
Office For the Aging Program Administrator
Principal Recording Clerk
Revenue Process Supervisor
Security Coordinator
Senior Inspector of Weights and Measures
Special Children's Services Coordinator
Stop DWI Coordinator
Supervisor of Parks and Golf Courses

APPENDIX E

Memorandum of Understanding

between

the Civil Service Employees' Association, Monroe County Employee Unit, Local 828 Unit 7400

and

Monroe County

WHEREAS, Monroe County (the "County") has had a long-standing practice of offering Medicare-eligible retirees some level of additional benefit to supplement the Medicare coverage provided by the federal government;

WHEREAS, effective January 1, 2018, the County established the Monroe County Retiree Health Reimbursement Arrangement plan ("RHRA") for Medicare-qualifying retirees who were enrolled in the Medicare Blue Choice plan or any other non-indemnity, supplemental Medicare plan that was offered by the County to supplement the Medicare coverage provided to Medicare-eligible retirees;

WHEREAS, under the RHRA, the County provides all Medicare-eligible retirees with a health reimbursement arrangement, commonly referred to as a "HRA"; and

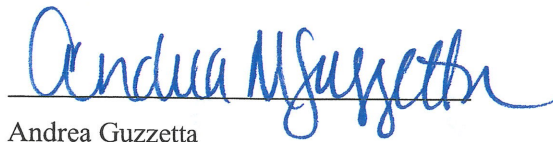
WHEREAS, the Parties have agreed to the terms of this Memorandum of Understanding ("MOU"), as set forth below, to apply to all Medicare-eligible retirees currently participating in the RHRA and those who may participate in the future who are or were members of the Civil Service Employees' Association, Monroe County Employee Unit, Local 828 Unit 7400 (the "Union").

NOW, THEREFORE, in consideration of the mutual covenants, terms and conditions set out herein, the Parties hereto understand and agree as follows:

1. This MOU in no way implies that the Union represents retirees, nor does this MOU create any bargaining obligation for the Parties with respect to retiree health coverage for Medicare eligible retirees.
2. The County shall continue to provide the RHRA with annual funding of \$2,400 for each eligible retiree and an additional \$2,400 for his or her eligible spouse.
3. This Agreement does not create any guarantee of benefits, and the County retains the right to modify any aspect of the RHRA, including the annual funding amounts.
4. This Agreement does not create any practice or precedent as and between the parties, nor shall it be referenced by the Union in any manner in any other action, proceeding, or context as evidence of an established past practice or precedent.
5. This Agreement represents the entire agreement of the parties and may only be modified in writing by mutual agreement of each party.
6. If any section of this Agreement is found to be unenforceable, the surviving Agreement shall remain in full force and effect.

For County of Monroe:

Date: 6/13/25



Andrea Guzzetta
Director of Human Resources

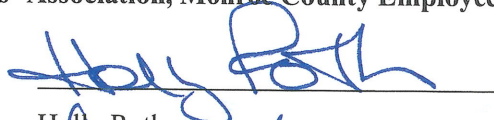
Date: 6/13/2025



Scott Walsh
Labor Relations Manager

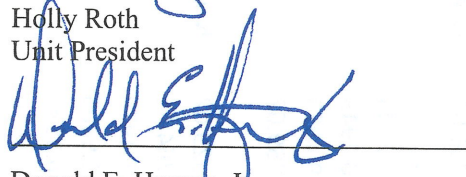
For Civil Service Employees' Association, Monroe County Employee Unit Local 828 Unit 7400

Date: 6/13/25



Holly Roth
Unit President

Date: 6/13/2025



Donald E. Havens, Jr.
Labor Relations Specialist

2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
03	ANNUALIZED	N/A	N/A	35,958.49	37,232.69	39,393.25	N/A	N/A	40,058.02	N/A
	PAYROLL YEAR			35,820.72	37,090.04	39,242.32			39,904.54	
	70 HOUR			19,681.7	20,379.1	21,561.7			21,925.6	
	75 HOUR			18,369.6	19,020.5	20,124.3			20,463.9	
	80 HOUR			17,221.5	17,831.8	18,866.5			19,184.9	
	BI-WEEKLY			1,377.72	1,426.54	1,509.32			1,534.79	
04	ANNUALIZED	N/A	N/A	37,372.59	38,989.22	40,706.08	N/A	N/A	41,397.21	N/A
	PAYROLL YEAR			37,229.40	38,839.84	40,550.12			41,238.60	
	70 HOUR			20,455.7	21,340.6	22,280.3			22,658.6	
	75 HOUR			19,092.0	19,917.9	20,794.9			21,148.0	
	80 HOUR			17,898.8	18,673.0	19,495.3			19,826.3	
	BI-WEEKLY			1,431.90	1,493.84	1,559.62			1,586.10	
05	ANNUALIZED	N/A	37,473.86	39,393.25	41,010.15	42,929.02	N/A	N/A	43,664.26	N/A
	PAYROLL YEAR		37,330.28	39,242.32	40,853.02	42,764.54			43,496.96	
	70 HOUR		20,511.1	21,561.7	22,446.7	23,497.0			23,899.4	
	75 HOUR		19,143.7	20,124.3	20,950.3	21,930.5			22,306.1	
	80 HOUR		17,947.2	18,866.5	19,640.9	20,559.9			20,912.0	
	BI-WEEKLY		1,435.78	1,509.32	1,571.27	1,644.79			1,672.96	
06	ANNUALIZED	N/A	37,675.87	39,696.53	41,615.93	43,535.32	N/A	N/A	46,137.75	N/A
	PAYROLL YEAR		37,531.52	39,544.44	41,456.48	43,368.52			45,960.98	
	70 HOUR		20,621.7	21,727.7	22,778.3	23,828.9			25,253.3	
	75 HOUR		19,246.9	20,279.2	21,259.7	22,240.3			23,569.7	
	80 HOUR		18,044.0	19,011.7	19,931.0	20,850.3			22,096.6	
	BI-WEEKLY		1,443.52	1,520.94	1,594.48	1,668.02			1,767.73	

2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
07	ANNUALIZED	38,787.21	39,797.02	41,817.94	43,939.35	45,960.27	47,980.67	N/A	N/A	48,816.92	N/A
	PAYROLL YEAR	38,638.60	39,644.54	41,657.72	43,771.00	45,784.18	47,796.84			48,629.88	
	70 HOUR	21.2300	21.7827	22.8889	24.0500	25.1561	26.2620			26.7197	
	75 HOUR	19.8147	20.3305	21.3629	22.4467	23.4791	24.5112			24.9384	
	80 HOUR	18.5763	19.0599	20.0277	21.0438	22.0116	22.9793			23.3797	
	BI-WEEKLY	1,486.10	1,524.79	1,602.22	1,683.50	1,760.93	1,838.34			1,870.38	
08	ANNUALIZED	40,807.35	41,817.94	44,040.88	46,162.03	48,384.70	50,607.38	51,496.34	52,403.06	51,496.61	53,328.04
	PAYROLL YEAR	40,651.00	41,657.72	43,872.14	45,985.16	48,199.32	50,413.48	51,299.04	52,202.28	51,299.30	53,123.72
	70 HOUR	22.3357	22.8889	24.1056	25.2666	26.4831	27.6997	28.1863	28.6826	28.1864	29.1889
	75 HOUR	20.8467	21.3629	22.4985	23.5821	24.7176	25.8531	N/A	N/A	26.3073	N/A
	80 HOUR	19.5437	20.0277	21.0924	22.1083	23.1728	24.2372	24.6630	25.0973	24.6631	25.5402
	BI-WEEKLY	1,563.50	1,602.22	1,687.39	1,768.66	1,853.82	1,938.98	1,973.04	2,007.78	1,973.05	2,043.22
09	ANNUALIZED	43,131.56	44,141.89	46,465.05	48,687.72	51,112.94	53,436.10	N/A	N/A	54,381.44	N/A
	PAYROLL YEAR	42,966.30	43,972.76	46,287.02	48,501.18	50,917.10	53,231.36			54,173.08	
	70 HOUR	23.6079	24.1609	25.4324	26.6490	27.9764	29.2480			29.7654	
	75 HOUR	22.0340	22.5501	23.7369	24.8724	26.1113	27.2981			27.7811	
	80 HOUR	20.6569	21.1407	22.2534	23.3179	24.4794	25.5920			26.0447	
	BI-WEEKLY	1,652.55	1,691.26	1,780.27	1,865.43	1,958.35	2,047.36			2,083.58	
10	ANNUALIZED	45,455.50	46,566.05	49,193.02	51,617.45	54,143.67	56,770.11	57,782.01	58,814.26	57,782.53	59,867.66
	PAYROLL YEAR	45,281.34	46,387.64	49,004.54	51,419.68	53,936.22	56,552.60	57,560.62	58,588.92	57,561.14	59,638.28
	70 HOUR	24.8799	25.4877	26.9256	28.2526	29.6353	31.0729	31.6267	32.1917	31.6270	32.7683
	75 HOUR	23.2212	23.7885	25.1305	26.3691	27.6596	29.0013	N/A	N/A	29.5185	N/A
	80 HOUR	21.7699	22.3018	23.5599	24.7210	25.9309	27.1887	27.6734	28.1678	27.6736	28.6722
	BI-WEEKLY	1,741.59	1,784.14	1,884.79	1,977.68	2,074.47	2,175.10	2,213.87	2,253.42	2,213.89	2,293.78

2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
11	ANNUALIZED	48,081.42	49,294.03	51,920.73	54,648.70	57,376.41	60,003.38	61,074.00	62,166.55	61,079.74	63,286.24
	PAYROLL YEAR	47,897.20	49,105.16	51,721.80	54,439.32	57,156.58	59,773.48	60,840.00	61,928.36	60,845.72	63,043.76
	70 HOUR	26,3171	26,9809	28,4186	29,9117	31,4047	32,8426	33,4286	34,0266	33,4317	34,6394
	75 HOUR	24,5627	25,1821	26,5240	27,9176	29,3111	30,6531	N/A	N/A	31,2029	N/A
	80 HOUR	23,0275	23,6082	24,8662	26,1728	27,4791	28,7373	29,2500	29,7733	29,2528	30,3095
	BI-WEEKLY	1,842.20	1,888.66	1,989.30	2,093.82	2,198.33	2,298.98	2,340.00	2,381.86	2,340.22	2,424.76
12	ANNUALIZED	50,809.65	52,123.01	54,951.46	57,780.70	60,811.43	63,438.14	64,577.14	65,739.90	64,583.67	66,931.10
	PAYROLL YEAR	50,614.98	51,923.30	54,740.92	57,559.32	60,578.44	63,195.08	64,329.72	65,488.02	64,336.22	66,674.66
	70 HOUR	27,8104	28,5293	30,0774	31,6260	33,2849	34,7226	35,3460	35,9824	35,3496	36,6344
	75 HOUR	25,9564	26,6273	28,0723	29,5176	31,0659	32,4077	N/A	N/A	32,9929	N/A
	80 HOUR	24,3341	24,9631	26,3177	27,6727	29,1242	30,3823	30,9278	31,4846	30,9309	32,0551
	BI-WEEKLY	1,946.73	1,997.05	2,105.42	2,213.82	2,329.94	2,430.58	2,474.22	2,518.77	2,474.47	2,564.41
13	ANNUALIZED	53,941.65	55,355.75	58,386.74	61,417.74	64,650.22	67,276.93	68,493.45	69,734.50	68,499.19	71,006.09
	PAYROLL YEAR	53,734.98	55,143.66	58,163.04	61,182.42	64,402.52	67,019.16	68,231.02	69,467.32	68,236.74	70,734.04
	70 HOUR	29,5247	30,2987	31,9577	33,6167	35,3860	36,8237	37,4896	38,1689	37,4927	38,8649
	75 HOUR	27,5564	28,2788	29,8272	31,3756	33,0269	34,3688	N/A	35,6243	34,9932	36,2739
	80 HOUR	25,8341	26,5114	27,9630	29,4146	30,9628	32,2208	32,8034	33,3977	32,8061	34,0068
	BI-WEEKLY	2,066.73	2,120.91	2,237.04	2,353.17	2,477.02	2,577.66	2,624.27	2,671.82	2,624.49	2,720.54
14	ANNUALIZED	57,376.41	58,891.78	62,023.52	65,458.80	68,894.08	71,823.55	73,130.63	74,464.34	73,136.38	75,830.68
	PAYROLL YEAR	57,156.58	58,666.14	61,785.88	65,208.00	68,630.12	71,548.36	72,850.44	74,179.04	72,856.16	75,540.14
	70 HOUR	31,4047	32,2341	33,9483	35,8286	37,7089	39,3123	40,0277	40,7577	40,0309	41,5056
	75 HOUR	29,3111	30,0852	31,6851	33,4400	35,1949	36,6915	N/A	N/A	37,3621	N/A
	80 HOUR	27,4791	28,2049	29,7048	31,3500	32,9953	34,3982	35,0243	35,6630	35,0270	36,3174
	BI-WEEKLY	2,198.33	2,256.39	2,376.38	2,508.00	2,639.62	2,751.86	2,801.94	2,853.04	2,802.16	2,905.39

2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
15	ANNUALIZED	61,518.48	66,772.15	70,207.43	73,843.95	77,278.97	78,695.42	80,140.31	78,701.42	81,619.66
	PAYROLL YEAR	61,282.78	66,516.32	69,938.44	73,561.02	76,982.88	78,393.90	79,833.26	78,399.88	81,306.94
	70 HOUR	33,671.9	36,547.4	38,427.7	40,418.1	42,298.3	43,073.6	43,864.4	43,076.9	44,674.1
	75 HOUR	31,427.1	34,110.9	35,865.9	37,723.6	39,478.4	N/A	40,940.1	40,205.1	41,695.9
	80 HOUR	29,462.9	31,979.0	33,624.3	35,365.9	37,011.0	37,689.4	38,381.4	37,692.2	39,089.9
	BI-WEEKLY	2,357.03	2,422.86	2,689.94	2,829.27	2,960.88	3,015.15	3,070.51	3,015.38	3,127.19
16	ANNUALIZED	65,660.29	71,318.25	74,955.55	78,794.60	82,633.91	84,157.10	85,711.10	84,162.84	87,301.89
	PAYROLL YEAR	65,408.72	71,045.00	74,668.36	78,492.70	82,317.30	83,834.66	85,382.70	83,840.38	86,967.40
	70 HOUR	35,938.9	39,035.7	41,026.6	43,127.9	45,229.3	46,063.0	46,913.6	46,066.1	47,784.3
	75 HOUR	33,542.9	36,433.3	38,291.5	40,252.7	42,214.0	N/A	N/A	42,995.1	N/A
	80 HOUR	31,446.5	34,156.2	35,898.2	37,736.9	39,575.6	40,305.1	41,049.4	40,307.9	41,811.3
	BI-WEEKLY	2,515.72	2,732.50	2,871.86	3,018.95	3,166.05	3,224.41	3,283.95	3,224.63	3,344.90
35	ANNUALIZED	40,256.90	43,085.62	45,005.27	46,924.67	48,743.32	N/A	N/A	49,526.84	N/A
	PAYROLL YEAR	40,102.66	42,920.54	44,832.84	46,744.88	48,556.56			49,337.08	
	70 HOUR	22,034.4	23,582.7	24,633.4	25,684.0	26,679.4			27,108.3	
	80 HOUR	19,280.1	20,634.9	21,554.2	22,473.5	23,344.5			23,719.8	
	BI-WEEKLY	1,542.41	1,650.79	1,724.34	1,797.88	1,867.56			1,897.58	
37	ANNUALIZED	70,022.65	76,076.80	79,968.57	84,076.45	88,184.07	89,814.02	91,476.85	89,820.28	93,179.35
	PAYROLL YEAR	69,754.36	75,785.32	79,662.18	83,754.32	87,846.20	89,469.90	91,126.36	89,476.14	92,822.34
	70 HOUR	38,326.6	41,640.3	43,770.4	46,018.9	48,267.1	49,159.3	50,069.4	49,162.7	51,001.3
	75 HOUR	35,771.5	38,864.3	40,852.4	42,950.9	45,049.3	N/A	N/A	45,885.2	N/A
	80 HOUR	33,535.8	36,435.2	38,299.1	40,266.5	42,233.8	43,014.4	43,810.8	43,017.4	44,626.1
	BI-WEEKLY	2,682.86	2,914.82	3,063.93	3,221.32	3,378.70	3,441.15	3,504.86	3,441.39	3,570.09

2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
38	ANNUALIZED	42,802.96	43,939.35	45,959.49	47,979.63	49,997.42	52,013.65	N/A	N/A	52,930.80	N/A
	PAYROLL YEAR	42,638.96	43,771.00	45,783.40	47,795.80	49,805.86	51,814.36			52,728.00	
	70 HOUR	23,4280	24,0500	25,1557	26,2614	27,3659	28,4694			28,9714	
	80 HOUR	20,4995	21,0438	22,0112	22,9787	23,9451	24,9108			25,3500	
	BI-WEEKLY	1,639.96	1,683.50	1,760.90	1,838.30	1,915.61	1,992.86			2,028.00	
39	ANNUALIZED	44,104.30	45,265.49	47,589.44	50,029.26	52,352.95	54,676.89	N/A	N/A	55,638.41	N/A
	PAYROLL YEAR	43,935.32	45,092.06	47,407.10	49,837.58	52,152.36	54,467.40			55,425.24	
	70 HOUR	24,4145	25,0501	26,3222	27,6575	28,9296	30,2013			30,7277	
	80 HOUR	21,1227	21,6789	22,7919	23,9604	25,0733	26,1862			26,6467	
	BI-WEEKLY	1,689.82	1,734.31	1,823.35	1,916.83	2,005.86	2,094.90			2,131.74	

2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
3	ANNUALIZED	N/A	N/A	N/A	35,206.81	36,481.54	37,232.80	37,820.36	38,509.82	39,213.27	39,930.70	40,662.76	41,409.01	42,170.29
	PAYROLL YEAR				35,071.92	36,341.76	37,090.14	37,675.46	38,362.27	39,063.02	39,777.71	40,506.96	41,250.35	42,008.72
	70 HOUR				19,270.3	19,968.0	20,379.2	20,700.8	21,078.2	21,463.2	21,855.9	22,256.6	22,665.0	23,081.7
	75 HOUR				17,985.6	18,636.8	19,020.6	19,320.7	19,673.0	20,032.3	20,398.8	20,772.8	21,154.0	21,542.9
	80 HOUR				16,861.5	17,472.0	17,831.8	18,113.2	18,443.4	18,780.3	19,123.9	19,474.5	19,831.9	20,195.5
	BI-WEEKLY				1,348.92	1,397.76	1,426.54	1,449.06	1,475.47	1,502.42	1,529.91	1,557.96	1,586.55	1,615.72
4	ANNUALIZED	N/A	N/A	N/A	36,206.96	37,521.78	38,205.18	38,902.57	39,613.74	40,339.32	41,079.10	41,833.92	42,603.76	43,389.06
	PAYROLL YEAR				36,068.24	37,378.02	38,058.80	38,753.52	39,461.97	40,184.77	40,921.71	41,673.63	42,440.53	43,222.82
	70 HOUR				19,817.7	20,537.4	20,911.4	21,293.1	21,682.4	22,079.5	22,484.5	22,897.6	23,319.0	23,748.8
	75 HOUR				18,496.5	19,168.2	19,517.3	19,873.6	20,236.9	20,607.6	20,985.5	21,371.1	21,764.4	22,165.5
	80 HOUR				17,340.5	17,970.2	18,297.5	18,631.5	18,972.1	19,319.6	19,673.9	20,035.4	20,404.1	20,780.2
	BI-WEEKLY				1,387.24	1,437.62	1,463.80	1,490.52	1,517.77	1,545.57	1,573.91	1,602.83	1,632.33	1,662.42
5	ANNUALIZED	N/A	N/A		36,758.82	38,095.35	39,485.33	40,208.41	40,945.89	41,697.99	42,465.12	43,247.49	44,045.73	44,859.84
	PAYROLL YEAR				36,617.98	37,949.39	39,334.05	40,054.35	40,789.01	41,538.22	42,302.42	43,081.79	43,876.98	44,687.97
	70 HOUR				20,119.8	20,851.3	21,612.1	22,007.9	22,411.5	22,823.2	23,243.1	23,671.3	24,108.2	24,553.8
	75 HOUR				18,778.5	19,461.2	20,171.3	20,540.7	20,917.4	21,301.7	21,693.5	22,093.2	22,501.0	22,916.9
	80 HOUR				17,604.8	18,244.9	18,910.6	19,256.9	19,610.1	19,970.3	20,337.7	20,712.4	21,094.7	21,484.6
	BI-WEEKLY				1,408.38	1,459.59	1,512.85	1,540.55	1,568.81	1,597.62	1,627.02	1,656.99	1,687.58	1,718.77
6	ANNUALIZED	N/A	N/A		37,630.14	39,002.17	40,428.27	41,911.80	42,683.10	43,470.07	44,272.49	45,091.20	45,926.19	46,778.09
	PAYROLL YEAR				37,485.97	38,852.74	40,273.38	41,751.22	42,519.57	43,303.52	44,102.86	44,918.43	45,750.22	46,598.86
	70 HOUR				20,596.7	21,347.7	22,128.2	22,940.2	23,362.4	23,793.1	24,232.3	24,680.5	25,137.5	25,603.8
	75 HOUR				19,223.6	19,924.5	20,653.0	21,410.9	21,804.9	22,206.9	22,616.9	23,035.1	23,461.7	23,896.9
	80 HOUR				18,022.1	18,679.2	19,362.2	20,072.7	20,442.1	20,819.0	21,203.3	21,595.4	21,995.3	22,403.3
	BI-WEEKLY				1,441.77	1,494.34	1,548.98	1,605.82	1,635.37	1,665.52	1,696.26	1,727.63	1,759.62	1,792.26
7	ANNUALIZED	N/A			38,188.27	39,582.01	41,031.91	42,539.66	44,107.54	44,922.48	45,754.14	46,602.49	47,467.76	48,350.56
	PAYROLL YEAR				38,041.95	39,430.35	40,874.70	42,376.67	43,938.54	44,750.37	45,578.83	46,423.94	47,285.89	48,165.31
	70 HOUR				20,902.2	21,665.0	22,458.6	23,283.9	24,142.1	24,588.1	25,043.3	25,507.7	25,981.3	26,464.5
	75 HOUR				19,508.7	20,220.7	20,961.4	21,731.6	22,532.6	22,948.9	23,373.8	23,807.1	24,249.2	24,700.2
	80 HOUR				18,289.4	18,956.9	19,651.3	20,373.4	21,124.3	21,514.6	21,912.9	22,319.2	22,733.6	23,156.4
	BI-WEEKLY				1,463.15	1,516.55	1,572.10	1,629.87	1,689.94	1,721.17	1,753.03	1,785.54	1,818.69	1,852.51

*Steps M and N are reserved for specific titles listed in the 2025-2029 CBA

2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
8	ANNUALIZED	38,747.43	40,163.72	41,636.60	43,168.56	44,761.71	46,418.33	47,279.84	48,158.88	49,055.05	49,969.18	50,901.89	51,853.18	52,823.27	53,813.40
	PAYROLL YEAR	38,598.98	40,009.84	41,477.07	43,003.17	44,590.21	46,240.48	47,098.69	47,974.37	48,867.10	49,777.73	50,706.86	51,654.51	52,620.88	53,607.22
	70 HOUR	21.2082	21.9834	22.7896	23.6281	24.5001	25.4069	25.8784	26.3595	26.8501	27.3504	27.8609	28.3816	28.9126	29.4545
	75 HOUR	19.7943	20.5179	21.2703	22.0529	22.8668	23.7131	24.1532	24.6022	25.0601	25.5270	26.0035	26.4895	26.9851	27.4909
	80 HOUR	18.5572	19.2355	19.9409	20.6746	21.4376	22.2310	22.6436	23.0646	23.4938	23.9316	24.3783	24.8339	25.2985	25.7727
	BI-WEEKLY	1,484.58	1,538.84	1,595.27	1,653.97	1,715.01	1,778.48	1,811.49	1,845.17	1,879.50	1,914.53	1,950.26	1,986.71	2,023.88	2,061.82
9	ANNUALIZED	40,931.90	42,435.68	43,999.38	45,625.72	47,317.21	49,076.14	49,990.69	50,924.02	51,875.52	52,846.44	53,836.57	54,846.12	55,876.13	56,927.02
	PAYROLL YEAR	40,775.07	42,273.09	43,830.80	45,450.91	47,135.92	48,888.11	49,799.15	50,728.91	51,676.77	52,643.97	53,630.30	54,635.98	55,662.05	56,708.91
	70 HOUR	22.4039	23.2270	24.0829	24.9730	25.8989	26.8616	27.3622	27.8730	28.3938	28.9253	29.4672	30.0198	30.5835	31.1587
	75 HOUR	20.9103	21.6785	22.4773	23.3082	24.1723	25.0708	25.5380	26.0148	26.5009	26.9969	27.5027	28.0185	28.5446	29.0815
	80 HOUR	19.6034	20.3236	21.0725	21.8514	22.6615	23.5039	23.9419	24.3889	24.8446	25.3096	25.7838	26.2673	26.7606	27.2639
	BI-WEEKLY	1,568.27	1,625.89	1,685.80	1,748.11	1,812.92	1,880.31	1,915.35	1,951.11	1,987.57	2,024.77	2,062.70	2,101.38	2,140.85	2,181.11
10	ANNUALIZED	43,115.95	44,707.00	46,361.53	48,082.26	49,872.30	51,733.33	52,701.12	53,688.54	54,695.37	55,722.46	56,770.01	57,838.64	58,928.37	60,040.44
	PAYROLL YEAR	42,950.75	44,535.71	46,183.90	47,898.03	49,681.22	51,535.12	52,499.20	53,482.83	54,485.81	55,508.96	56,552.50	57,617.04	58,702.59	59,810.40
	70 HOUR	23.5993	24.4702	25.3758	26.3176	27.2974	28.3160	28.8457	29.3862	29.9373	30.4994	31.0728	31.6577	32.2542	32.8629
	75 HOUR	22.0260	22.8388	23.6841	24.5631	25.4775	26.4283	26.9227	27.4271	27.9414	28.4661	29.0013	29.5472	30.1039	30.6720
	80 HOUR	20.6494	21.4114	22.2038	23.0279	23.8852	24.7765	25.2400	25.7129	26.1951	26.6870	27.1887	27.7005	28.2224	28.7550
	BI-WEEKLY	1,651.95	1,712.91	1,776.30	1,842.23	1,910.82	1,982.12	2,019.20	2,057.03	2,095.61	2,134.96	2,175.10	2,216.04	2,257.79	2,300.40
11	ANNUALIZED	45,585.01	47,275.03	49,032.09	50,859.92	52,760.63	54,737.34	55,765.26	56,813.85	57,883.33	58,973.89	60,086.79	61,221.62	62,379.63	63,560.18
	PAYROLL YEAR	45,410.35	47,093.90	48,844.22	50,665.06	52,558.48	54,527.62	55,551.60	56,596.18	57,661.55	58,747.94	59,856.58	60,987.06	62,140.62	63,316.66
	70 HOUR	24.9507	25.8758	26.8375	27.8379	28.8783	29.9602	30.5229	31.0968	31.6822	32.2791	32.8882	33.5094	34.1432	34.7894
	75 HOUR	23.2874	24.1507	25.0483	25.9821	26.9531	27.9629	28.4880	29.0237	29.5700	30.1271	30.6957	31.2754	31.8670	32.4701
	80 HOUR	21.8319	22.6413	23.4828	24.3582	25.2685	26.2152	26.7075	27.2097	27.7219	28.2442	28.7772	29.3207	29.8753	30.4407
	BI-WEEKLY	1,746.55	1,811.30	1,878.62	1,948.66	2,021.48	2,097.22	2,136.60	2,176.78	2,217.75	2,259.54	2,302.18	2,345.66	2,390.02	2,435.26
12	ANNUALIZED	48,148.86	49,941.41	51,805.58	53,744.08	55,760.04	57,857.02	58,947.37	60,059.44	61,193.85	62,350.60	63,531.16	64,734.89	65,962.63	67,215.23
	PAYROLL YEAR	47,964.38	49,750.06	51,607.09	53,538.16	55,546.40	57,635.34	58,721.52	59,829.33	60,959.39	62,111.71	63,287.74	64,486.86	65,709.90	66,957.70
	70 HOUR	26.3541	27.3352	28.3555	29.4166	30.5200	31.6678	32.2646	32.8733	33.4942	34.1273	34.7735	35.4323	36.1043	36.7899
	75 HOUR	24.5971	25.5129	26.4652	27.4555	28.4853	29.5566	30.1136	30.6817	31.2612	31.8522	32.4553	33.0702	33.6974	34.3373
	80 HOUR	23.0598	23.9183	24.8111	25.7395	26.7050	27.7093	28.2315	28.7641	29.3074	29.8614	30.4268	31.0033	31.5913	32.1912
	BI-WEEKLY	1,844.78	1,913.46	1,984.89	2,059.16	2,136.40	2,216.74	2,258.52	2,301.13	2,344.59	2,388.91	2,434.14	2,480.26	2,527.30	2,575.30

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2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
13	ANNUALIZED	51,093.15	53,003.46	54,989.99	57,055.85	59,204.61	61,438.77	62,600.95	63,785.89	64,994.85	66,228.02	67,485.83	68,768.70	70,077.04
	PAYROLL YEAR	50,897.39	52,800.38	54,779.30	56,837.25	58,977.78	61,203.38	62,361.10	63,541.50	64,745.82	65,974.27	67,227.26	68,505.22	69,808.54
	70 HOUR	27,9656	29,0112	30,0985	31,2293	32,4054	33,6282	34,2643	34,9129	35,5746	36,2496	36,9381	37,6402	38,3563
	75 HOUR	26,1012	27,0771	28,0919	29,1473	30,2450	31,3863	31,9801	32,5854	33,2030	33,8330	34,4755	35,1309	35,7993
	80 HOUR	24,4699	25,3848	26,3362	27,3256	28,3547	29,4247	29,9813	30,5488	31,1278	31,7184	32,3208	32,9352	33,5618
	BI-WEEKLY	1,957.59	2,030.78	2,106.90	2,186.05	2,268.38	2,353.98	2,398.50	2,443.90	2,490.22	2,537.47	2,585.66	2,634.82	2,684.94
14	ANNUALIZED	54,322.24	56,361.38	58,482.37	60,688.14	62,981.81	65,367.14	66,607.83	67,873.36	69,163.75	70,480.65	71,823.44	73,192.96	74,590.04
	PAYROLL YEAR	54,114.11	56,145.44	58,258.30	60,455.62	62,740.50	65,116.69	66,352.62	67,613.31	68,898.75	70,210.61	71,548.26	72,912.53	74,304.26
	70 HOUR	29,7330	30,8491	32,0101	33,2174	34,4728	35,7784	36,4575	37,1502	37,8565	38,5773	39,3122	40,0618	40,8265
	75 HOUR	27,7508	28,7925	29,8761	31,0029	32,1746	33,3932	34,0270	34,6735	35,3327	36,0054	36,6914	37,3910	38,1047
	80 HOUR	26,0164	26,9930	28,0088	29,0652	30,1637	31,3061	31,9003	32,5064	33,1244	33,7551	34,3982	35,0541	35,7232
	BI-WEEKLY	2,081.31	2,159.44	2,240.70	2,325.22	2,413.10	2,504.49	2,552.02	2,600.51	2,649.95	2,700.41	2,751.86	2,804.33	2,857.86
15	ANNUALIZED	58,215.74	60,410.85	62,693.45	65,067.51	67,536.57	70,104.60	71,439.88	72,801.46	74,190.82	75,607.94	77,053.26	78,701.31	80,208.64
	PAYROLL YEAR	57,992.69	60,179.39	62,453.25	64,818.21	67,277.81	69,836.00	71,166.16	72,522.53	73,906.56	75,318.26	76,758.03	78,399.78	79,901.33
	70 HOUR	31,8641	33,0656	34,3150	35,6144	36,9658	38,3714	39,1023	39,8475	40,6080	41,3837	42,1747	43,0768	43,9018
	75 HOUR	29,7398	30,8612	32,0273	33,2401	34,5014	35,8133	36,4955	37,1910	37,9008	38,6247	39,3631	40,2050	40,9750
	80 HOUR	27,8811	28,9324	30,0256	31,1626	32,3451	33,5750	34,2145	34,8666	35,5320	36,2107	36,9029	37,6922	38,4141
	BI-WEEKLY	2,230.49	2,314.59	2,402.05	2,493.01	2,587.61	2,686.00	2,737.16	2,789.33	2,842.56	2,896.86	2,952.23	3,015.38	3,073.13
16	ANNUALIZED	62,109.65	64,460.32	66,905.37	69,447.72	72,091.96	74,842.06	76,272.13	77,730.81	79,218.30	80,736.28	82,283.90	84,162.90	85,779.42
	PAYROLL YEAR	61,871.68	64,213.34	66,649.02	69,181.63	71,815.74	74,555.31	75,979.90	77,432.99	78,914.78	80,426.94	81,968.64	83,840.43	85,450.77
	70 HOUR	33,9954	35,2821	36,6203	38,0119	39,4592	40,9645	41,7472	42,5456	43,3598	44,1906	45,0377	46,0662	46,9510
	75 HOUR	31,7291	32,9299	34,1790	35,4778	36,8286	38,2335	38,9641	39,7092	40,4691	41,2446	42,0352	42,9951	43,8209
	80 HOUR	29,7460	30,8718	32,0428	33,2604	34,5268	35,8439	36,5288	37,2274	37,9398	38,6668	39,4080	40,3079	41,0821
	BI-WEEKLY	2,379.68	2,469.74	2,563.42	2,660.83	2,762.14	2,867.51	2,922.30	2,978.19	3,035.18	3,093.34	3,152.64	3,224.63	3,286.57
35	ANNUALIZED	38,432.25	39,836.17	41,295.94	42,813.92	44,393.23	46,035.18	46,889.17	47,760.13	48,648.31	49,554.77	50,478.97	51,421.70	52,383.22
	PAYROLL YEAR	38,285.00	39,683.54	41,137.72	42,649.88	44,223.14	45,858.80	46,709.52	47,577.14	48,461.92	49,364.90	50,285.56	51,224.68	52,182.52
	70 HOUR	21,0357	21,8041	22,6031	23,4340	24,2984	25,1971	25,6646	26,1413	26,6274	27,1236	27,6294	28,1454	28,6717
	80 HOUR	18,4063	19,0786	19,7777	20,5048	21,2611	22,0475	22,4565	22,8736	23,2990	23,7331	24,1757	24,6273	25,0878
	BI-WEEKLY	1,472.50	1,526.29	1,582.22	1,640.38	1,700.89	1,763.80	1,796.52	1,829.89	1,863.92	1,898.65	1,934.06	1,970.18	2,007.02

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2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
36	ANNUALIZED	62,877.51	65,259.14	67,736.03	70,311.83	72,990.74	75,776.39	77,225.20	78,702.98	80,210.00	81,747.55	83,315.64	84,915.31	86,546.82	88,210.69
	PAYROLL YEAR	62,636.60	65,009.10	67,476.50	70,042.44	72,711.08	75,486.06	76,929.32	78,401.44	79,902.68	81,434.34	82,996.42	84,589.96	86,215.22	87,872.72
	70 HOUR	34,4157	35,7193	37,0750	38,4849	39,9511	41,4759	42,2689	43,0777	43,9026	44,7441	45,6024	46,4780	47,3710	48,2817
	80 HOUR	30,1138	31,2544	32,4406	33,6742	34,9572	36,2914	36,9852	37,6930	38,4148	39,1511	39,9021	40,6682	41,4496	42,2465
	BI-WEEKLY	2,409.10	2,500.35	2,595.25	2,693.94	2,796.58	2,903.31	2,958.82	3,015.44	3,073.18	3,132.09	3,192.17	3,253.46	3,315.97	3,379.72
37	ANNUALIZED	66,223.43	68,738.84	71,354.89	74,075.35	76,904.80	79,847.21	81,377.71	82,938.07	84,529.76	86,153.80	87,810.00	89,520.33	91,550.03	93,314.18
	PAYROLL YEAR	65,969.70	68,475.47	71,081.50	73,791.54	76,610.14	79,541.28	81,065.92	82,620.30	84,205.89	85,823.71	87,473.57	89,476.19	91,199.26	92,956.66
	70 HOUR	36,2471	37,6239	39,0558	40,5448	42,0935	43,7040	44,5417	45,3958	46,2670	47,1559	48,0624	49,1627	50,1095	51,0751
	75 HOUR	33,8306	35,1156	36,4521	37,8418	39,2873	40,7904	41,5723	42,3694	43,1825	44,0122	44,8582	45,8852	46,7689	47,6701
	80 HOUR	31,7162	32,9209	34,1738	35,4767	36,8318	38,2410	38,9740	39,7213	40,4836	41,2614	42,0546	43,0174	43,8458	44,6907
	BI-WEEKLY	2,537.30	2,633.67	2,733.90	2,838.14	2,946.54	3,059.28	3,117.92	3,177.70	3,238.69	3,300.91	3,364.37	3,441.39	3,507.66	3,575.26
38	ANNUALIZED	40,623.35	42,114.44	43,665.30	45,278.54	46,955.99	48,700.25	49,607.49	50,532.73	51,476.77	52,439.34	53,421.22	54,423.20	55,444.49	56,486.93
	PAYROLL YEAR	40,467.70	41,953.08	43,498.00	45,105.06	46,776.08	48,513.66	49,417.42	50,339.12	51,279.54	52,238.42	53,216.54	54,214.68	55,232.06	56,270.50
	70 HOUR	22,2350	23,0511	23,9000	24,7830	25,7011	26,6559	27,1524	27,6589	28,1756	28,7024	29,2399	29,7883	30,3473	30,9179
	80 HOUR	19,4556	20,1698	20,9125	21,6851	22,4885	23,3239	23,7584	24,2015	24,6536	25,1146	25,5849	26,0647	26,5539	27,0531
	BI-WEEKLY	1,556.45	1,613.58	1,673.00	1,734.81	1,799.08	1,865.91	1,900.67	1,936.12	1,972.29	2,009.17	2,046.79	2,085.18	2,124.31	2,164.25
39	ANNUALIZED	41,874.06	43,415.26	45,018.06	46,685.59	48,419.42	50,222.40	51,159.65	52,115.96	53,091.84	54,086.77	55,102.06	56,137.19	57,192.93	58,270.34
	PAYROLL YEAR	41,713.62	43,248.92	44,845.58	46,506.72	48,233.90	50,029.98	50,963.64	51,916.28	52,888.42	53,879.54	54,890.94	55,922.10	56,973.80	58,047.08
	70 HOUR	22,9196	23,7631	24,6404	25,5531	26,5021	27,4890	28,0020	28,5254	29,0596	29,6041	30,1599	30,7264	31,3043	31,8940
	80 HOUR	20,0546	20,7928	21,5604	22,3590	23,1894	24,0529	24,5018	24,9598	25,4271	25,9036	26,3899	26,8856	27,3913	27,9072
	BI-WEEKLY	1,604.37	1,663.42	1,724.83	1,788.72	1,855.15	1,924.23	1,960.14	1,996.78	2,034.17	2,072.29	2,111.19	2,150.85	2,191.30	2,232.58

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**2025 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
BUILDING TRADE TITLES**

GROUP		STEP A	STEP B	STEP C	STEP D	STEP E
60	ANNUALIZED	62,222.40	64,089.07	66,011.60	67,992.07	70,031.78
	PAYROLL YEAR	61,984.00	63,843.52	65,758.68	67,731.56	69,763.46
	80 HOUR	29.8000	30.6940	31.6148	32.5632	33.5401
	BI-WEEKLY	2,384.00	2,455.52	2,529.18	2,605.06	2,683.21
61	ANNUALIZED	75,417.52	77,680.13	80,010.59	82,410.75	84,883.20
	PAYROLL YEAR	75,128.56	77,382.50	79,704.04	82,095.00	84,557.98
	80 HOUR	36.1195	37.2031	38.3192	39.4688	40.6529
	BI-WEEKLY	2,889.56	2,976.25	3,065.54	3,157.50	3,252.23
62	ANNUALIZED	86,669.75	89,269.83	91,947.95	94,706.46	97,547.71
	PAYROLL YEAR	86,337.68	88,927.80	91,595.66	94,343.60	97,173.96
	80 HOUR	41.5085	42.7538	44.0364	45.3575	46.7182
	BI-WEEKLY	3,320.68	3,420.30	3,522.91	3,628.60	3,737.46

2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
03	ANNUALIZED	N/A	N/A	38,568.49	39,842.69	42,003.25	N/A	N/A	42,668.02	N/A
	PAYROLL YEAR			38,420.72	39,690.04	41,842.32			42,504.54	
	70 HOUR			21,1103	21,8077	22,9903			23,3541	
	75 HOUR			19,7029	20,3539	21,4576			21,7972	
	80 HOUR			18,4715	19,0818	20,1165			20,4349	
	BI-WEEKLY			1,477.72	1,526.54	1,609.32			1,634.79	
04	ANNUALIZED	N/A	N/A	39,982.59	41,599.22	43,316.08	N/A	N/A	44,007.21	N/A
	PAYROLL YEAR			39,829.40	41,439.84	43,150.12			43,838.60	
	70 HOUR			21,8843	22,7691	23,7089			24,0871	
	75 HOUR			20,4253	21,2512	22,1283			22,4813	
	80 HOUR			19,1488	19,9230	20,7453			21,0763	
	BI-WEEKLY			1,531.90	1,593.84	1,659.62			1,686.10	
05	ANNUALIZED	N/A	N/A	42,003.25	43,620.15	45,539.02	N/A	N/A	46,274.26	N/A
	PAYROLL YEAR			41,842.32	43,453.02	45,364.54			46,096.96	
	70 HOUR			21,9397	22,9903	23,8753			25,3280	
	75 HOUR			20,4771	21,4576	22,2836			23,6395	
	80 HOUR			19,1972	20,1165	21,8099			22,1620	
	BI-WEEKLY			1,535.78	1,609.32	1,671.27			1,772.96	
06	ANNUALIZED	N/A	N/A	44,225.93	46,145.32	47,964.23	N/A	N/A	48,747.75	N/A
	PAYROLL YEAR			44,056.48	45,968.52	47,780.46			48,560.98	
	70 HOUR			23,1563	24,2069	25,2574			26,6819	
	75 HOUR			21,6125	22,5931	23,5736			24,9031	
	80 HOUR			20,2617	21,1810	22,1003			23,3466	
	BI-WEEKLY			1,620.94	1,694.48	1,768.02			1,867.73	

2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
07	ANNUALIZED	41,397.21	42,407.02	44,427.94	46,549.35	48,570.27	50,590.67	N/A	51,426.92	N/A
	PAYROLL YEAR	41,238.60	42,244.54	44,257.72	46,371.00	48,384.18	50,396.84	N/A	51,229.88	N/A
	70 HOUR	22,6586	23,2113	24,3174	25,4786	26,5847	27,6906	N/A	28,1483	N/A
	75 HOUR	21,1480	21,6639	22,6963	23,7800	24,8124	25,8445	N/A	26,2717	N/A
	80 HOUR	19,8263	20,3099	21,2777	22,2938	23,2616	24,2293	N/A	24,6297	N/A
	BI-WEEKLY	1,586.10	1,624.79	1,702.22	1,783.50	1,860.93	1,938.34	N/A	1,970.38	N/A
08	ANNUALIZED	43,417.35	44,427.94	46,650.88	48,772.03	50,994.70	53,217.38	54,106.34	54,106.61	55,938.04
	PAYROLL YEAR	43,251.00	44,257.72	46,472.14	48,585.16	50,799.32	53,013.48	53,899.04	53,899.30	55,723.72
	70 HOUR	23,7643	24,3174	25,5341	26,6951	27,9117	29,1283	29,6149	29,6150	30,6174
	75 HOUR	22,1800	22,6963	23,8319	24,9155	26,0509	27,1864	N/A	27,6407	N/A
	80 HOUR	20,7937	21,2777	22,3424	23,3583	24,4228	25,4872	25,9130	25,9131	26,7902
	BI-WEEKLY	1,663.50	1,702.22	1,787.39	1,868.66	1,953.82	2,038.98	2,073.04	2,073.05	2,143.22
09	ANNUALIZED	45,741.56	46,751.89	49,075.05	51,297.72	53,722.94	56,046.10	N/A	56,991.44	N/A
	PAYROLL YEAR	45,566.30	46,572.76	48,887.02	51,101.18	53,517.10	55,831.36	N/A	56,773.08	N/A
	70 HOUR	25,0364	25,5894	26,8610	28,0776	29,4050	30,6766	N/A	31,1940	N/A
	75 HOUR	23,3673	23,8835	25,0703	26,2057	27,4447	28,6315	N/A	29,1144	N/A
	80 HOUR	21,9069	22,3907	23,5034	24,5679	25,7294	26,8420	N/A	27,2947	N/A
	BI-WEEKLY	1,752.55	1,791.26	1,880.27	1,965.43	2,058.35	2,147.36	N/A	2,183.58	N/A
10	ANNUALIZED	48,065.50	49,176.05	51,803.02	54,227.45	56,753.67	59,380.11	60,392.01	60,392.53	62,477.66
	PAYROLL YEAR	47,881.34	48,987.64	51,604.54	54,019.68	56,536.22	59,152.60	60,160.62	60,161.14	62,238.28
	70 HOUR	26,3084	26,9163	28,3541	29,6811	31,0639	32,5014	33,0553	33,0556	34,1969
	75 HOUR	24,5545	25,1219	26,4639	27,7024	28,9929	30,3347	N/A	30,8519	N/A
	80 HOUR	23,0199	23,5518	24,8099	25,9710	27,1809	28,4387	28,9234	28,9236	29,9222
	BI-WEEKLY	1,841.59	1,884.14	1,984.79	2,077.68	2,174.47	2,275.10	2,313.87	2,313.89	2,393.78

2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
11	ANNUALIZED	50,691.42	51,904.03	54,530.73	57,258.70	59,986.41	62,613.38	63,684.00	64,776.55	65,896.24
	PAYROLL YEAR	50,497.20	51,705.16	54,321.80	57,039.32	59,756.58	62,373.48	63,440.00	64,528.36	65,643.76
	70 HOUR	27,7457	28,4094	29,8471	31,3403	32,8333	34,2711	34,8571	35,4551	36,0680
	75 HOUR	25,8960	26,5155	27,8573	29,2509	30,6444	31,9864	N/A	N/A	N/A
	80 HOUR	24,2775	24,8582	26,1162	27,4228	28,7291	29,9873	30,5000	31,0233	31,5595
	BI-WEEKLY	1,942.20	1,988.66	2,089.30	2,193.82	2,298.33	2,398.98	2,440.00	2,481.86	2,524.76
12	ANNUALIZED	53,419.65	54,733.01	57,561.46	60,390.70	63,421.43	66,048.14	67,187.14	68,349.90	69,541.10
	PAYROLL YEAR	53,214.98	54,523.30	57,340.92	60,159.32	63,178.44	65,795.08	66,929.72	68,088.02	69,274.66
	70 HOUR	29,2390	29,9579	31,5060	33,0546	34,7134	36,1511	36,7746	37,4110	38,0630
	75 HOUR	27,2897	27,9607	29,4056	30,8509	32,3992	33,7411	N/A	N/A	N/A
	80 HOUR	25,5841	26,2131	27,5677	28,9227	30,3742	31,6323	32,1778	32,7346	33,3051
	BI-WEEKLY	2,046.73	2,097.05	2,205.42	2,313.82	2,429.94	2,530.58	2,574.22	2,618.77	2,664.41
13	ANNUALIZED	56,551.65	57,965.75	60,996.74	64,027.74	67,260.22	69,886.93	71,103.45	72,344.50	73,616.09
	PAYROLL YEAR	56,334.98	57,743.66	60,763.04	63,782.42	67,002.52	69,619.16	70,831.02	72,067.32	73,334.04
	70 HOUR	30,9533	31,7273	33,3863	35,0453	36,8146	38,2523	38,9181	39,5974	40,2934
	75 HOUR	28,8897	29,6121	31,1605	32,7089	34,3603	35,7021	N/A	36,9576	37,6072
	80 HOUR	27,0841	27,7614	29,2130	30,6646	32,2128	33,4708	34,0534	34,6477	35,2568
	BI-WEEKLY	2,166.73	2,220.91	2,337.04	2,453.17	2,577.02	2,677.66	2,724.27	2,771.82	2,820.54
14	ANNUALIZED	59,986.41	61,501.78	64,633.52	68,068.80	71,504.08	74,433.55	75,740.63	77,074.34	78,440.68
	PAYROLL YEAR	59,756.58	61,266.14	64,385.88	67,808.00	71,230.12	74,148.36	75,450.44	76,779.04	78,140.14
	70 HOUR	32,8333	33,6627	35,3769	37,2571	39,1374	40,7409	41,4563	42,1863	42,9341
	75 HOUR	30,6444	31,4185	33,0184	34,7733	36,5283	38,0248	N/A	N/A	N/A
	80 HOUR	28,7291	29,4549	30,9548	32,6000	34,2453	35,6482	36,2743	36,9130	37,5674
	BI-WEEKLY	2,298.33	2,356.39	2,476.38	2,608.00	2,739.62	2,851.86	2,901.94	2,953.04	3,005.39

2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
15	ANNUALIZED	64,128.48	65,846.65	69,382.15	72,817.43	76,453.95	79,888.97	81,305.42	82,750.31	81,311.42	84,229.66
	PAYROLL YEAR	63,882.78	65,594.36	69,116.32	72,538.44	76,161.02	79,582.88	80,993.90	82,433.26	80,999.88	83,906.94
	70 HOUR	35,1004	36,0409	37,9760	39,8563	41,8467	43,7269	44,5021	45,2930	44,5054	46,1027
	75 HOUR	32,7604	33,6381	35,4443	37,1992	39,0569	40,8117	N/A	42,2735	41,5384	43,0292
	80 HOUR	30,7129	31,5357	33,2290	34,8743	36,6159	38,2610	38,9394	39,6314	38,9422	40,3399
	BI-WEEKLY	2,457.03	2,522.86	2,658.32	2,789.94	2,929.27	3,060.88	3,115.15	3,170.51	3,115.38	3,227.19
16	ANNUALIZED	68,270.29	69,886.93	73,928.25	77,565.55	81,404.60	85,243.91	86,767.10	88,321.10	86,772.84	89,911.89
	PAYROLL YEAR	68,008.72	69,619.16	73,645.00	77,268.36	81,092.70	84,917.30	86,434.66	87,982.70	86,440.38	89,567.40
	70 HOUR	37,3674	38,2523	40,4643	42,4551	44,5564	46,6579	47,4916	48,3421	47,4947	49,2129
	75 HOUR	34,8763	35,7021	37,7667	39,6248	41,5860	43,5473	N/A	N/A	44,3284	N/A
	80 HOUR	32,6965	33,4708	35,4062	37,1482	38,9869	40,8256	41,5551	42,2994	41,5579	43,0613
	BI-WEEKLY	2,615.72	2,677.66	2,832.50	2,971.86	3,118.95	3,266.05	3,324.41	3,383.95	3,324.63	3,444.90
35	ANNUALIZED	42,866.90	43,674.96	45,695.62	47,615.27	49,534.67	51,353.32	N/A	N/A	52,136.84	N/A
	PAYROLL YEAR	42,702.66	43,507.62	45,520.54	47,432.84	49,344.88	51,156.56			51,937.08	
	70 HOUR	23,4630	23,9053	25,0113	26,0620	27,1126	28,1080			28,5369	
	80 HOUR	20,5301	20,9171	21,8849	22,8042	23,7235	24,5945			24,9698	
	BI-WEEKLY	1,642.41	1,673.37	1,750.79	1,824.34	1,897.88	1,967.56			1,997.58	
37	ANNUALIZED	72,632.65	74,362.55	78,686.80	82,578.57	86,686.45	90,794.07	92,424.02	94,086.85	92,430.28	95,789.35
	PAYROLL YEAR	72,354.36	74,077.64	78,385.32	82,262.18	86,354.32	90,446.20	92,069.90	93,726.36	92,076.14	95,422.34
	70 HOUR	39,7551	40,7020	43,0689	45,1990	47,4474	49,6957	50,5879	51,4980	50,5913	52,4299
	75 HOUR	37,1048	37,9885	40,1976	42,1857	44,2843	46,3827	N/A	N/A	47,2185	N/A
	80 HOUR	34,7858	35,6142	37,6852	39,5491	41,5165	43,4838	44,2644	45,0608	44,2674	45,8761
	BI-WEEKLY	2,782.86	2,849.14	3,014.82	3,163.93	3,321.32	3,478.70	3,541.15	3,604.86	3,541.39	3,670.09

2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
38	ANNUALIZED	45,412.96	46,549.35	48,569.49	50,589.63	52,607.42	54,623.65	N/A	N/A	55,540.80	N/A
	PAYROLL YEAR	45,238.96	46,371.00	48,383.40	50,395.80	52,405.86	54,414.36			55,328.00	
	70 HOUR	24,8566	25,4786	26,5843	27,6900	28,7944	29,8980			30,4000	
	80 HOUR	21,7495	22,2938	23,2612	24,2287	25,1951	26,1608			26,6000	
	BI-WEEKLY	1,739.96	1,783.50	1,860.90	1,938.30	2,015.61	2,092.86			2,128.00	
39	ANNUALIZED	46,714.30	47,875.49	50,199.44	52,639.26	54,962.95	57,286.89	N/A	N/A	58,248.41	N/A
	PAYROLL YEAR	46,535.32	47,692.06	50,007.10	52,437.58	54,752.36	57,067.40			58,025.24	
	70 HOUR	26,0574	26,6930	27,9650	29,3004	30,5724	31,8442			32,3705	
	80 HOUR	22,3727	22,9289	24,0419	25,2104	26,3233	27,4362			27,8967	
	BI-WEEKLY	1,789.82	1,834.31	1,923.35	2,016.83	2,105.86	2,194.90			2,231.74	

2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
3	ANNUALIZED	N/A	N/A	N/A	37,816.81	39,091.54	39,842.80	40,430.36	41,119.82	41,823.27	42,540.70	43,272.76	44,019.01	44,780.29
	PAYROLL YEAR				37,671.92	38,941.76	39,690.14	40,275.46	40,962.27	41,663.02	42,377.71	43,106.96	43,850.35	44,608.72
	70 HOUR				20,698.9	21,396.6	21,807.8	22,129.4	22,506.7	22,891.8	23,284.5	23,685.1	24,093.6	24,510.3
	75 HOUR				19,318.9	19,970.1	20,353.9	20,654.1	21,006.3	21,365.7	21,732.2	22,106.1	22,487.4	22,876.3
	80 HOUR				18,111.5	18,720.0	19,081.8	19,363.2	19,693.4	20,030.3	20,379.9	20,724.5	21,081.9	21,445.5
	BI-WEEKLY				1,448.92	1,497.76	1,526.54	1,549.06	1,575.47	1,602.42	1,629.91	1,657.96	1,686.55	1,715.72
4	ANNUALIZED	N/A	N/A	N/A	38,816.96	40,131.78	40,815.18	41,512.57	42,223.74	42,949.32	43,689.10	44,443.92	45,213.76	45,999.06
	PAYROLL YEAR				38,668.24	39,978.02	40,658.80	41,353.52	42,061.97	42,784.77	43,521.71	44,273.63	45,040.53	45,822.82
	70 HOUR				21,246.3	21,965.9	22,340.0	22,721.7	23,111.0	23,508.1	23,913.0	24,326.2	24,747.5	25,177.4
	75 HOUR				19,829.9	20,501.5	20,850.7	21,206.9	21,570.2	21,940.9	22,318.8	22,704.4	23,097.7	23,498.9
	80 HOUR				18,590.5	19,220.2	19,547.5	19,881.5	20,222.1	20,569.6	20,923.9	21,285.4	21,654.1	22,030.2
	BI-WEEKLY				1,487.24	1,537.62	1,563.80	1,590.52	1,617.77	1,645.57	1,673.91	1,702.83	1,732.33	1,762.42
5	ANNUALIZED	N/A	N/A	N/A	39,368.82	40,705.35	42,095.33	42,818.41	43,555.89	44,307.99	45,075.12	45,857.49	46,655.73	47,469.84
	PAYROLL YEAR				39,217.98	40,549.39	41,934.05	42,654.35	43,389.01	44,138.22	44,902.42	45,681.79	46,476.98	47,287.97
	70 HOUR				21,548.3	22,279.9	23,040.7	23,436.5	23,840.1	24,251.8	24,671.7	25,099.9	25,536.8	25,982.4
	75 HOUR				20,111.8	20,794.6	21,504.6	21,874.0	22,250.8	22,635.0	23,026.9	23,426.6	23,834.3	24,250.2
	80 HOUR				18,854.8	19,494.9	20,160.6	20,506.9	20,860.1	21,220.3	21,587.7	21,962.4	22,344.7	22,734.6
	BI-WEEKLY				1,508.38	1,559.59	1,612.85	1,640.55	1,668.81	1,697.62	1,727.02	1,756.99	1,787.58	1,818.77
6	ANNUALIZED	N/A	N/A	N/A	40,240.14	41,612.17	43,038.27	44,521.80	45,293.10	46,080.07	46,882.49	47,701.20	48,536.19	49,388.09
	PAYROLL YEAR				40,085.97	41,452.74	42,873.38	44,351.22	45,119.57	45,903.52	46,702.86	47,518.43	48,350.22	49,198.86
	70 HOUR				22,025.3	22,776.2	23,556.8	24,368.8	24,791.0	25,221.7	25,660.9	26,109.0	26,566.1	27,032.3
	75 HOUR				20,556.9	21,257.8	21,986.3	22,744.2	23,138.2	23,540.3	23,950.2	24,368.4	24,795.0	25,230.2
	80 HOUR				19,272.1	19,929.2	20,612.2	21,322.7	21,692.1	22,069.0	22,453.3	22,845.4	23,245.3	23,653.3
	BI-WEEKLY				1,541.77	1,594.34	1,648.98	1,705.82	1,735.37	1,765.52	1,796.26	1,827.63	1,859.62	1,892.26
7	ANNUALIZED	N/A	N/A	N/A	40,798.27	42,192.01	43,641.91	45,149.66	46,717.54	47,532.48	48,364.14	49,212.49	50,077.76	50,960.56
	PAYROLL YEAR				40,641.95	42,030.35	43,474.70	44,976.67	46,538.54	47,350.37	48,178.83	49,023.94	49,885.89	50,765.31
	70 HOUR				22,330.7	23,093.6	23,887.2	24,712.5	25,570.6	26,016.7	26,471.9	26,936.2	27,409.8	27,893.0
	75 HOUR				20,842.0	21,554.0	22,294.7	23,065.0	23,865.9	24,282.2	24,707.1	25,140.5	25,582.5	26,033.5
	80 HOUR				19,539.4	20,206.9	20,901.3	21,623.4	22,374.3	22,764.6	23,162.9	23,569.2	23,983.6	24,406.4
	BI-WEEKLY				1,563.15	1,616.55	1,672.10	1,729.87	1,789.94	1,821.17	1,853.03	1,885.54	1,918.69	1,952.51

*Steps M and N are reserved for specific titles listed in the 2025-2029 CBA

2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
8	ANNUALIZED	41,357.43	42,773.72	44,246.60	45,778.56	47,371.71	49,028.33	49,889.84	50,768.88	51,665.05	52,579.18	53,511.89	54,463.18	55,433.27
	PAYROLL YEAR	41,198.98	42,609.84	44,077.07	45,603.17	47,190.21	48,840.48	49,698.69	50,574.37	51,467.10	52,377.73	53,306.86	54,254.51	55,220.88
	70 HOUR	22,636.68	23,412.0	24,218.2	25,056.7	25,928.7	26,835.4	27,307.0	27,788.1	28,278.6	28,779.0	29,289.5	29,810.2	30,341.1
	75 HOUR	21,127.7	21,851.2	22,603.6	23,386.2	24,200.1	25,046.4	25,486.5	25,935.6	26,393.4	26,860.4	27,336.9	27,822.8	28,318.4
	80 HOUR	19,807.2	20,485.5	21,190.9	21,924.6	22,687.6	23,481.0	23,893.6	24,314.6	24,743.8	25,181.6	25,628.3	26,083.9	26,548.5
	BI-WEEKLY	1,584.58	1,638.84	1,695.27	1,753.97	1,815.01	1,878.48	1,911.49	1,945.17	1,979.50	2,014.53	2,050.26	2,086.71	2,123.88
9	ANNUALIZED	43,541.90	45,045.68	46,609.38	48,235.72	49,927.21	51,686.14	52,600.69	53,534.02	54,485.52	55,456.44	56,446.57	57,456.12	58,486.13
	PAYROLL YEAR	43,375.07	44,873.09	46,430.80	48,050.91	49,735.92	51,488.11	52,399.15	53,328.91	54,276.77	55,243.97	56,230.30	57,235.98	58,262.05
	70 HOUR	23,832.5	24,655.5	25,511.4	26,401.6	27,327.4	28,290.2	28,790.7	29,301.6	29,822.4	30,353.8	30,895.8	31,448.3	32,012.1
	75 HOUR	22,243.6	23,011.8	23,810.7	24,641.5	25,505.6	26,404.2	26,871.4	27,348.2	27,834.2	28,330.2	28,836.1	29,351.8	29,878.0
	80 HOUR	20,853.4	21,573.6	22,322.5	23,101.4	23,911.5	24,753.9	25,191.9	25,638.9	26,094.6	26,559.6	27,033.8	27,517.3	28,010.6
	BI-WEEKLY	1,668.27	1,725.89	1,785.80	1,848.11	1,912.92	1,980.31	2,015.35	2,051.11	2,087.57	2,124.77	2,162.70	2,201.38	2,240.85
10	ANNUALIZED	45,725.95	47,317.00	48,971.53	50,692.26	52,482.30	54,343.33	55,311.12	56,298.54	57,305.37	58,332.46	59,380.01	60,448.64	61,538.37
	PAYROLL YEAR	45,550.75	47,135.71	48,783.90	50,498.03	52,281.22	54,135.12	55,099.20	56,082.83	57,085.81	58,108.96	59,152.50	60,217.04	61,302.59
	70 HOUR	25,027.9	25,898.7	26,804.3	27,746.2	28,725.9	29,744.6	30,274.3	30,814.7	31,365.8	31,928.0	32,501.4	33,086.3	33,682.7
	75 HOUR	23,359.4	24,172.2	25,017.4	25,896.4	26,810.9	27,761.6	28,256.0	28,760.4	29,274.8	29,799.5	30,334.6	30,880.5	31,437.2
	80 HOUR	21,899.4	22,661.4	23,453.8	24,277.9	25,135.2	26,026.5	26,490.0	26,962.9	27,445.1	27,937.0	28,438.7	28,950.5	29,472.4
	BI-WEEKLY	1,751.95	1,812.91	1,876.30	1,942.23	2,010.82	2,082.12	2,119.20	2,157.03	2,195.61	2,234.96	2,275.10	2,316.04	2,357.79
11	ANNUALIZED	48,195.01	49,885.03	51,642.09	53,469.92	55,370.63	57,347.34	58,375.26	59,423.85	60,493.33	61,583.89	62,696.79	63,831.62	64,989.63
	PAYROLL YEAR	48,010.35	49,693.90	51,444.22	53,265.06	55,158.48	57,127.62	58,151.60	59,196.18	60,261.55	61,347.94	62,456.58	63,587.06	64,740.62
	70 HOUR	26,379.3	27,304.3	28,266.1	29,266.5	30,306.9	31,388.8	31,951.4	32,525.4	33,110.7	33,707.7	34,316.8	34,937.9	35,571.8
	75 HOUR	24,620.7	25,484.1	26,381.7	27,315.4	28,286.4	29,296.2	29,821.3	30,357.0	30,903.4	31,460.5	32,029.0	32,608.7	33,200.3
	80 HOUR	23,081.9	23,891.3	24,732.8	25,608.2	26,518.5	27,465.2	27,957.5	28,459.7	28,971.9	29,494.2	30,027.2	30,570.7	31,125.3
	BI-WEEKLY	1,846.55	1,911.30	1,978.62	2,048.66	2,121.48	2,197.22	2,236.60	2,276.78	2,317.75	2,359.54	2,402.18	2,445.66	2,490.02
12	ANNUALIZED	50,758.86	52,551.41	54,415.58	56,354.08	58,370.04	60,467.02	61,557.37	62,669.44	63,803.85	64,960.60	66,141.16	67,344.89	68,572.63
	PAYROLL YEAR	50,564.38	52,350.06	54,207.09	56,138.16	58,146.40	60,235.34	61,321.52	62,429.33	63,559.39	64,711.71	65,887.74	67,086.86	68,309.90
	70 HOUR	27,782.6	28,763.8	29,784.1	30,845.1	31,948.6	33,096.3	33,693.1	34,301.8	34,922.7	35,555.9	36,202.1	36,860.9	37,532.9
	75 HOUR	25,930.5	26,846.2	27,798.5	28,788.8	29,818.7	30,889.9	31,446.9	32,015.0	32,594.6	33,185.5	33,788.6	34,403.5	35,030.7
	80 HOUR	24,309.8	25,168.3	26,061.1	26,989.5	27,955.0	28,959.3	29,481.5	30,014.1	30,557.4	31,114.4	31,676.8	32,253.3	32,841.3
	BI-WEEKLY	1,944.78	2,013.46	2,084.89	2,159.16	2,236.40	2,316.74	2,358.52	2,401.13	2,444.59	2,488.91	2,534.14	2,580.26	2,627.30

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2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
13	ANNUALIZED	53,703.15	55,613.46	57,599.99	59,665.85	61,814.61	64,048.77	65,210.95	66,395.89	67,604.85	68,838.02	70,095.83	71,378.70	72,687.04
	PAYROLL YEAR	53,497.39	55,400.38	57,379.30	59,437.25	61,577.78	63,803.38	64,961.10	66,141.50	67,345.82	68,574.27	69,827.26	71,105.22	72,408.54
	70 HOUR	29,3942	30,4398	31,5271	32,6578	33,8339	35,0568	35,6929	36,3415	37,0032	37,6782	38,3666	39,0688	39,7849
	75 HOUR	27,4346	28,4105	29,4253	30,4806	31,5783	32,7197	33,3134	33,9187	34,5363	35,1663	35,8089	36,4642	37,1326
	80 HOUR	25,7199	26,6348	27,5862	28,5756	29,6047	30,6747	31,2313	31,7988	32,3778	32,9684	33,5708	34,1852	34,8118
	BI-WEEKLY	2,057.59	2,130.78	2,206.90	2,286.05	2,368.38	2,453.98	2,498.50	2,543.90	2,590.22	2,637.47	2,685.66	2,734.82	2,784.94
14	ANNUALIZED	56,932.24	58,971.38	61,092.37	63,298.14	65,591.81	67,977.14	69,217.83	70,483.36	71,773.75	73,090.65	74,433.44	75,802.96	77,200.04
	PAYROLL YEAR	56,714.11	58,745.44	60,858.30	63,055.62	65,340.50	67,716.69	68,952.62	70,213.31	71,498.75	72,810.61	74,148.26	75,512.53	76,904.26
	70 HOUR	31,1616	32,2777	33,4386	34,6459	35,9014	37,2070	37,8861	38,5787	39,2850	40,0058	40,7408	41,4904	42,2551
	75 HOUR	29,0842	30,1259	31,2094	32,3362	33,5079	34,7265	35,3603	36,0068	36,6660	37,3388	38,0247	38,7244	39,4381
	80 HOUR	27,2664	28,2430	29,2588	30,3152	31,4137	32,5561	33,1503	33,7564	34,3744	35,0051	35,6482	36,3041	36,9732
	BI-WEEKLY	2,181.31	2,259.44	2,340.70	2,425.22	2,513.10	2,604.49	2,652.02	2,700.51	2,749.95	2,800.41	2,851.86	2,904.33	2,957.86
15	ANNUALIZED	60,825.74	63,020.85	65,303.45	67,677.51	70,146.57	72,714.60	74,049.88	75,411.46	76,800.82	78,217.94	79,663.26	81,131.31	82,618.64
	PAYROLL YEAR	60,592.69	62,779.39	65,053.25	67,418.21	69,877.81	72,436.00	73,766.16	75,122.53	76,506.56	77,918.26	79,358.03	80,999.78	82,501.33
	70 HOUR	33,2927	34,4942	35,7435	37,0430	38,3944	39,8000	40,5309	41,2761	42,0366	42,8122	43,6033	44,5054	45,3304
	75 HOUR	31,0732	32,1946	33,3606	34,5734	35,8348	37,1467	37,8288	38,5244	39,2341	39,9581	40,6964	41,5383	42,3084
	80 HOUR	29,1311	30,1824	31,2756	32,4126	33,5951	34,8250	35,4645	36,1166	36,7820	37,4607	38,1529	38,9422	39,6641
	BI-WEEKLY	2,330.49	2,414.59	2,502.05	2,593.01	2,687.61	2,786.00	2,837.16	2,889.33	2,942.56	2,996.86	3,052.23	3,115.38	3,173.13
16	ANNUALIZED	64,719.65	67,070.32	69,515.37	72,057.72	74,701.96	77,452.06	78,882.13	80,340.81	81,828.30	83,346.28	84,893.90	86,772.90	88,389.42
	PAYROLL YEAR	64,471.68	66,813.34	69,249.02	71,781.63	74,415.74	77,155.31	78,579.90	80,032.99	81,514.78	83,026.94	84,568.64	86,440.43	88,050.77
	70 HOUR	35,4240	36,7106	38,0489	39,4405	40,8878	42,3930	43,1758	43,9742	44,7883	45,6192	46,4663	47,4947	48,3795
	75 HOUR	33,0624	34,2633	35,5123	36,8111	38,1619	39,5668	40,2974	41,0426	41,8025	42,5779	43,3685	44,3284	45,1542
	80 HOUR	30,9960	32,1218	33,2928	34,5104	35,7768	37,0939	37,7788	38,4774	39,1898	39,9168	40,6580	41,5579	42,3321
	BI-WEEKLY	2,479.68	2,569.74	2,663.42	2,760.83	2,862.14	2,967.51	3,022.30	3,078.19	3,135.18	3,193.34	3,252.64	3,324.63	3,386.57
35	ANNUALIZED	41,042.25	42,446.17	43,905.94	45,423.92	47,003.23	48,645.18	49,499.17	50,370.13	51,258.31	52,164.77	53,088.97	54,031.70	54,993.22
	PAYROLL YEAR	40,885.00	42,283.54	43,737.72	45,249.88	46,823.14	48,458.80	49,309.52	50,177.14	51,061.92	51,964.90	52,885.56	53,824.68	54,782.52
	70 HOUR	22,4643	23,2327	24,0317	24,8626	25,7270	26,6257	27,0931	27,5699	28,0560	28,5521	29,0580	29,5740	30,1003
	80 HOUR	19,6563	20,3286	21,0277	21,7548	22,5111	23,2975	23,7065	24,1236	24,5490	24,9831	25,4257	25,8773	26,3378
	BI-WEEKLY	1,572.50	1,626.29	1,682.22	1,740.38	1,800.89	1,863.80	1,896.52	1,929.89	1,963.92	1,998.65	2,034.06	2,070.18	2,107.02

*Steps M and N are reserved for specific titles listed in the 2025-2029 CBA

2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
36	ANNUALIZED	65,487.51	67,869.14	70,346.03	72,921.83	75,600.74	78,386.39	79,835.20	81,312.98	82,820.00	84,357.55	85,925.64	87,525.31	89,156.82	90,820.69
	PAYROLL YEAR	65,236.60	67,609.10	70,076.50	72,642.44	75,311.08	78,086.06	79,529.32	81,001.44	82,502.68	84,034.34	85,596.42	87,189.96	88,815.22	90,472.72
	70 HOUR	35.8443	37.1479	38.5036	39.9134	41.3797	42.9044	43.6974	44.5063	45.3311	46.1727	47.0310	47.9066	48.7996	49.7103
	80 HOUR	31.3638	32.5044	33.6906	34.9242	36.2072	37.5414	38.2352	38.9430	39.6648	40.4011	41.1521	41.9182	42.6996	43.4965
	BI-WEEKLY	2,509.10	2,600.35	2,695.25	2,793.94	2,896.58	3,003.31	3,058.82	3,115.44	3,173.18	3,232.09	3,292.17	3,353.46	3,415.97	3,479.72
37	ANNUALIZED	68,833.43	71,348.84	73,964.89	76,685.35	79,514.80	82,457.21	83,987.71	85,548.07	87,139.76	88,763.80	90,420.00	92,430.33	94,160.03	95,924.18
	PAYROLL YEAR	68,569.70	71,075.47	73,681.50	76,391.54	79,210.14	82,141.28	83,665.92	85,220.30	86,805.89	88,423.71	90,073.57	92,076.19	93,799.26	95,556.66
	70 HOUR	37.6757	39.0525	40.4843	41.9734	43.5221	45.1326	45.9703	46.8243	47.6955	48.5845	49.4910	50.5913	51.5381	52.5037
	75 HOUR	35.1639	36.4490	37.7854	39.1751	40.6206	42.1237	42.9056	43.7027	44.5158	45.3455	46.1916	47.2186	48.1022	49.0034
	80 HOUR	32.9662	34.1709	35.4238	36.7267	38.0818	39.4910	40.2240	40.9713	41.7336	42.5114	43.3046	44.2674	45.0958	45.9407
38	ANNUALIZED	43,233.35	44,724.44	46,275.30	47,888.54	49,565.99	51,310.25	52,217.49	53,142.73	54,086.77	55,049.34	56,031.22	57,033.20	58,054.49	59,096.93
	PAYROLL YEAR	43,067.70	44,553.08	46,098.00	47,705.06	49,376.08	51,113.66	52,017.42	52,939.12	53,879.54	54,838.42	55,816.54	56,814.68	57,832.06	58,870.50
	70 HOUR	23.6636	24.4797	25.3286	26.2116	27.1297	28.0844	28.5810	29.0874	29.6041	30.1310	30.6684	31.2169	31.7759	32.3464
	80 HOUR	20.7056	21.4198	22.1625	22.9351	23.7385	24.5739	25.0084	25.4515	25.9036	26.3646	26.8349	27.3147	27.8039	28.3031
	BI-WEEKLY	1,656.45	1,713.58	1,773.00	1,834.81	1,899.08	1,965.91	2,000.67	2,036.12	2,072.29	2,109.17	2,146.79	2,185.18	2,224.31	2,264.25
39	ANNUALIZED	44,484.06	46,025.26	47,628.06	49,295.59	51,029.42	52,832.40	53,769.65	54,725.96	55,701.84	56,696.77	57,712.06	58,747.19	59,802.93	60,880.34
	PAYROLL YEAR	44,313.62	45,848.92	47,445.58	49,106.72	50,833.90	52,629.98	53,563.64	54,516.28	55,488.42	56,479.54	57,490.94	58,522.10	59,573.80	60,647.08
	70 HOUR	24.3481	25.1917	26.0690	26.9817	27.9307	28.9176	29.4306	29.9540	30.4881	31.0327	31.5884	32.1550	32.7329	33.3226
	80 HOUR	21.3046	22.0428	22.8104	23.6090	24.4394	25.3029	25.7518	26.2098	26.6771	27.1536	27.6399	28.1356	28.6413	29.1572
	BI-WEEKLY	1,704.37	1,763.42	1,824.83	1,888.72	1,955.15	2,024.23	2,060.14	2,096.78	2,134.17	2,172.29	2,211.19	2,250.85	2,291.30	2,332.58

*Steps M and N are reserved for specific titles listed in the 2025-2029 CBA

**2026 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
BUILDING TRADE TITLES**

GROUP		STEP A	STEP B	STEP C	STEP D	STEP E
60	ANNUALIZED	64,832.40	66,699.07	68,621.60	70,602.07	72,641.78
	PAYROLL YEAR	64,584.00	66,443.52	68,358.68	70,331.56	72,363.46
	80 HOUR	31.0500	31.9440	32.8648	33.8132	34.7901
	BI-WEEKLY	2,484.00	2,555.52	2,629.18	2,705.06	2,783.21
61	ANNUALIZED	78,027.52	80,290.13	82,620.59	85,020.75	87,493.20
	PAYROLL YEAR	77,728.56	79,982.50	82,304.04	84,695.00	87,157.98
	80 HOUR	37.3695	38.4531	39.5692	40.7188	41.9029
	BI-WEEKLY	2,989.56	3,076.25	3,165.54	3,257.50	3,352.23
62	ANNUALIZED	89,279.75	91,879.83	94,557.95	97,316.46	100,157.71
	PAYROLL YEAR	88,937.68	91,527.80	94,195.66	96,943.60	99,773.96
	80 HOUR	42.7585	44.0038	45.2864	46.6075	47.9682
	BI-WEEKLY	3,420.68	3,520.30	3,622.91	3,728.60	3,837.46

2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
03	ANNUALIZED	N/A	N/A	40,111.26	41,436.62	43,683.57	N/A	N/A	44,374.70	N/A
	PAYROLL YEAR			39,957.58	41,277.86	43,516.20			44,204.68	
	70 HOUR			21,9547	22,6801	23,9100			24,2883	
	75 HOUR			20,4911	21,1681	22,3160			22,6691	
	80 HOUR			19,2104	19,8451	20,9212			21,2523	
	BI-WEEKLY			1,536.83	1,587.61	1,673.70			1,700.18	
04	ANNUALIZED	N/A	N/A	41,582.00	43,263.10	45,048.86	N/A	N/A	45,767.66	N/A
	PAYROLL YEAR			41,422.68	43,097.34	44,876.26			45,592.30	
	70 HOUR			22,7597	23,6799	24,6573			25,0507	
	75 HOUR			21,2424	22,1012	23,0135			23,3807	
	80 HOUR			19,9148	20,7199	21,5751			21,9194	
	BI-WEEKLY			1,593.18	1,657.59	1,726.01			1,753.55	
05	ANNUALIZED	N/A	41,687.18	43,683.57	45,364.93	47,360.54	N/A	N/A	48,125.27	N/A
	PAYROLL YEAR		41,527.46	43,516.20	45,191.12	47,179.08			47,940.88	
	70 HOUR		22,8173	23,9100	24,8303	25,9226			26,3411	
	75 HOUR		21,2961	22,3160	23,1749	24,1944			24,5851	
	80 HOUR		19,9651	20,9212	21,7265	22,6823			23,0485	
	BI-WEEKLY		1,597.21	1,673.70	1,738.12	1,814.58			1,843.88	
06	ANNUALIZED	N/A	41,897.29	43,998.86	45,994.99	47,991.11	N/A	N/A	50,697.68	N/A
	PAYROLL YEAR		41,736.76	43,830.28	45,818.76	47,807.24			50,503.44	
	70 HOUR		22,9323	24,0826	25,1751	26,2677			27,7491	
	75 HOUR		21,4035	22,4771	23,4968	24,5165			25,8992	
	80 HOUR		20,0658	21,0722	22,0282	22,9843			24,2805	
	BI-WEEKLY		1,605.26	1,685.78	1,762.26	1,838.74			1,942.44	

2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
07	ANNUALIZED	43,053.26	44,103.26	46,204.83	48,411.59	50,513.16	52,614.47	N/A	53,483.86	N/A
	PAYROLL YEAR	42,888.30	43,934.28	46,027.80	48,226.10	50,319.62	52,412.88	N/A	53,278.94	N/A
	70 HOUR	23,5650	24,1397	25,2900	26,4979	27,6481	28,7983	N/A	29,2741	N/A
	75 HOUR	21,9940	22,5304	23,6040	24,7313	25,8049	26,8784	N/A	27,3225	N/A
	80 HOUR	20,6194	21,1223	22,1288	23,1856	24,1921	25,1985	N/A	25,6149	N/A
	BI-WEEKLY	1,649.55	1,689.78	1,770.30	1,854.85	1,935.37	2,015.88	N/A	2,049.19	N/A
08	ANNUALIZED	45,153.78	46,204.83	48,517.03	50,723.00	53,034.68	55,346.09	56,270.56	57,213.81	58,175.33
	PAYROLL YEAR	44,980.78	46,027.80	48,331.14	50,528.66	52,831.48	55,134.04	56,054.96	56,994.60	57,952.44
	70 HOUR	24,7147	25,2900	26,5556	27,7630	29,0283	30,2934	30,7994	31,3157	31,8420
	75 HOUR	23,0671	23,6040	24,7852	25,9121	27,0931	28,2739	N/A	28,7463	N/A
	80 HOUR	21,6254	22,1288	23,2361	24,2926	25,3997	26,5067	26,9495	27,4012	27,8618
	BI-WEEKLY	1,730.03	1,770.30	1,858.89	1,943.41	2,031.98	2,120.54	2,155.96	2,192.10	2,228.94
09	ANNUALIZED	47,571.43	48,621.69	51,038.03	53,349.71	55,872.01	58,288.09	N/A	59,271.01	N/A
	PAYROLL YEAR	47,389.16	48,435.40	50,842.48	53,145.30	55,657.94	58,064.76	N/A	59,043.92	N/A
	70 HOUR	26,0380	26,6129	27,9354	29,2007	30,5813	31,9037	N/A	32,4417	N/A
	75 HOUR	24,3021	24,8387	26,0731	27,2540	28,5425	29,7768	N/A	30,2789	N/A
	80 HOUR	22,7832	23,2863	24,4435	25,5506	26,7586	27,9157	N/A	28,3865	N/A
	BI-WEEKLY	1,822.66	1,862.90	1,955.48	2,044.05	2,140.69	2,233.26	N/A	2,270.92	N/A
10	ANNUALIZED	49,988.29	51,143.21	53,875.10	56,396.36	59,023.85	61,755.21	62,807.56	63,881.32	64,976.73
	PAYROLL YEAR	49,796.76	50,947.26	53,668.68	56,180.28	58,797.70	61,518.60	62,566.92	63,636.56	64,727.78
	70 HOUR	27,3609	27,9930	29,4883	30,8683	32,3064	33,8014	34,3774	34,9651	35,5647
	75 HOUR	25,5368	26,1268	27,5224	28,8104	30,1527	31,5480	N/A	N/A	N/A
	80 HOUR	23,9407	24,4939	25,8023	27,0098	28,2681	29,5762	30,0803	30,5945	31,1191
	BI-WEEKLY	1,915.26	1,959.51	2,064.18	2,160.78	2,261.45	2,366.10	2,406.42	2,447.56	2,489.53

2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
11	ANNUALIZED	52,719.13	53,980.02	56,711.65	59,549.24	62,385.79	65,117.93	66,231.36	67,367.75	66,237.36	68,532.08
	PAYROLL YEAR	52,517.14	53,773.20	56,494.36	59,321.08	62,146.76	64,868.44	65,977.60	67,109.64	65,983.58	68,269.50
	70 HOUR	28,8556	29,5457	31,0409	32,5940	34,1466	35,6420	36,2514	36,8734	36,2547	37,5107
	75 HOUR	26,9319	27,5760	28,9715	30,4211	31,8701	33,2659	N/A	N/A	33,8377	N/A
	80 HOUR	25,2486	25,8525	27,1608	28,5197	29,8783	31,1868	31,7200	32,2642	31,7229	32,8219
	BI-WEEKLY	2,019.89	2,068.20	2,172.86	2,281.58	2,390.26	2,494.94	2,537.60	2,581.14	2,537.83	2,625.75
12	ANNUALIZED	55,556.46	56,922.27	59,863.74	62,806.26	65,958.35	68,690.24	69,874.66	71,083.87	69,881.45	72,322.58
	PAYROLL YEAR	55,343.60	56,704.18	59,634.38	62,565.62	65,705.64	68,427.06	69,606.94	70,811.52	69,613.70	72,045.48
	70 HOUR	30,4086	31,1561	32,7661	34,3767	36,1020	37,5973	38,2456	38,9074	38,2493	39,5854
	75 HOUR	28,3813	29,0791	30,5817	32,0849	33,6952	35,0908	N/A	N/A	35,6993	N/A
	80 HOUR	26,6075	27,2616	28,6704	30,0796	31,5892	32,8976	33,4649	34,0440	33,4681	34,6373
	BI-WEEKLY	2,128.60	2,180.93	2,293.63	2,406.37	2,527.14	2,631.81	2,677.19	2,723.52	2,677.45	2,770.98
13	ANNUALIZED	58,813.74	60,284.48	63,436.57	66,588.93	69,950.61	72,682.50	73,947.56	75,238.21	73,953.31	76,560.96
	PAYROLL YEAR	58,588.40	60,053.50	63,193.52	66,333.80	69,682.60	72,404.02	73,664.24	74,949.94	73,669.96	76,267.62
	70 HOUR	32,1914	32,9964	34,7217	36,4471	38,2871	39,7824	40,4749	41,1813	40,4780	41,9053
	75 HOUR	30,0453	30,7967	32,4069	34,0173	35,7347	37,1303	N/A	38,4359	37,7795	39,1116
	80 HOUR	28,1675	28,8719	30,3815	31,8912	33,5013	34,8096	35,4155	36,0336	35,4183	36,6671
	BI-WEEKLY	2,253.40	2,309.75	2,430.52	2,551.30	2,680.10	2,784.77	2,833.24	2,882.69	2,833.46	2,933.37
14	ANNUALIZED	62,385.79	63,961.97	67,218.98	70,791.55	74,364.38	77,410.77	78,770.32	80,157.28	78,776.33	81,578.42
	PAYROLL YEAR	62,146.76	63,716.90	66,961.44	70,520.32	74,079.46	77,114.18	78,468.52	79,850.16	78,474.50	81,265.86
	70 HOUR	34,1466	35,0093	36,7920	38,7474	40,7030	42,3704	43,1146	43,8737	43,1179	44,6516
	75 HOUR	31,8701	32,6753	34,3392	36,1643	37,9895	39,5457	N/A	N/A	40,2433	N/A
	80 HOUR	29,8783	30,6331	32,1930	33,9040	35,6151	37,0741	37,7253	38,3895	37,7281	39,0701
	BI-WEEKLY	2,390.26	2,450.65	2,575.44	2,712.32	2,849.21	2,965.93	3,018.02	3,071.16	3,018.25	3,125.61

2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
15	ANNUALIZED	66,693.59	68,480.40	72,157.63	75,730.19	79,512.08	83,084.39	84,557.74	86,060.57	84,563.74	87,598.91
	PAYROLL YEAR	66,438.06	68,218.02	71,881.16	75,440.04	79,207.44	82,766.06	84,233.76	85,730.84	84,239.74	87,263.28
	70 HOUR	36,504.4	37,482.4	39,495.1	41,450.6	43,520.6	45,475.9	46,282.3	47,104.9	46,285.6	47,946.9
	75 HOUR	34,070.8	34,983.6	36,862.1	38,687.2	40,619.2	42,444.1	N/A	43,964.5	43,199.9	44,750.4
	80 HOUR	31,941.4	32,797.1	34,558.2	36,269.3	38,080.5	39,791.4	40,497.0	41,216.7	40,499.9	41,953.5
	BI-WEEKLY	2,555.31	2,623.77	2,764.66	2,901.54	3,046.44	3,183.31	3,239.76	3,297.34	3,239.99	3,356.28
16	ANNUALIZED	71,001.14	72,682.50	76,885.12	80,668.05	84,660.83	88,653.61	90,237.62	91,853.99	90,243.88	93,508.47
	PAYROLL YEAR	70,729.10	72,404.02	76,590.54	80,358.98	84,336.46	88,313.94	89,891.88	91,502.06	89,898.12	93,150.20
	70 HOUR	38,862.1	39,782.4	42,082.7	44,153.3	46,338.7	48,524.1	49,391.1	50,275.9	49,394.6	51,181.4
	75 HOUR	36,271.3	37,130.3	39,277.2	41,209.7	43,249.5	45,289.2	N/A	N/A	46,101.6	N/A
	80 HOUR	34,004.4	34,809.6	36,822.4	38,634.1	40,546.4	42,458.6	43,217.3	43,991.4	43,220.2	44,783.8
	BI-WEEKLY	2,720.35	2,784.77	2,945.79	3,090.73	3,243.71	3,396.69	3,457.38	3,519.31	3,457.62	3,582.70
35	ANNUALIZED	44,581.41	45,421.83	47,523.40	49,519.79	51,515.92	53,407.39	N/A	N/A	54,222.49	N/A
	PAYROLL YEAR	44,410.60	45,247.80	47,341.32	49,330.06	51,318.54	53,202.76			54,014.74	
	70 HOUR	24,401.4	24,861.4	26,011.7	27,104.4	28,197.0	29,232.3			29,678.4	
	80 HOUR	21,351.3	21,753.8	22,760.3	23,716.4	24,672.4	25,578.3			25,968.6	
	BI-WEEKLY	1,708.10	1,740.30	1,820.82	1,897.31	1,973.79	2,046.26			2,077.49	
37	ANNUALIZED	75,538.10	77,336.91	81,834.20	85,881.79	90,154.10	94,426.15	96,121.08	97,850.47	96,127.61	99,620.83
	PAYROLL YEAR	75,248.68	77,040.60	81,520.66	85,552.74	89,808.68	94,064.36	95,752.80	97,475.56	95,759.30	99,239.14
	70 HOUR	41,345.4	42,330.0	44,791.6	47,007.0	49,345.4	51,683.7	52,611.4	53,558.0	52,615.0	54,527.0
	75 HOUR	38,589.1	39,508.0	41,805.5	43,873.2	46,055.7	48,238.1	N/A	N/A	49,107.3	N/A
	80 HOUR	36,177.2	37,038.8	39,192.6	41,131.1	43,177.2	45,223.2	46,035.0	46,863.2	46,038.1	47,711.1
	BI-WEEKLY	2,894.18	2,963.10	3,135.41	3,290.49	3,454.18	3,617.86	3,682.80	3,749.06	3,683.05	3,816.89

2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
Pre April 15, 2005 hires

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP EA	STEP GA
38	ANNUALIZED	47,229.52	48,411.59	50,512.11	52,612.90	54,711.60	56,808.74	N/A	N/A	57,762.43	N/A
	PAYROLL YEAR	47,048.56	48,226.10	50,318.58	52,411.32	54,501.98	56,591.08			57,541.12	
	70 HOUR	25.8509	26.4979	27.6476	28.7974	29.9461	31.0940			31.6160	
	80 HOUR	22.6195	23.1856	24.1916	25.1978	26.2029	27.2072			27.6640	
	BI-WEEKLY	1,809.56	1,854.85	1,935.33	2,015.82	2,096.23	2,176.58			2,213.12	
39	ANNUALIZED	48,582.80	49,790.71	52,207.57	54,744.75	57,161.61	59,578.21	N/A	N/A	60,578.36	N/A
	PAYROLL YEAR	48,396.66	49,599.94	52,007.54	54,535.00	56,942.60	59,349.94			60,346.26	
	70 HOUR	27.0998	27.7607	29.0835	30.4725	31.7954	33.1180			33.6653	
	80 HOUR	23.2676	23.8461	25.0036	26.2188	27.3762	28.5336			29.0126	
	BI-WEEKLY	1,861.41	1,907.69	2,000.29	2,097.50	2,190.10	2,282.69			2,321.01	

2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
3	ANNUALIZED	N/A	N/A	N/A	39,329.57	40,655.24	41,436.57	42,047.52	42,764.54	43,496.17	44,242.42	45,003.71	45,779.82	46,571.59
	PAYROLL YEAR				39,178.88	40,499.47	41,277.81	41,886.42	42,600.69	43,329.52	44,072.91	44,831.28	45,604.42	46,393.15
	70 HOUR				21,526.9	22,252.5	22,680.1	23,014.5	23,407.0	23,807.4	24,215.9	24,632.6	25,057.4	25,490.7
	75 HOUR				20,091.7	20,769.0	21,168.1	21,480.2	21,846.5	22,220.3	22,601.5	22,990.4	23,386.9	23,791.4
	80 HOUR				18,836.0	19,470.9	19,845.1	20,137.7	20,481.1	20,831.5	21,188.9	21,553.5	21,925.2	22,304.4
	BI-WEEKLY				1,506.88	1,557.67	1,587.61	1,611.02	1,638.49	1,666.52	1,695.11	1,724.28	1,754.02	1,784.35
4	ANNUALIZED	N/A	N/A	N/A	40,369.60	41,737.03	42,447.79	43,173.16	43,912.73	44,667.33	45,436.76	46,221.64	47,022.39	47,839.00
	PAYROLL YEAR				40,214.93	41,577.12	42,285.15	43,007.74	43,744.48	44,496.19	45,262.67	46,044.54	46,842.22	47,655.71
	70 HOUR				22,096.1	22,844.6	23,233.6	23,630.6	24,035.4	24,448.5	24,869.6	25,299.2	25,737.5	26,184.5
	75 HOUR				20,623.0	21,321.6	21,684.7	22,055.3	22,433.1	22,818.6	23,211.6	23,612.6	24,021.7	24,438.8
	80 HOUR				19,334.1	19,989.0	20,329.4	20,676.8	21,031.0	21,392.4	21,760.9	22,136.8	22,520.3	22,911.4
	BI-WEEKLY				1,546.73	1,599.12	1,626.35	1,654.14	1,682.48	1,711.39	1,740.87	1,770.94	1,801.62	1,832.91
5	ANNUALIZED	N/A	N/A	N/A	40,943.59	42,333.57	43,779.10	44,531.19	45,298.12	46,080.28	46,878.11	47,691.80	48,521.99	49,368.67
	PAYROLL YEAR				40,786.72	42,171.38	43,611.36	44,360.58	45,124.56	45,903.73	46,698.50	47,509.07	48,336.08	49,179.52
	70 HOUR				22,410.3	23,171.1	23,962.3	24,373.9	24,793.7	25,221.8	25,658.5	26,103.9	26,558.3	27,021.7
	75 HOUR				20,916.3	21,626.3	22,364.8	22,749.0	23,140.8	23,540.4	23,947.9	24,363.6	24,787.7	25,220.3
	80 HOUR				19,609.0	20,274.7	20,967.0	21,327.2	21,694.5	22,069.1	22,451.2	22,840.9	23,238.5	23,644.0
	BI-WEEKLY				1,568.72	1,621.98	1,677.36	1,706.18	1,735.56	1,765.53	1,796.10	1,827.27	1,859.08	1,891.52
6	ANNUALIZED	N/A	N/A	N/A	41,849.78	43,276.72	44,759.83	46,302.65	47,104.86	47,923.36	48,757.72	49,609.21	50,477.61	51,363.55
	PAYROLL YEAR				41,689.44	43,110.91	44,588.34	46,125.25	46,924.38	47,739.74	48,570.91	49,419.14	50,284.21	51,166.75
	70 HOUR				22,906.3	23,687.3	24,499.1	25,343.5	25,782.6	26,230.6	26,687.3	27,153.4	27,628.7	28,113.6
	75 HOUR				21,379.2	22,108.2	22,865.8	23,654.0	24,063.8	24,481.9	24,908.2	25,343.1	25,786.8	26,239.4
	80 HOUR				20,043.0	20,726.4	21,436.7	22,175.6	22,559.8	22,951.8	23,351.4	23,759.2	24,175.1	24,599.4
	BI-WEEKLY				1,603.44	1,658.11	1,714.94	1,774.05	1,804.78	1,836.14	1,868.11	1,900.74	1,934.01	1,967.95
7	ANNUALIZED	N/A	N/A	N/A	42,430.25	43,879.74	45,387.69	46,955.57	48,586.30	49,433.82	50,298.67	51,181.06	52,080.78	52,999.08
	PAYROLL YEAR				42,267.68	43,711.62	45,213.79	46,775.66	48,400.14	49,244.42	50,105.95	50,984.96	51,881.23	52,796.02
	70 HOUR				23,224.0	24,017.4	24,842.7	25,700.9	26,593.5	27,057.4	27,530.7	28,013.7	28,506.2	29,008.8
	75 HOUR				21,675.7	22,416.2	23,186.6	23,987.5	24,820.6	25,253.5	25,695.4	26,146.1	26,605.8	27,074.9
	80 HOUR				20,321.0	21,015.2	21,737.4	22,488.3	23,269.3	23,675.2	24,089.4	24,512.0	24,942.9	25,382.7
	BI-WEEKLY				1,625.68	1,681.22	1,738.99	1,799.06	1,861.54	1,894.02	1,927.15	1,960.96	1,995.43	2,030.62

*Steps M and N are reserved for specific titles listed in the 2025-2029 CBA

2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
8	ANNUALIZED	43,011.76	44,484.63	46,016.39	47,609.74	49,266.57	50,989.38	51,885.34	52,799.67	53,731.76	54,682.42	55,652.30	56,641.80	57,650.52
	PAYROLL YEAR	42,846.96	44,314.19	45,840.08	47,427.33	49,077.81	50,794.02	51,686.54	52,597.38	53,525.89	54,472.91	55,439.07	56,424.78	57,429.63
	70 HOUR	23.5423	24.3485	25.1869	26.0590	26.9658	27.9088	28.3992	28.8997	29.4098	29.9302	30.4610	31.0026	31.5547
	75 HOUR	21.9728	22.7252	23.5077	24.3217	25.1681	26.0482	26.5059	26.9730	27.4492	27.9348	28.4303	28.9358	29.4511
	80 HOUR	20.5995	21.3049	22.0385	22.8016	23.5951	24.4202	24.8493	25.2872	25.7336	26.1889	26.6534	27.1273	27.6104
	BI-WEEKLY	1,647.96	1,704.39	1,763.08	1,824.13	1,887.61	1,953.62	1,987.94	2,022.98	2,058.69	2,095.11	2,132.27	2,170.18	2,208.83
9	ANNUALIZED	45,283.50	46,847.41	48,473.76	50,165.24	51,924.38	53,753.68	54,704.76	55,675.48	56,664.98	57,674.74	58,704.54	59,754.38	60,825.53
	PAYROLL YEAR	45,110.00	46,667.92	48,288.03	49,973.04	51,725.44	53,547.73	54,495.17	55,462.16	56,447.87	57,453.76	58,479.62	59,525.44	60,592.48
	70 HOUR	24.7857	25.6417	26.5319	27.4577	28.4206	29.4218	29.9424	30.4737	31.0153	31.5680	32.1317	32.7063	33.2926
	75 HOUR	23.1333	23.9323	24.7631	25.6272	26.5259	27.4604	27.9462	28.4421	28.9476	29.4635	29.9895	30.5259	31.0731
	80 HOUR	21.6875	22.4365	23.2154	24.0255	24.8680	25.7441	26.1996	26.6645	27.1384	27.6220	28.1152	28.6180	29.1310
	BI-WEEKLY	1,735.00	1,794.92	1,857.23	1,922.04	1,989.44	2,059.53	2,095.97	2,133.16	2,171.07	2,209.76	2,249.22	2,289.44	2,330.48
10	ANNUALIZED	47,555.04	49,209.78	50,930.50	52,719.91	54,581.57	56,517.15	57,523.56	58,550.44	59,597.58	60,665.80	61,755.11	62,866.55	63,999.91
	PAYROLL YEAR	47,372.83	49,021.23	50,735.36	52,517.92	54,372.45	56,300.61	57,303.17	58,326.11	59,369.23	60,433.36	61,518.50	62,625.68	63,754.70
	70 HOUR	26.0290	26.9347	27.8766	28.8560	29.8750	30.9344	31.4853	32.0473	32.6205	33.2051	33.8014	34.4097	35.0301
	75 HOUR	24.2938	25.1391	26.0181	26.9323	27.8833	28.8721	29.3862	29.9108	30.4458	30.9915	31.5479	32.1157	32.6947
	80 HOUR	22.7754	23.5679	24.3920	25.2490	26.1406	27.0676	27.5496	28.0414	28.5429	29.0545	29.5762	30.1085	30.6513
	BI-WEEKLY	1,822.03	1,885.43	1,951.36	2,019.92	2,091.25	2,165.41	2,203.97	2,243.31	2,283.43	2,324.36	2,366.10	2,408.68	2,452.10
11	ANNUALIZED	50,122.86	51,880.54	53,707.74	55,608.66	57,585.37	59,641.21	60,710.27	61,800.83	62,913.11	64,047.31	65,204.69	66,384.83	67,589.19
	PAYROLL YEAR	49,930.82	51,681.76	53,501.97	55,395.60	57,364.74	59,412.70	60,477.66	61,564.05	62,672.06	63,801.92	64,954.86	66,130.48	67,330.22
	70 HOUR	27.4345	28.3966	29.3967	30.4371	31.5191	32.6443	33.2295	33.8264	34.4352	35.0560	35.6895	36.3354	36.9946
	75 HOUR	25.6055	26.5035	27.4369	28.4080	29.4178	30.4681	31.0142	31.5713	32.1395	32.7189	33.3102	33.9131	34.5283
	80 HOUR	24.0052	24.8470	25.7221	26.6325	27.5792	28.5638	29.0758	29.5981	30.1308	30.6740	31.2283	31.7935	32.3703
	BI-WEEKLY	1,920.42	1,987.76	2,057.77	2,130.60	2,206.34	2,285.10	2,326.06	2,367.85	2,410.46	2,453.92	2,498.26	2,543.48	2,589.62
12	ANNUALIZED	52,789.23	54,653.40	56,592.11	58,608.28	60,704.84	62,885.76	64,019.75	65,176.29	66,356.01	67,559.12	68,786.86	70,038.62	71,315.64
	PAYROLL YEAR	52,586.98	54,444.00	56,375.28	58,383.73	60,472.26	62,644.82	63,774.46	64,926.58	66,101.78	67,300.27	68,523.31	69,770.27	71,042.40
	70 HOUR	28.8939	29.9143	30.9754	32.0790	33.2265	34.4202	35.0409	35.6739	36.3197	36.9782	37.6502	38.3353	39.0343
	75 HOUR	26.9677	27.9200	28.9104	29.9404	31.0114	32.1255	32.7049	33.2957	33.8983	34.5130	35.1402	35.7796	36.4320
	80 HOUR	25.2822	26.1750	27.1035	28.0691	29.0732	30.1177	30.6608	31.2147	31.7797	32.3559	32.9439	33.5434	34.1550
	BI-WEEKLY	2,022.58	2,094.00	2,168.28	2,245.53	2,325.86	2,409.42	2,452.86	2,497.18	2,542.38	2,588.47	2,635.51	2,683.47	2,732.40

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2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
13	ANNUALIZED	55,851.29	57,838.02	59,903.88	62,052.44	64,287.22	66,610.75	67,819.49	69,051.83	70,309.02	71,591.46	72,899.60	74,233.83	75,594.58
	PAYROLL YEAR	55,637.30	57,616.42	59,674.37	61,814.69	64,040.91	66,355.54	67,559.65	68,787.26	70,039.63	71,317.17	72,620.29	73,949.41	75,304.94
	70 HOUR	30.5699	31.6574	32.7881	33.9641	35.1873	36.4591	37.1207	37.7952	38.4833	39.1853	39.9013	40.6315	41.3763
	75 HOUR	28.5319	29.5469	30.6022	31.6998	32.8415	34.0285	34.6460	35.2755	35.9178	36.5729	37.2412	37.9228	38.6179
	80 HOUR	26.7487	27.7002	28.6896	29.7186	30.7889	31.9017	32.4806	33.0708	33.6729	34.2871	34.9136	35.5526	36.2043
	BI-WEEKLY	2,139.90	2,216.02	2,295.17	2,377.49	2,463.11	2,552.14	2,598.45	2,645.66	2,693.83	2,742.97	2,793.09	2,844.21	2,896.34
14	ANNUALIZED	59,209.62	61,330.20	63,536.17	65,830.05	68,215.38	70,696.13	71,986.51	73,302.79	74,644.75	76,014.27	77,410.72	78,835.15	80,287.98
	PAYROLL YEAR	58,982.77	61,095.22	63,292.74	65,577.82	67,954.02	70,425.26	71,710.70	73,021.94	74,358.75	75,723.02	77,114.13	78,533.10	79,980.37
	70 HOUR	32.4081	33.5688	34.7762	36.0318	37.3374	38.6952	39.4015	40.1219	40.8565	41.6061	42.3704	43.1501	43.9453
	75 HOUR	30.2476	31.3309	32.4578	33.6297	34.8482	36.1155	36.7747	37.4471	38.1327	38.8323	39.5457	40.2734	41.0156
	80 HOUR	28.3571	29.3727	30.4292	31.5278	32.6702	33.8583	34.4763	35.1067	35.7494	36.4053	37.0741	37.7563	38.4521
	BI-WEEKLY	2,268.57	2,349.82	2,434.34	2,522.22	2,613.62	2,708.66	2,758.10	2,808.54	2,859.95	2,912.42	2,965.93	3,020.50	3,076.17
15	ANNUALIZED	63,258.67	65,541.69	67,915.54	70,384.60	72,952.42	75,623.18	77,011.91	78,427.99	79,872.89	81,346.60	82,849.75	84,563.79	86,131.46
	PAYROLL YEAR	63,016.30	65,290.58	67,655.33	70,114.93	72,672.91	75,333.44	76,716.85	78,127.50	79,566.86	81,034.93	82,532.32	84,239.79	85,801.46
	70 HOUR	34.6243	35.8739	37.1733	38.5247	39.9302	41.3920	42.1521	42.9272	43.7181	44.5247	45.3474	46.2856	47.1437
	75 HOUR	32.3161	33.4823	34.6950	35.9564	37.2682	38.6325	39.3420	40.0654	40.8035	41.5564	42.3243	43.1999	44.0007
	80 HOUR	30.2963	31.3897	32.5266	33.7091	34.9389	36.2180	36.8831	37.5613	38.2533	38.9591	39.6790	40.4999	41.2507
	BI-WEEKLY	2,423.70	2,511.18	2,602.13	2,696.73	2,795.11	2,897.44	2,950.65	3,004.90	3,060.26	3,116.73	3,174.32	3,239.99	3,300.06
16	ANNUALIZED	67,308.35	69,753.19	72,295.96	74,939.99	77,690.10	80,550.24	82,037.52	83,554.45	85,101.45	86,680.19	88,289.62	90,243.78	91,925.04
	PAYROLL YEAR	67,050.46	69,485.94	72,018.96	74,652.86	77,392.43	80,241.62	81,723.20	83,234.32	84,775.39	86,348.08	87,951.34	89,898.02	91,572.83
	70 HOUR	36.8409	38.1791	39.5709	41.0181	42.5233	44.0888	44.9029	45.7331	46.5799	47.4440	48.3249	49.3945	50.3147
	75 HOUR	34.3849	35.6338	36.9328	38.2835	39.6884	41.1495	41.9093	42.6843	43.4746	44.2811	45.1033	46.1015	46.9604
	80 HOUR	32.2358	33.4067	34.6245	35.8908	37.2079	38.5777	39.2900	40.0165	40.7574	41.5135	42.2843	43.2202	44.0254
	BI-WEEKLY	2,578.86	2,672.54	2,769.96	2,871.26	2,976.63	3,086.22	3,143.20	3,201.32	3,260.59	3,321.08	3,382.74	3,457.62	3,522.03
35	ANNUALIZED	42,684.20	44,143.97	45,661.95	47,241.00	48,883.21	50,590.94	51,479.12	52,384.79	53,308.73	54,251.20	55,212.46	56,193.04	57,192.93
	PAYROLL YEAR	42,520.66	43,974.84	45,487.00	47,060.00	48,695.92	50,397.10	51,281.88	52,184.08	53,104.48	54,043.34	55,000.92	55,977.74	56,973.80
	70 HOUR	23.3630	24.1620	24.9929	25.8571	26.7560	27.6907	28.1769	28.6726	29.1783	29.6941	30.2203	30.7570	31.3043
	80 HOUR	20.4426	21.1417	21.8688	22.6250	23.4115	24.2294	24.6548	25.0885	25.5310	25.9824	26.4427	26.9124	27.3913
	BI-WEEKLY	1,635.41	1,691.34	1,749.50	1,810.00	1,872.92	1,938.35	1,972.38	2,007.08	2,042.48	2,078.59	2,115.42	2,152.99	2,191.30

*Steps M and N are reserved for specific titles listed in the 2025-2029 CBA

2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
On or after April 15, 2005 hires

GROUP	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M*	STEP N*
36	ANNUALIZED	68,107.17	70,584.06	73,159.87	75,838.77	78,624.68	81,522.05	83,028.54	84,565.57	86,132.87	87,731.76	89,362.75	91,026.10	92,723.12
	PAYROLL YEAR	67,846.22	70,313.62	72,879.56	75,548.20	78,323.44	81,209.70	82,710.42	84,241.56	85,802.86	87,395.62	89,020.36	90,677.34	92,367.86
	70 HOUR	37,278.1	38,633.9	40,043.7	41,510.0	43,034.9	44,620.7	45,445.3	46,286.6	47,144.4	48,019.6	48,912.3	49,822.7	50,751.6
	80 HOUR	32,618.4	33,804.6	35,038.2	36,321.2	37,655.5	39,043.1	39,764.6	40,500.7	41,251.4	42,017.1	42,798.2	43,594.9	44,407.6
	BI-WEEKLY	2,609.47	2,704.37	2,803.06	2,905.70	3,012.44	3,123.45	3,181.17	3,240.06	3,300.11	3,361.37	3,423.86	3,487.59	3,552.61
37	ANNUALIZED	71,586.66	74,202.72	76,923.59	79,752.83	82,695.45	85,755.41	87,347.30	88,970.10	90,625.26	92,314.45	94,036.84	96,127.55	97,926.36
	PAYROLL YEAR	71,312.38	73,918.42	76,628.86	79,447.26	82,378.61	85,426.85	87,012.64	88,629.22	90,278.03	91,960.75	93,676.54	95,759.25	97,551.17
	70 HOUR	39,182.6	40,614.5	42,103.8	43,652.3	45,263.0	46,937.8	47,809.1	48,697.4	49,603.3	50,527.9	51,470.6	52,615.0	53,599.5
	75 HOUR	36,570.5	37,906.9	39,296.9	40,742.2	42,245.4	43,808.6	44,621.9	45,450.9	46,296.4	47,159.4	48,039.3	49,107.3	50,026.2
	80 HOUR	34,284.8	35,537.7	36,840.8	38,195.8	39,605.1	41,070.6	41,833.0	42,610.2	43,402.9	44,211.9	45,036.8	46,038.1	46,899.6
38	ANNUALIZED	44,962.47	46,513.59	48,126.31	49,804.02	51,548.54	53,362.76	54,306.27	55,268.58	56,250.20	57,251.39	58,272.43	59,314.34	60,376.87
	PAYROLL YEAR	44,790.20	46,335.38	47,941.92	49,613.20	51,351.04	53,158.30	54,098.20	55,056.82	56,034.68	57,032.04	58,049.16	59,087.08	60,145.54
	70 HOUR	24,610.0	25,459.0	26,341.7	27,260.0	28,214.9	29,207.9	29,724.3	30,251.0	30,788.3	31,336.3	31,895.1	32,465.4	33,047.0
	80 HOUR	21,533.8	22,276.6	23,049.0	23,852.5	24,688.0	25,556.9	26,008.7	26,469.6	26,939.7	27,419.2	27,908.3	28,407.3	28,916.1
	BI-WEEKLY	1,722.70	1,782.13	1,843.92	1,908.20	1,975.04	2,044.55	2,080.70	2,117.57	2,155.18	2,193.54	2,232.66	2,272.58	2,313.29
39	ANNUALIZED	46,263.29	47,866.36	49,533.10	51,267.45	53,070.70	54,945.72	55,920.56	56,915.23	57,929.99	58,964.60	60,020.60	61,096.97	62,195.26
	PAYROLL YEAR	46,086.04	47,682.96	49,343.32	51,071.02	52,867.36	54,735.20	55,706.30	56,697.16	57,708.04	58,738.68	59,790.64	60,862.88	61,956.96
	70 HOUR	25,322.0	26,199.4	27,111.7	28,061.0	29,048.0	30,074.3	30,607.9	31,152.3	31,707.7	32,274.0	32,852.0	33,441.1	34,042.3
	80 HOUR	22,156.8	22,924.5	23,722.8	24,553.4	25,417.0	26,315.0	26,781.9	27,258.2	27,744.2	28,239.7	28,745.5	29,261.0	29,787.0
	BI-WEEKLY	1,772.54	1,833.96	1,897.82	1,964.27	2,033.36	2,105.20	2,142.55	2,180.66	2,219.54	2,259.18	2,299.64	2,340.88	2,382.96

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**2027 SALARY SCHEDULE
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)
BUILDING TRADE TITLES**

GROUP		STEP A	STEP B	STEP C	STEP D	STEP E
60	ANNUALIZED	67,425.70	69,367.01	71,366.54	73,426.09	75,547.49
	PAYROLL YEAR	67,167.36	69,101.24	71,093.10	73,144.76	75,258.04
	80 HOUR	32.2920	33.2218	34.1794	35.1657	36.1817
	BI-WEEKLY	2,583.36	2,657.74	2,734.35	2,813.26	2,894.54
61	ANNUALIZED	81,148.55	83,501.73	85,925.38	88,421.84	90,992.95
	PAYROLL YEAR	80,837.64	83,181.80	85,596.16	88,083.06	90,644.32
	80 HOUR	38.8643	39.9912	41.1520	42.3476	43.5790
	BI-WEEKLY	3,109.14	3,199.30	3,292.16	3,387.81	3,486.32
62	ANNUALIZED	92,850.75	95,555.23	98,340.36	101,209.01	104,163.80
	PAYROLL YEAR	92,495.00	95,189.12	97,963.58	100,821.24	103,764.70
	80 HOUR	44.4688	45.7640	47.0979	48.4718	49.8869
	BI-WEEKLY	3,557.50	3,661.12	3,767.83	3,877.74	3,990.95



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