**AGREEMENT BETWEEN MONROE COUNTY AND**

**CSEA**

**THE CIVIL SERVICE EMPLOYEES ASSOCIATION**

**MONROE COUNTY EMPLOYEE UNIT, LOCAL 828 UNIT 7400**

**(January 1, 2022-December 31, 2024)**

**TABLE OF CONTENTS**

[AGREEMENT 1](#_Toc98766968)

[ARTICLE 1 - PREAMBLE 1](#_Toc98766969)

[ARTICLE 2 - RECOGNITION 1](#_Toc98766970)

[ARTICLE 3 - COLLECTIVE BARGAINING UNIT 2](#_Toc98766971)

[ARTICLE 4 - COMPENSATION 3](#_Toc98766972)

[ARTICLE 5 - DIRECT PAYROLL DEPOSIT 4](#_Toc98766973)

[ARTICLE 6 - MANAGEMENT RIGHTS 5](#_Toc98766974)

[ARTICLE 7 - PERSONNEL RULES 5](#_Toc98766975)

[ARTICLE 8 - RETENTION OF BENEFITS 5](#_Toc98766976)

[ARTICLE 9 - WORKING CONDITIONS 6](#_Toc98766977)

[ARTICLE 10 - WORK WEEK 7](#_Toc98766978)

[ARTICLE 11 - FLEXTIME AND JOB SHARING 7](#_Toc98766979)

[ARTICLE 12 - ATTENDANCE 8](#_Toc98766980)

[ARTICLE 13 - PAYROLL PERIODS 8](#_Toc98766981)

[ARTICLE 14 - ACCRUAL AND USE OF CREDITS 9](#_Toc98766982)

[ARTICLE 15 - WORKERS' COMPENSATION 9](#_Toc98766983)

[ARTICLE 16 - MILITARY LEAVE 10](#_Toc98766984)

[ARTICLE 17 - DEPARTMENTAL TRANSFERS 11](#_Toc98766985)

[ARTICLE 18 - RESIGNATION OR RETIREMENT 11](#_Toc98766986)

[ARTICLE 19 - REDUCTION OF FORCE 12](#_Toc98766987)

[ARTICLE 20 - LEAVE OF ABSENCE 13](#_Toc98766988)

[ARTICLE 21 - EDUCATIONAL LEAVE 13](#_Toc98766989)

[ARTICLE 22 - CONFERENCE ATTENDANCE 14](#_Toc98766990)

[ARTICLE 23 - TUITION REIMBURSEMENT 14](#_Toc98766991)

[ARTICLE 24 - CIVIL SERVICE EXAMS 15](#_Toc98766992)

[ARTICLE 25 - RESIDENCY 15](#_Toc98766993)

[ARTICLE 26 - SENIORITY 16](#_Toc98766994)

[ARTICLE 27 - OUT-OF-TITLE WORK 16](#_Toc98766995)

[ARTICLE 28 - SHIFT PREFERENCE 17](#_Toc98766996)

[ARTICLE 29 - REINSTATEMENT 17](#_Toc98766997)

[ARTICLE 30 - PERSONNEL FILES 17](#_Toc98766998)

[ARTICLE 31 - JOB POSTING, PROMOTION, AND EXAM ANNOUNCEMENTS 18](#_Toc98766999)

[ARTICLE 32 - HEALTH INSURANCE 20](#_Toc98767000)

[ARTICLE 33 - DENTAL CARE COVERAGE 23](#_Toc98767001)

[ARTICLE 34 - RETIREMENT 24](#_Toc98767002)

[ARTICLE 35 - OVERTIME 24](#_Toc98767003)

[ARTICLE 36 - LONGEVITY 25](#_Toc98767004)

[ARTICLE 37 - MILEAGE REIMBURSEMENT 25](#_Toc98767005)

[ARTICLE 38 - HOLIDAYS 26](#_Toc98767006)

[ARTICLE 39 - SICK LEAVE 27](#_Toc98767007)

[ARTICLE 40 - HALF-PAY SICK LEAVE 28](#_Toc98767008)

[ARTICLE 41 - DEATH IN THE FAMILY 29](#_Toc98767009)

[ARTICLE 42 - SHIFT PREMIUM 29](#_Toc98767010)

[ARTICLE 43 - VACATION 29](#_Toc98767011)

[ARTICLE 44 - PARKING 31](#_Toc98767012)

[ARTICLE 45 - JURY DUTY AND COURT ATTENDANCE 31](#_Toc98767013)

[ARTICLE 46 - ASSOCIATION BUSINESS 32](#_Toc98767014)

[ARTICLE 47 - GRIEVANCE PROCEDURE 34](#_Toc98767015)

[ARTICLE 48 - DISCIPLINARY PROCEDURES 36](#_Toc98767016)

[ARTICLE 48A - EMPLOYEE INTERROGATIONS 36](#_Toc98767017)

[ARTICLE 49 - PUBLIC SAFETY SECTION 38](#_Toc98767018)

[ARTICLE 50 - MONROE COMMUNITY HOSPITAL 41](#_Toc98767019)

[ARTICLE 51 - MONROE COUNTY SHERIFF'S OFFICE CIVILIAN SECTION 43](#_Toc98767020)

[ARTICLE 52 - HEALTH DEPARTMENT SECTION 45](#_Toc98767021)

[ARTICLE 53 - BLUE COLLAR SECTION 46](#_Toc98767022)

[ARTICLE 54 - DEPARTMENT OF ENVIRONMENTAL SERVICES SECTION 48](#_Toc98767023)

[ARTICLE 55 - COMPLETE AGREEMENT 49](#_Toc98767024)

[ARTICLE 56 - SEVERABILITY 50](#_Toc98767025)

[ARTICLE 57 - TERM OF AGREEMENT 51](#_Toc98767026)

[FOR MONROE COUNTY: FOR THE CSEA INC., LOCAL 828, UNIT 7400: 51](#_Toc98767027)

[APPENDIX A - LABOR AGREEMENT/ 35 HOUR EMPLOYEES 52](#_Toc98767028)

[APPENDIX B - LABOR MANAGEMENT AGREEMENT/ PROBATION SECTION 53](#_Toc98767029)

[APPENDIX C - TITLES ELIGIBLE FOR SPECIAL INCREMENT STEPS 54](#_Toc98767030)

[APPENDIX D - 2022 SALARY SCHEDULE - Pre April 15, 2005 hires (SS1) 55](#_Toc98767031)

[APPENDIX E - 2022 SALARY SCHEDULE - On or after April 15, 2005 hires (SS2) 59](#_Toc98767032)

[APPENDIX F - 2022 SALARY SCHEDULE - BUILDING TRADE TITLES 62](#_Toc98767033)

[APPENDIX G - 2023 SALARY SCHEDULE – Pre April 15, 2005 hires (SS1) 63](#_Toc98767034)

[APPENDIX H - 2023 SALARY SCHEDULE - On or after April 15, 2005 hires (SS2) 67](#_Toc98767035)

[APPENDIX I - 2023 SALARY SCHEDULE - BUILDING TRADE TITLES 70](#_Toc98767036)

[APPENDIX J - 2024 SALARY SCHEDULE - Pre April 15, 2005 hires (SS1) 71](#_Toc98767037)

[APPENDIX K - 2024 SALARY SCHEDULE - On or after April 15, 2005 hires (SS2) 75](#_Toc98767038)

[APPENDIX L - 2024 SALARY SCHEDULE - BUILDING TRADE TITLES 78](#_Toc98767039)

### AGREEMENT

This agreement entered into this 11th of January, 2022, 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, 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 full well that he is under the constant scrutiny of the public at large, and that he is 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.

### 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, and employees working in an out-of-title assignment in pay group 17 and above, with the following exceptions:

1. Part-time employees
2. Seasonal employees
3. Temporary employees
4. 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.
5. Unclassified employees
6. Employees represented by other negotiating units
7. Per diem employees
8. Employees of Monroe Community College who are excluded from the unit by recognitions
9. Exempt employees

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.

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, e.g., 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 unit president. 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 CSEA Unit President 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.

### ARTICLE 4 - COMPENSATION

SECTION 4.1. Effective January 1, 2022, the 2021 salary schedule steps shall increase by a minimum of $1.25 for 2022. (Appendix D through F)

SECTION 4.2. Effective January 1, 2023, the 2022 salary schedule steps shall increase by 3%. (Appendix G through I)

SECTION 4.3. Effective January 1, 2024, the 2023 salary schedule steps shall increase by 3%. (Appendix J through L)

SECTION 4.4. Pay groups 1 and 2 shall be eliminated and the job titles assigned to them will be added in pay group 3 effective 1/1/2022.

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 $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 separate salary schedules: The (1) Pre 4-15-2005 Schedule (SSl); and (2) the on or after 4-15-2005 Schedule (SS2). The two 2022 salary schedules are affixed to this Agreement as Appendix D (SSl), and Appendix E (SS2). A third 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 $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 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 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.

SECTION 4.13. Pay days shall be bi-weekly on Friday. If the pay day falls on a holiday, the preceding work day 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.

### 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.

A maximum of Seventy-Five Dollars ($75.00) 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 $75) 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 to any employee who is required by the County to wear safety shoes to a maximum of one hundred fifty dollars ($150) for one pair per year, upon submission of receipt of purchase. Any employee failing to wear required safety shoes 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.

### 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 work days and working hours shall depend on the individual position held and shall be determined by the County.

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 hour shall be allowed for each full work day, except for those employees who are required to be on continuous operation who shall be entitled to a twenty-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 schedules at any time, upon seven days' notice.

SECTION 11.2. Job sharing shall be defined as two employees sharing one 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 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 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 work load 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 30 days prior to the discontinuation date. When a job share is abolished by one 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 sign a time accounting card attesting to the fact that the employee was "to duty" or on designated type of leave during each day of the pay period. This must be countersigned with an approved signature in the employee's Department. Pay will be authorized only after submission of an approved time accounting card.

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-critical 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 the Departments Heads as critical must remain at work. Employees who are told not to report to work will be paid for one shift if they are scheduled to work on that day the weather or other emergency begins. Employees who have preapproved time off (vacation, comp, etc.), will use their accruals from their time banks in the event of a closure. County agrees to be reasonable in their depiction of critical employees.

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

1. 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 (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 on each time accounting card 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 240 hours and such hours shall be dissipated within one year of the date credited.

### 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 time card for up to five (5) days immediately following the date of disability, under the following conditions:

* 1. 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.
  2. 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.
  3. 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."
  4. If the attending doctor does not submit a Form C-4 to the County or its Workers' Compensation third-party administrator within 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 14 days, in which case, pursuant to Workers' Compensation Law, the 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 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 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 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 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 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 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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.
6. 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.
7. 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.
8. 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 years of age or younger will be granted leave of absence for a period not to exceed six 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 months of adoption leave.

SECTION 20.4. 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.

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 his/her 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 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 locally 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 75% of the tuition, to a maximum of $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 100% tuition reimbursement up to a maximum of $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 locally 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 $3,000 in any calendar year.

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

Employees shall be exempt from the 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. Requirements of residency for purposes of hire, tenure and taking of competitive and promotional examinations shall be in accordance with the rules and regulations of the Local Civil Service Commission of September 1, 1974.

SECTION 25.2. Employees hired subsequent to January 1, 1978, shall, as a condition of employment, reside within the County of Monroe. This requirement may be waived by the County Executive or their designee because of special circumstances.

### 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 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 work days, 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 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 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 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 the 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 employees 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 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 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-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 13% of the premium for Value 2.

SECTION 32.2. **Unit members hired by the County on and after April 15, 2005 but before October 1, 2012 (CAT 2)** will pay 19% 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 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 1and 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

$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 169 eligible employees "opt-out". The 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 his/her 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:

* 1. For retirees whose age and years of service total 85 or more, coverage shall be fully paid by the County.
  2. For retirees whose age and years of service total 80 to 84, the County shall pay 90% of the cost of coverage.
  3. For retirees whose age and years of service total 75 to 79, the County shall pay 85% of the cost of coverage.
  4. For retirees whose age and years of service total 70 to 74, the County shall pay 75% of the cost of coverage.
  5. For retirees whose age and years of service total 65 to 69, the County shall pay 65% of the cost of coverage.
  6. For retirees whose age and years of service total 60 to 64, the County shall pay 55% of the cost of coverage.

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 1.0% towards health care for each year under age 60 they retire, and will contribute an additional 2.0% towards health care for each year of service less than 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 1.0% towards health care for each year under age 60 they retire, and will contribute an additional 2.0% towards health care for each year of service less than 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 purposes of this section, leaves of absences, reinstatements and rehires of up to one 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 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 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 30 years of service, the maximum months allowable shall be 72 months instead of 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.

### 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 $1.64 per month per family contract and $.66 per month per single contract. Any increase in employee contribution shall be in accordance with the agreement stated in Section

* 1. of this Article.

SECTION 33.4. Retirees with ten 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 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 minimumdeath benefit.

SECTION 34.4. The parties agree that the prov1S1ons 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 the employee's base hourly rate or compensatory time off at time and one-half (at the option of the employee) for all hours worked over 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 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 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 (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. If the Fair Labor Standards Act is rescinded, amended or modified, this article shall be subject to re-negotiation.

SECTION 35.7. 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 35.8. An employee on stand-by 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 stand-by 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 stand-by 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 ten continuous years of service as of July 1st of any year to the County of Monroe shall receive $575 each year.

All employees covered by this agreement who have given fifteen continuous years of service as of July 1st of any year to the County of Monroe shall receive $675 each year.

All employees covered by this agreement who have given twenty continuous years of service as of July 1st of any year to the County of Monroe shall receive $775 each year.

All employees covered by this agreement who have given twenty-five continuous years of service as of July 1st of any year to the County of Monroe shall receive $875 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 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 working day of that month.

Any mileage or parking expense claimed which is less than Ten Dollars ($10) shall not be submitted for payment until the claim exceeds Ten Dollars ($10). In no event, however, shall mileage or parking claims be submitted later than December 1 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's Birthday President's Day

Memorial Day

Juneteenth

Independence Day Labor Day Columbus Day Election Day Veteran's 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 for hours worked, providing the hours worked or paid for during that holiday week equal 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 40 hours or more.

### ARTICLE 39 - SICK LEAVE

SECTION 39.1. Sick leave is earned and posted at the rate of one day per month of service, up to 200 days maximum. Effective in the first pay period of 1992, the maximum shall be 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 hour prior to the commencement of the work day, 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 days following the employee's return to work.

SECTION 39.4. When sick leave is used for three or more consecutive days because of illness in the immediate family, certificate by the attending physician covering the nature of the illness 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 to two years shall be entitled to half-pay sick leave for a maximum period of three 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 to three years shall be entitled to half-pay sick leave for a maximum period of six 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 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 years or more shall be entitled to half-pay sick leave for a maximum period of six 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-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 two or step three 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 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, 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 brother, sister, grandparent, grandchildren, step-children, step-siblings, step-parents, 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 $1.25 per hour shift premium. The major part of a working day is defined as 50% or more of the employee's hours.

Any regular shift which extends past 6:00 p.m. shall be paid for at the rate of $1.25 per hour for each hour past 6:00 p.m.

An employee who is not regularly scheduled to work between the hours of 6:00 p.m. and 6:00 a.m. shall be entitled to the shift premium.

Shift premium shall be paid at the rate of 1 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 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 1 through September 10.

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

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 14 days after the end of the posting periods. All other vacation requests shall be responded to within 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. For employees hired prior to March 15, 2017, accumulation of vacation credits is allowed 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 month and ending with the twenty-fourth month of service, vacation shall be earned and be posted at the rate of 5/6 days per month of service. This is at an annual rate of 10 days per year.

THIRD YEAR THROUGH EIGHTH YEAR: After two years of service, starting with the twenty-fifth month and ending with the ninety-sixth month of service 1-5/12 days per month shall be earned and posted per month. This is at an annual rate of seventeen days' vacation per year.

NINTH THROUGH FOURTEENTH YEAR: After eight years of service, starting with the ninety-seventh month and ending with the one-hundred sixty-eighth month, 1-1/2 days per month vacation shall be earned and posted. This is at an annual rate of 18 days' vacation per year.

FIFTEENTH YEAR AND OVER: Commencing with the one-hundred sixty-ninth month of service, 2 days per month vacation shall be earned and posted. This is at an annual rate of 24 days' vacation per year.

SECTION 43.4. For employees hired on and after March 15, 2017, accumulation of vacation credits is allowed 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 THROUGH FOURTH YEAR: Vacation shall accrue at the rate of 10 days per year.

FIFTH YEAR THROUGH TENTH YEAR: Vacation shall accrue at the rate of 15 days per year.

ELEVENTH AND TWELFTH YEAR: Vacation shall accrue at the rate of 16 days per year.

THIRTEENTH, FOURTEENTH, AND FIFTEENTH YEAR: Vacation shall accrue at

the rate of 17 days per year.

SIXTEENTH AND SEVENTEENTH YEAR: Vacation shall accrue at the rate of 18 days per year.

EIGHTEENTH AND NINETEENTH YEAR: Vacation shall accrue at the rate of 19 days per year.

YEAR 20 AND AFTER: Vacation shall accrue at the rate of 20 days 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 $200.00 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 distribute on behalf of the Union a reasonable amount of appropriate literature by paycheck envelope.

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 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 1950 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 1950 hours per contract year release time with pay for the purposes set forth below:

1. Attendance of a total aggregate of five (5) officers and delegates to CSEA conventions.
2. 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.
3. A maximum of twelve 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:

1. 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.
2. Prior to arrival at destination, the Union representative shall notify the Department Head of the intended presence, purpose, and estimated duration of stay.
3. The Union representative shall, upon return to work, notify the supervisor of the time of return.
4. All notification by the Union representative to the immediate supervisor shall be in writing whenever possible.
5. 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 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 maybe 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 matters 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.

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 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 shall be served simultaneously upon a representative of the Unit and a copy mailed to the Union President.

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 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 inArticle 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.

### ARTICLE 48A - EMPLOYEE INTERROGATIONS

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

1. This section shall apply only to employees who have completed a probationary period.
2. 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.
3. 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
4. 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.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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.
10. 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.

### 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 is 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 hour of individual supervision per week, if needed.
  3. The County shall provide relevant training for any employee deemed not to be performing adequately ina 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 4 hours of compensatory time for every 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.

Section 49.1.4. Work Load:

1. Probation Officer Trainees appointed on or after February 1, 2018 shall be 40-hour employees.
2. The County agrees to use its best efforts to achieve a relatively equal distribution of work load among employees preforming 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 work load standards are mandated by the State Department of Probation, the County and the Association shall negotiate the impact of such 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 work load 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 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 $250 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 work-site moves to new facilities, the County shall notify the Union at least 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.

**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.

Section 49.2.2. As soon as practicable following 4/18/18, there will be two new 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 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. A representative of the Association shall be included on any educational committee which may be established by the Department.
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.

### 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 at a time desired by the employee, providing it does not create a staffing hardship in the Department.

SECTION 50.2. The County agrees to supply, launder, and maintain uniforms which employees are mandated to wear in the performance of their duties. 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 for Registered Nurses, Licensed Practical Nurses, and Nursing Assistants shall be $1.25 per hour.

The County further agrees that the above-stated shift premiums shall also apply to those Registered Nurses, Licensed Practical Nurses and Nursing Assistants who are normally scheduled to work the day shift, but are pre-scheduled to work a shift between 6:00 p.m. and 6:00 a.m. on an irregular basis. Such shift premium shall apply only to those shifts worked between the hours of 6:00 p.m. and 6:00 a.m.

Registered Nurses, Licensed Practical Nurses, and Nursing Assistants will be paid a weekend differential of thirty-five cents ($.35) per hour for hours worked on the day, afternoon, and night shifts occurring on Saturday and Sunday.

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 (cash or time off, at the option of the employee), providing the hours worked or paid for during that pay period equal 80 hours or more.

SECTION 50.7. Nursing employees only, who work on a continuous operation schedule, will be entitled to lump sum payment for a maximum of twelve 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 1 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 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 weekends off per month to those employees who are required to work in a continuous operation.

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 weekends out of four shall receive at least 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 One Hundred Sixty-five Dollars ($165) per year as uniform allowance, pro-rated on the basis of one-twelfth (1/12) for each month of employment during each year of this agreement.

Lump-sum payment will be made on or about December 1 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.

### 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. Article 25 entitled "Residency" shall not apply. The residency requirements as set forth in the rules and regulations of the Monroe County Sheriff’s Office ("MCSO") shall apply to all employees.

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-year 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-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.

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

Clerical and white-collar employees shall receive pay or compensatory time off for all hours worked between 35 and 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 $600 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 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 $150 per year for safety shoes for all employees who were required to wear safety shoes.

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

The Clerks are paid for 7.5 hours per day and have a norm of 75 hours. The work day is 8 hours per day.

Overtime: The Clerks are paid the first 2.5 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 (comp time or pay, employee's choice).

Holidays: 7.5 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: 2.5 hours of straight comp time, additional hours worked paid at time-and-one-half.

Not scheduled to work on holidays: If an employee is not scheduled to work on a holiday, the employee is paid 7.5 hours of holiday pay. If the employee works their regular schedule that week (37.5 hours recorded with either the 4-day or 5-day wheel), then the 7.5 hours of holiday pay would be paid as overtime at 2.5 hours at straight time and 5 hours at time-and­ one-half. (In calculating overtime, vacation and comp time count in the 37.5 regular hours, sick leave does not count.)

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

Employee is paid 7.5 hours of holiday pay, plus 7.5 hours of vacation or comp time.

SECTION 51.11. Effective as soon as practicable following 4/18/18, the County will add new 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, launder and maintain all uniforms which the Department mandates employees to wear in the performance of their duties.

SECTION 52.2. Notwithstanding 52.1, Public Health Nurses, Registered Nurses working in Public Health, Health Office Assistants and Physical Therapists shall supply, launder and maintain their own uniforms. The aforementioned employees' uniform allowance shall be Two Hundred Twenty-five Dollars ($225) per year. Lump-sum payment will be made on or about December **1,** provided the claim is made by November 15.

SECTION 52.3. Notwithstanding 52.1, Public Health Nurse Aides, LPNs, Pediatric Registered Nurse Specialists, and X-Ray Technicians will supply, launder and maintain their own uniforms. The aforementioned employees' uniform allowance shall be One Hundred Dollars ($100) per year. Lump-sum payment will be made on or about December 1**,** provided the claim is made by November 15.

SECTION 52.4. 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 52.5. 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 52.6. 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, Engineering, Facilities Management, 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 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 $600 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 $150 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 Motor 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 Motor 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 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 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 $600 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 $150 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 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 - COMPLETE AGREEMENT

SECTION 55.1. 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 56 - SEVERABILITY

SECTION 56.1. 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 56.2. 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 57 - TERM OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this agreement (1/1/2022 to 12/31/2024) to be executed by their duly authorized representatives.

### FOR MONROE COUNTY: FOR THE CSEA INC., LOCAL 828, UNIT 7400:

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

BY:Adam J. Bello BY: James D’Amico

County Executive President

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

BY: Andrea M. Guzzetta Zury BY: Robert Ellis

Director of Human ResourcesLabor RelationsSpecialist

**CSEA MONROE COUNTY, UNIT 7400 NEGOTIATING TEAM**

**James D' Amico, President**

**Robert Ellis, Labor Relations Specialist**

**Holly Roth, First Vice President**

**Anthony Cleggett, Second Vice President**

**Kevin Carey, Third Vice President**

**Susan Perkins, Treasurer**

**Dylan Crary, Secretary**

**Joseph Recchia, Sheriff's Civilian Section**

**Elvin Ramos, Section President**

**Edward Engle, Section President**

**MONROE COUNTY MANAGEMENT NEGOTIATING TEAM**

**Andrea M. Guzzetta Zury, Director of Human Resources**

**Scott Walsh, Labor Relations Manager**

**Joanne Giuffrida, Deputy Director of Human Resources**

**Christopher Sardella, Staff Assistant**

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

**Labor**

CSEA Local 828, Unit 7400 Office 1354 Buffalo Rd.

Suite 6

Rochester, New York 14624

Office: (585) 328-5250

Fax: (585) 328-3319

[csea828@rochester.rr.com](mailto: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.

1. Provisional employees who are promoted and will be taking a promotional Civil Service test for the position.
2. 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.
3. Reclassifications to a title in the same or lower pay group.
4. 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.
5. An employee who is covered by paragraph lA 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 additional step.
6. An employee who is covered by paragraph lC, 1D, or lE 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.
7. 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 additional step.
8. 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.
9. 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.)
10. 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.
11. 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 It 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
     1. Current Probation Officer Trainees who have completed one year of service will be upgrade from

Group ll to Group 14 Probation Officers

* + 1. Current Probation Officer Trainees with less than one year of service will be upgraded from Group11 to Group 12. Upon completion of one year of satisfactory service the traineeship shall end and the position shall mature Into a Group 14 Probation Officer

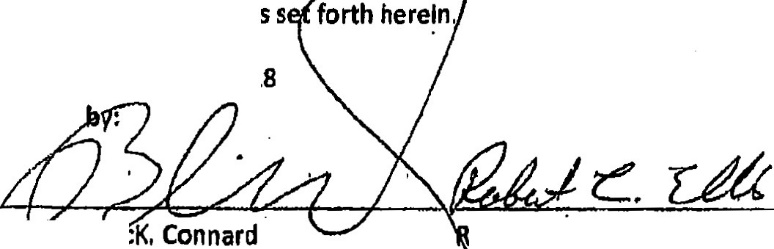
(b). Upgrade Probation Officers from Group 13 to Group 14

(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 ,·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.

* 1. For upgrades within the CSEA bargaining unit, the upgrades will be made to the next highest Step plus 1.
  2. All changes for Group 15 and below will be effective will be effective April 7, 2018 (beginning of Pay Period 9).
  3. 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).
  4. The above agreements are made without prejudice or precedent to the County' s right to make the types of

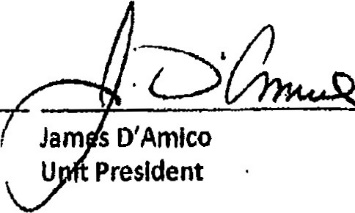
,



determination

Dated: January 16, 2018 Signed

**obble** Ellls



Director of Human Resources Labor Relations Specialist

### 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

### APPENDIX D - 2022 SALARY SCHEDULE - Pre April 15, 2005 hires (SS1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | N/A | N/A | 31,320.00 | 33,316.55 | N/A | N/A | 33,930.84 | N/A |
|  | PAYROLL YEAR |  |  |  |  | 31,200.00 | 33,188.90 |  |  | 33,800.83 |  |
|  | 70 HOUR |  |  |  |  | 17.1429 | 18.2357 |  |  | 18.5719 |  |
|  | 75 HOUR |  |  |  |  | 16.0000 | 17.0199 |  |  | 17.3338 |  |
|  | 80 HOUR |  |  |  |  | 15.0000 | 15.9562 |  |  | 16.2504 |  |
|  | BI-WEEKLY |  |  |  |  | 1,200.00 | 1,276.50 |  |  | 1,300.03 |  |
|  |  |  |  |  | $14.4361 |  |  |  |  |  |  |
| **04** | **ANNUALIZED** | N/A | N/A | N/A | 31,449.46 | 32,943.21 | 34,530.09 | N/A | N/A | 35,168.39 | N/A |
|  | PAYROLL YEAR |  |  |  | 31,328.96 | 32,816.99 | 34,397.79 |  |  | 35,033.65 |  |
|  | 70 HOUR |  |  |  | 17.2137 | 18.0313 | 18.8999 |  |  | 19.2493 |  |
|  | 75 HOUR |  |  |  | 16.0661 | 16.8292 | 17.6399 |  |  | 17.9660 |  |
|  | 80 HOUR |  |  |  | 15.0620 | 15.7774 | 16.5374 |  |  | 16.8431 |  |
|  | BI-WEEKLY |  |  |  | 1,204.96 | 1,262.19 | 1,322.99 |  |  | 1,347.45 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **05** | **ANNUALIZED** | N/A | N/A | 31,542.79 | 33,316.55 | 34,810.72 | 36,584.27 | N/A | N/A | 37,263.49 | N/A |
|  | PAYROLL YEAR |  |  | 31,421.94 | 33,188.90 | 34,677.34 | 36,444.10 |  |  | 37,120.72 |  |
|  | 70 HOUR |  |  | 17.2648 | 18.2357 | 19.0535 | 20.0242 |  |  | 20.3960 |  |
|  | 75 HOUR |  |  | 16.1138 | 17.0199 | 17.7833 | 18.6893 |  |  | 19.0363 |  |
|  | 80 HOUR |  |  | 15.1067 | 15.9562 | 16.6718 | 17.5212 |  |  | 17.8465 |  |
|  | BI-WEEKLY |  |  | 1,208.54 | 1,276.50 | 1,333.74 | 1,401.70 |  |  | 1,427.72 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **06** | **ANNUALIZED** | N/A | 31,729.46 | 33,596.76 | 35,370.51 | 37,144.27 | 38,825.11 | N/A | N/A | 39,549.23 | N/A |
|  | PAYROLL YEAR |  | 31,607.89 | 33,468.03 | 35,234.99 | 37,001.95 | 38,676.35 |  |  | 39,397.70 |  |
|  | 70 HOUR |  | 17.3670 | 18.3890 | 19.3599 | 20.3307 | 21.2507 |  |  | 21.6471 |  |
|  | 75 HOUR |  | 16.2092 | 17.1631 | 18.0692 | 18.9754 | 19.8340 |  |  | 20.2039 |  |
|  | 80 HOUR |  | 15.1961 | 16.0904 | 16.9399 | 17.7894 | 18.5944 |  |  | 18.9412 |  |
|  | BI-WEEKLY |  | 1,215.69 | 1,287.23 | 1,355.19 | 1,423.15 | 1,487.55 |  |  | 1,515.30 |  |

**2022 SALARY SCHEDULE**

**Pre April 15, 2005 hires (SS1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **ENTRY** | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** | **STEP F** | **STEP G** | **STEP EA** | **STEP GA** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **07** | **ANNUALIZED** | 32,756.34 | 33,689.88 | 35,557.18 | 37,517.81 | 39,385.11 | 41,252.41 | N/A | N/A | 42,024.97 | N/A |
|  | PAYROLL YEAR | 32,630.83 | 33,560.80 | 35,420.94 | 37,374.06 | 39,234.21 | 41,094.35 |  |  | 41,863.95 |  |
|  | 70 HOUR | 17.9290 | 18.4400 | 19.4621 | 20.5352 | 21.5573 | 22.5793 |  |  | 23.0022 |  |
|  | 75 HOUR | 16.7338 | 17.2107 | 18.1646 | 19.1662 | 20.1201 | 21.0740 |  |  | 21.4687 |  |
|  | 80 HOUR | 15.6879 | 16.1350 | 17.0293 | 17.9683 | 18.8626 | 19.7569 |  |  | 20.1269 |  |
|  | BI-WEEKLY | 1,255.03 | 1,290.80 | 1,362.34 | 1,437.46 | 1,509.01 | 1,580.55 |  |  | 1,610.15 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **08** | **ANNUALIZED** | 34,623.42 | 35,557.18 | 37,611.56 | 39,571.98 | 41,625.95 | 43,679.71 | 44,501.13 | 45,339.04 | 44,501.34 | 46,193.66 |
|  | PAYROLL YEAR | 34,490.77 | 35,420.94 | 37,467.46 | 39,420.37 | 41,466.46 | 43,512.35 | 44,330.62 | 45,165.33 | 44,330.83 | 46,016.67 |
|  | 70 HOUR | 18.9510 | 19.4621 | 20.5865 | 21.6595 | 22.7838 | 23.9079 | 24.3575 | 24.8161 | 24.3576 | 25.2839 |
|  | 75 HOUR | 17.6876 | 18.1646 | 19.2141 | 20.2156 | 21.2649 | 22.3140 | N/A | N/A | 22.7338 | N/A |
|  | 80 HOUR | 16.5821 | 17.0293 | 18.0132 | 18.9521 | 19.9358 | 20.9194 | 21.3128 | 21.7141 | 21.3129 | 22.1234 |
|  | BI-WEEKLY | 1,326.57 | 1,362.34 | 1,441.06 | 1,516.17 | 1,594.86 | 1,673.55 | 1,705.02 | 1,737.13 | 1,705.03 | 1,769.87 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **09** | **ANNUALIZED** | 36,771.14 | 37,704.69 | 39,851.78 | 41,905.74 | 44,146.79 | 46,293.88 | N/A | N/A | 47,167.29 | N/A |
|  | PAYROLL YEAR | 36,630.26 | 37,560.22 | 39,699.09 | 41,745.18 | 43,977.65 | 46,116.51 |  |  | 46,986.58 |  |
|  | 70 HOUR | 20.1265 | 20.6375 | 21.8127 | 22.9369 | 24.1635 | 25.3387 |  |  | 25.8168 |  |
|  | 75 HOUR | 18.7847 | 19.2617 | 20.3585 | 21.4078 | 22.5526 | 23.6495 |  |  | 24.0957 |  |
|  | 80 HOUR | 17.6107 | 18.0578 | 19.0861 | 20.0698 | 21.1431 | 22.1714 |  |  | 22.5897 |  |
|  | BI-WEEKLY | 1,408.86 | 1,444.62 | 1,526.89 | 1,605.58 | 1,691.45 | 1,773.71 |  |  | 1,807.18 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **10** | **ANNUALIZED** | 38,918.65 | 39,945.11 | 42,372.62 | 44,613.25 | 46,947.64 | 49,374.73 | 50,309.94 | 51,263.95 | 50,310.36 | 52,237.17 |
|  | PAYROLL YEAR | 38,769.54 | 39,792.06 | 42,210.27 | 44,442.32 | 46,767.76 | 49,185.55 | 50,117.18 | 51,067.54 | 50,117.60 | 52,037.02 |
|  | 70 HOUR | 21.3019 | 21.8638 | 23.1925 | 24.4189 | 25.6966 | 27.0250 | 27.5369 | 28.0591 | 27.5371 | 28.5918 |
|  | 75 HOUR | 19.8818 | 20.4062 | 21.6463 | 22.7909 | 23.9835 | 25.2234 | N/A | N/A | 25.7013 | N/A |
|  | 80 HOUR | 18.6392 | 19.1308 | 20.2934 | 21.3665 | 22.4845 | 23.6469 | 24.0948 | 24.5517 | 24.0950 | 25.0178 |
|  | BI-WEEKLY | 1,491.14 | 1,530.46 | 1,623.47 | 1,709.32 | 1,798.76 | 1,891.75 | 1,927.58 | 1,964.14 | 1,927.60 | 2,001.42 |

**2022 SALARY SCHEDULE**

**Pre April 15, 2005 hires (SS1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **ENTRY** | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** | **STEP F** | **STEP G** | **STEP EA** | **STEP GA** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **11** | **ANNUALIZED** | 41,345.53 | 42,465.95 | 44,893.25 | 47,414.30 | 49,934.94 | 52,362.66 | 53,352.16 | 54,361.71 | 53,357.38 | 55,396.52 |
|  | PAYROLL YEAR | 41,187.12 | 42,303.25 | 44,721.25 | 47,232.64 | 49,743.62 | 52,162.03 | 53,147.74 | 54,153.42 | 53,152.94 | 55,184.27 |
|  | 70 HOUR | 22.6303 | 23.2435 | 24.5721 | 25.9520 | 27.3317 | 28.6605 | 29.2021 | 29.7546 | 29.2049 | 30.3210 |
|  | 75 HOUR | 21.1216 | 21.6940 | 22.9340 | 24.2219 | 25.5095 | 26.7498 | N/A | N/A | 27.2579 | N/A |
|  | 80 HOUR | 19.8015 | 20.3381 | 21.5006 | 22.7080 | 23.9152 | 25.0779 | 25.5518 | 26.0353 | 25.5543 | 26.5309 |
|  | BI-WEEKLY | 1,584.12 | 1,627.05 | 1,720.05 | 1,816.64 | 1,913.22 | 2,006.23 | 2,044.14 | 2,082.82 | 2,044.34 | 2,122.47 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **12** | **ANNUALIZED** | 43,866.37 | 45,080.13 | 47,694.10 | 50,308.48 | 53,109.32 | 55,536.83 | 56,589.60 | 57,663.88 | 56,595.45 | 58,764.67 |
|  | PAYROLL YEAR | 43,698.30 | 44,907.41 | 47,511.36 | 50,115.73 | 52,905.84 | 55,324.05 | 56,372.78 | 57,442.94 | 56,378.61 | 58,539.52 |
|  | 70 HOUR | 24.0101 | 24.6744 | 26.1051 | 27.5361 | 29.0691 | 30.3978 | 30.9741 | 31.5621 | 30.9773 | 32.1646 |
|  | 75 HOUR | 22.4094 | 23.0294 | 24.3648 | 25.7004 | 27.1312 | 28.3713 | N/A | N/A | 28.9121 | N/A |
|  | 80 HOUR | 21.0088 | 21.5901 | 22.8420 | 24.0941 | 25.4355 | 26.5981 | 27.1023 | 27.6168 | 27.1051 | 28.1440 |
|  | BI-WEEKLY | 1,680.70 | 1,727.21 | 1,827.36 | 1,927.53 | 2,034.84 | 2,127.85 | 2,168.18 | 2,209.34 | 2,168.41 | 2,251.52 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **13** | **ANNUALIZED** | 46,760.97 | 48,067.85 | 50,868.69 | 53,669.74 | 56,657.04 | 59,084.34 | 60,208.52 | 61,355.25 | 60,213.74 | 62,530.38 |
|  | PAYROLL YEAR | 46,581.81 | 47,883.68 | 50,673.79 | 53,464.11 | 56,439.97 | 58,857.97 | 59,977.84 | 61,120.18 | 59,983.04 | 62,290.80 |
|  | 70 HOUR | 25.5944 | 26.3097 | 27.8427 | 29.3759 | 31.0110 | 32.3395 | 32.9549 | 33.5825 | 32.9577 | 34.2257 |
|  | 75 HOUR | 23.8881 | 24.5557 | 25.9866 | 27.4175 | 28.9436 | 30.1836 | N/A | 31.3437 | 30.7605 | 31.9440 |
|  | 80 HOUR | 22.3951 | 23.0210 | 24.3624 | 25.7039 | 27.1346 | 28.2971 | 28.8355 | 29.3847 | 28.8380 | 29.9475 |
|  | BI-WEEKLY | 1,791.61 | 1,841.68 | 1,948.99 | 2,056.31 | 2,170.77 | 2,263.77 | 2,306.84 | 2,350.78 | 2,307.04 | 2,395.80 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **14** | **ANNUALIZED** | 49,934.94 | 51,335.57 | 54,229.74 | 57,404.13 | 60,578.73 | 63,285.61 | 64,493.73 | 65,726.27 | 64,499.16 | 66,988.89 |
|  | PAYROLL YEAR | 49,743.62 | 51,138.88 | 54,021.97 | 57,184.19 | 60,346.62 | 63,043.14 | 64,246.62 | 65,474.45 | 64,252.03 | 66,732.22 |
|  | 70 HOUR | 27.3317 | 28.0983 | 29.6824 | 31.4199 | 33.1575 | 34.6391 | 35.3003 | 35.9750 | 35.3033 | 36.6661 |
|  | 75 HOUR | 25.5095 | 26.2251 | 27.7036 | 29.3252 | 30.9470 | 32.3298 | N/A | N/A | 32.9498 | N/A |
|  | 80 HOUR | 23.9152 | 24.5860 | 25.9721 | 27.4924 | 29.0128 | 30.3092 | 30.8878 | 31.4781 | 30.8904 | 32.0828 |
|  | BI-WEEKLY | 1,913.22 | 1,966.88 | 2,077.77 | 2,199.39 | 2,321.02 | 2,424.74 | 2,471.02 | 2,518.25 | 2,471.23 | 2,566.62 |

**2022 SALARY SCHEDULE**

**Pre April 15, 2005 hires (SS1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **ENTRY** | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** | **STEP F** | **STEP G** | **STEP EA** | **STEP GA** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **15** | **ANNUALIZED** | 53,762.87 | 55,350.37 | 58,617.68 | 61,792.48 | 65,152.91 | 68,327.29 | 69,636.47 | 70,971.54 | 69,641.69 | 72,338.76 |
|  | PAYROLL YEAR | 53,556.88 | 55,138.30 | 58,393.09 | 61,555.73 | 64,903.28 | 68,065.50 | 69,369.66 | 70,699.62 | 69,374.86 | 72,061.60 |
|  | 70 HOUR | 29.4269 | 30.2958 | 32.0841 | 33.8218 | 35.6611 | 37.3986 | 38.1152 | 38.8459 | 38.1181 | 39.5943 |
|  | 75 HOUR | 27.4651 | 28.2761 | 29.9452 | 31.5670 | 33.2837 | 34.9054 | N/A | 36.2562 | 35.5769 | 36.9547 |
|  | 80 HOUR | 25.7485 | 26.5088 | 28.0736 | 29.5941 | 31.2035 | 32.7238 | 33.3508 | 33.9902 | 33.3533 | 34.6450 |
|  | BI-WEEKLY | 2,059.88 | 2,120.70 | 2,245.89 | 2,367.53 | 2,496.28 | 2,617.90 | 2,668.06 | 2,719.22 | 2,668.26 | 2,771.60 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **16** | **ANNUALIZED** | 57,590.38 | 59,084.34 | 62,818.94 | 66,180.00 | 69,727.92 | 73,275.65 | 74,683.38 | 76,119.71 | 74,688.80 | 77,589.66 |
|  | PAYROLL YEAR | 57,369.73 | 58,857.97 | 62,578.26 | 65,926.43 | 69,460.77 | 72,994.90 | 74,397.23 | 75,828.06 | 74,402.64 | 77,292.38 |
|  | 70 HOUR | 31.5218 | 32.3395 | 34.3837 | 36.2233 | 38.1653 | 40.1071 | 40.8776 | 41.6638 | 40.8806 | 42.4683 |
|  | 75 HOUR | 29.4204 | 30.1836 | 32.0914 | 33.8084 | 35.6209 | 37.4333 | N/A | N/A | 38.1552 | N/A |
|  | 80 HOUR | 27.5816 | 28.2971 | 30.0857 | 31.6954 | 33.3946 | 35.0937 | 35.7679 | 36.4558 | 35.7705 | 37.1598 |
|  | BI-WEEKLY | 2,206.53 | 2,263.77 | 2,406.86 | 2,535.63 | 2,671.57 | 2,807.50 | 2,861.43 | 2,916.46 | 2,861.64 | 2,972.78 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **39** | **ANNUALIZED** | 37,669.79 | 38,743.36 | 40,890.76 | 43,145.48 | 45,292.88 | 47,440.27 | N/A | N/A | 48,328.71 | N/A |
|  | PAYROLL YEAR | 37,525.46 | 38,594.92 | 40,734.09 | 42,980.17 | 45,119.34 | 47,258.50 |  |  | 48,143.54 |  |
|  | 70 HOUR | 19.2438 | 19.7923 | 20.8893 | 22.0411 | 23.1381 | 24.2351 |  |  | 24.6890 |  |
|  | 80 HOUR | 18.0411 | 18.5553 | 19.5837 | 20.6635 | 21.6920 | 22.7204 |  |  | 23.1459 |  |
|  | BI-WEEKLY | 1,443.29 | 1,484.42 | 1,566.70 | 1,653.08 | 1,735.36 | 1,817.63 |  |  | 1,851.67 |  |

### APPENDIX E - 2022 SALARY SCHEDULE - On or after April 15, 2005 hires (SS2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | N/A | N/A | N/A | 31,320.00 | 31,862.88 | 32,500.24 | 33,150.39 | 33,813.33 | 34,489.58 | 35,179.15 | 35,882.80 |
|  | PAYROLL YEAR | 25,075.70 | 26,078.52 | 27,121.64 | 28,206.62 | 29,334.76 | 30,508.40 | 31,200.00 | 31,740.80 | 32,375.72 | 33,023.38 | 33,683.78 | 34,357.44 | 35,044.36 | 35,745.32 |
|  | 70 HOUR | 13.7779 | 14.3289 | 14.9020 | 15.4981 | 16.1180 | 16.7629 | 17.1429 | 17.4400 | 17.7889 | 18.1447 | 18.5076 | 18.8777 | 19.2551 | 19.6403 |
|  | 75 HOUR | 12.8593 | 13.3736 | 13.9085 | 14.4649 | 15.0435 | 15.6453 | 16.0000 | 16.2773 | 16.6029 | 16.9351 | 17.2737 | 17.6192 | 17.9715 | 18.3309 |
|  | 80 HOUR | 12.0556 | 12.5378 | 13.0393 | 13.5609 | 14.1033 | 14.6675 | 15.0000 | 15.2600 | 15.5652 | 15.8766 | 16.1941 | 16.5180 | 16.8483 | 17.1853 |
|  | BI-WEEKLY | 964.45 | 1,003.02 | 1,043.14 | 1,084.87 | 1,128.26 | 1,173.40 | 1,200.00 | 1,220.80 | 1,245.22 | 1,270.13 | 1,295.53 | 1,321.44 | 1,347.86 | 1,374.82 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **4** | **ANNUALIZED** | N/A | N/A | N/A | N/A | N/A | 31,587.00 | 32,218.62 | 32,863.03 | 33,520.23 | 34,190.74 | 34,874.56 | 35,571.95 | 36,283.70 | 37,009.28 |
|  | PAYROLL YEAR | 25,862.72 | 26,897.26 | 27,973.14 | 29,092.18 | 30,255.68 | 31,465.98 | 32,095.18 | 32,737.12 | 33,391.80 | 34,059.74 | 34,740.94 | 35,435.66 | 36,144.68 | 36,867.48 |
|  | 70 HOUR | 14.2103 | 14.7787 | 15.3699 | 15.9847 | 16.6240 | 17.2890 | 17.6347 | 17.9874 | 18.3471 | 18.7141 | 19.0884 | 19.4701 | 19.8597 | 20.2569 |
|  | 75 HOUR | 13.2629 | 13.7935 | 14.3452 | 14.9191 | 15.5157 | 16.1364 | 16.4591 | 16.7883 | 17.1240 | 17.4665 | 17.8159 | 18.1721 | 18.5357 | 18.9064 |
|  | 80 HOUR | 12.4340 | 12.9314 | 13.4486 | 13.9866 | 14.5460 | 15.1279 | 15.4304 | 15.7390 | 16.0538 | 16.3749 | 16.7024 | 17.0364 | 17.3772 | 17.7247 |
|  | BI-WEEKLY | 994.72 | 1,034.51 | 1,075.89 | 1,118.93 | 1,163.68 | 1,210.23 | 1,234.43 | 1,259.12 | 1,284.30 | 1,309.99 | 1,336.19 | 1,362.91 | 1,390.18 | 1,417.98 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **5** | **ANNUALIZED** | N/A | N/A | N/A | N/A | 32,117.09 | 33,401.74 | 34,069.90 | 34,751.11 | 35,446.41 | 36,155.29 | 36,878.26 | 37,615.84 | 38,368.31 | 39,135.65 |
|  | PAYROLL YEAR | 27,348.62 | 28,442.44 | 29,580.20 | 30,763.72 | 31,994.04 | 33,273.76 | 33,939.36 | 34,617.96 | 35,310.60 | 36,016.76 | 36,736.96 | 37,471.72 | 38,221.30 | 38,985.70 |
|  | 70 HOUR | 15.0267 | 15.6277 | 16.2529 | 16.9031 | 17.5791 | 18.2823 | 18.6480 | 19.0209 | 19.4014 | 19.7894 | 20.1851 | 20.5889 | 21.0007 | 21.4207 |
|  | 75 HOUR | 14.0249 | 14.5859 | 15.1693 | 15.7763 | 16.4072 | 17.0635 | 17.4048 | 17.7528 | 18.1080 | 18.4701 | 18.8395 | 19.2163 | 19.6007 | 19.9927 |
|  | 80 HOUR | 13.1484 | 13.6743 | 14.2213 | 14.7902 | 15.3818 | 15.9970 | 16.3170 | 16.6433 | 16.9762 | 17.3157 | 17.6620 | 18.0153 | 18.3756 | 18.7431 |
|  | BI-WEEKLY | 1,051.87 | 1,093.94 | 1,137.70 | 1,183.22 | 1,230.54 | 1,279.76 | 1,305.36 | 1,331.46 | 1,358.10 | 1,385.26 | 1,412.96 | 1,441.22 | 1,470.05 | 1,499.45 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **6** | **ANNUALIZED** | N/A | N/A | N/A | 32,954.90 | 34,272.95 | 35,643.99 | 36,356.78 | 37,083.92 | 37,825.69 | 38,582.06 | 39,353.84 | 40,141.02 | 40,943.59 | 41,762.61 |
|  | PAYROLL YEAR | 29,184.48 | 30,351.88 | 31,565.82 | 32,828.64 | 34,141.64 | 35,507.42 | 36,217.48 | 36,941.84 | 37,680.76 | 38,434.24 | 39,203.06 | 39,987.22 | 40,786.72 | 41,602.60 |
|  | 70 HOUR | 16.0354 | 16.6769 | 17.3439 | 18.0377 | 18.7591 | 19.5096 | 19.8997 | 20.2977 | 20.7037 | 21.1177 | 21.5401 | 21.9710 | 22.4103 | 22.8586 |
|  | 75 HOUR | 14.9664 | 15.5651 | 16.1876 | 16.8352 | 17.5085 | 18.2089 | 18.5731 | 18.9445 | 19.3235 | 19.7099 | 20.1041 | 20.5063 | 20.9163 | 21.3347 |
|  | 80 HOUR | 14.0310 | 14.5922 | 15.1759 | 15.7830 | 16.4143 | 17.0709 | 17.4123 | 17.7605 | 18.1157 | 18.4780 | 18.8476 | 19.2246 | 19.6090 | 20.0012 |
|  | BI-WEEKLY | 1,122.48 | 1,167.38 | 1,214.07 | 1,262.64 | 1,313.14 | 1,365.67 | 1,392.98 | 1,420.84 | 1,449.26 | 1,478.24 | 1,507.81 | 1,537.97 | 1,568.72 | 1,600.10 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **7** | **ANNUALIZED** | N/A | N/A | 33,491.00 | 34,830.71 | 36,224.19 | 37,673.00 | 38,426.25 | 39,194.89 | 39,978.68 | 40,778.38 | 41,594.00 | 42,425.81 | 43,274.32 | 44,139.80 |
|  | PAYROLL YEAR | 30,845.88 | 32,079.58 | 33,362.68 | 34,697.26 | 36,085.40 | 37,528.66 | 38,279.02 | 39,044.72 | 39,825.50 | 40,622.14 | 41,434.64 | 42,263.26 | 43,108.52 | 43,970.68 |
|  | 70 HOUR | 16.9483 | 17.6261 | 18.3311 | 19.0644 | 19.8271 | 20.6201 | 21.0324 | 21.4531 | 21.8821 | 22.3199 | 22.7663 | 23.2216 | 23.6860 | 24.1597 |
|  | 75 HOUR | 15.8184 | 16.4511 | 17.1091 | 17.7935 | 18.5053 | 19.2455 | 19.6303 | 20.0229 | 20.4233 | 20.8319 | 21.2485 | 21.6735 | 22.1069 | 22.5491 |
|  | 80 HOUR | 14.8297 | 15.4229 | 16.0398 | 16.6814 | 17.3487 | 18.0426 | 18.4034 | 18.7715 | 19.1469 | 19.5299 | 19.9205 | 20.3189 | 20.7253 | 21.1398 |
|  | BI-WEEKLY | 1,186.38 | 1,233.83 | 1,283.18 | 1,334.51 | 1,387.90 | 1,443.41 | 1,472.27 | 1,501.72 | 1,531.75 | 1,562.39 | 1,593.64 | 1,625.51 | 1,658.02 | 1,691.18 |

**2022 SALARY SCHEDULE**

**On or after April 15, 2005 hires (SS2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** | N/A | 34,028.66 | 35,389.77 | 36,805.44 | 38,277.74 | 39,808.50 | 40,604.81 | 41,417.05 | 42,245.20 | 43,090.06 | 43,951.88 | 44,830.93 | 45,727.72 | 46,642.27 |
|  | PAYROLL YEAR | 32,594.38 | 33,898.28 | 35,254.18 | 36,664.42 | 38,131.08 | 39,655.98 | 40,449.24 | 41,258.36 | 42,083.34 | 42,924.96 | 43,783.48 | 44,659.16 | 45,552.52 | 46,463.56 |
|  | 70 HOUR | 17.9090 | 18.6254 | 19.3704 | 20.1453 | 20.9511 | 21.7890 | 22.2249 | 22.6694 | 23.1227 | 23.5851 | 24.0569 | 24.5380 | 25.0289 | 25.5294 |
|  | 75 HOUR | 16.7151 | 17.3837 | 18.0791 | 18.8023 | 19.5544 | 20.3364 | 20.7432 | 21.1581 | 21.5812 | 22.0128 | 22.4531 | 22.9021 | 23.3603 | 23.8275 |
|  | 80 HOUR | 15.6704 | 16.2972 | 16.9491 | 17.6271 | 18.3322 | 19.0654 | 19.4467 | 19.8357 | 20.2324 | 20.6370 | 21.0498 | 21.4708 | 21.9002 | 22.3382 |
|  | BI-WEEKLY | 1,253.63 | 1,303.78 | 1,355.93 | 1,410.17 | 1,466.58 | 1,525.23 | 1,555.74 | 1,586.86 | 1,618.59 | 1,650.96 | 1,683.98 | 1,717.66 | 1,752.02 | 1,787.06 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **9** | **ANNUALIZED** | 34,738.58 | 36,128.14 | 37,573.04 | 39,076.14 | 40,639.27 | 42,264.77 | 43,109.89 | 43,972.24 | 44,851.81 | 45,748.60 | 46,663.67 | 47,596.74 | 48,548.61 | 49,519.79 |
|  | PAYROLL YEAR | 34,605.48 | 35,989.72 | 37,429.08 | 38,926.42 | 40,483.56 | 42,102.84 | 42,944.72 | 43,803.76 | 44,679.96 | 45,573.32 | 46,484.88 | 47,414.38 | 48,362.60 | 49,330.06 |
|  | 70 HOUR | 19.0140 | 19.7746 | 20.5654 | 21.3881 | 22.2437 | 23.1334 | 23.5960 | 24.0680 | 24.5494 | 25.0403 | 25.5411 | 26.0519 | 26.5729 | 27.1044 |
|  | 75 HOUR | 17.7464 | 18.4563 | 19.1944 | 19.9623 | 20.7608 | 21.5912 | 22.0229 | 22.4635 | 22.9128 | 23.3709 | 23.8384 | 24.3151 | 24.8013 | 25.2975 |
|  | 80 HOUR | 16.6372 | 17.3027 | 17.9948 | 18.7146 | 19.4632 | 20.2417 | 20.6465 | 21.0595 | 21.4807 | 21.9103 | 22.3485 | 22.7954 | 23.2513 | 23.7164 |
|  | BI-WEEKLY | 1,330.98 | 1,384.22 | 1,439.58 | 1,497.17 | 1,557.06 | 1,619.34 | 1,651.72 | 1,684.76 | 1,718.46 | 1,752.82 | 1,787.88 | 1,823.63 | 1,860.10 | 1,897.31 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **10** | **ANNUALIZED** | 36,756.63 | 38,227.10 | 39,756.04 | 41,346.32 | 43,000.27 | 44,720.26 | 45,614.71 | 46,526.90 | 47,457.37 | 48,406.63 | 49,374.68 | 50,362.04 | 51,369.50 | 52,396.79 |
|  | PAYROLL YEAR | 36,615.80 | 38,080.64 | 39,603.72 | 41,187.90 | 42,835.52 | 44,548.92 | 45,439.94 | 46,348.64 | 47,275.54 | 48,221.16 | 49,185.50 | 50,169.08 | 51,172.68 | 52,196.04 |
|  | 70 HOUR | 20.1186 | 20.9234 | 21.7603 | 22.6307 | 23.5360 | 24.4774 | 24.9670 | 25.4663 | 25.9756 | 26.4951 | 27.0250 | 27.5654 | 28.1169 | 28.6791 |
|  | 75 HOUR | 18.7773 | 19.5285 | 20.3096 | 21.1220 | 21.9669 | 22.8456 | 23.3025 | 23.7685 | 24.2439 | 24.7288 | 25.2233 | 25.7277 | 26.2424 | 26.7672 |
|  | 80 HOUR | 17.6038 | 18.3080 | 19.0403 | 19.8019 | 20.5940 | 21.4177 | 21.8461 | 22.2830 | 22.7286 | 23.1832 | 23.6469 | 24.1198 | 24.6022 | 25.0943 |
|  | BI-WEEKLY | 1,408.30 | 1,464.64 | 1,523.22 | 1,584.15 | 1,647.52 | 1,713.42 | 1,747.69 | 1,782.64 | 1,818.29 | 1,854.66 | 1,891.75 | 1,929.58 | 1,968.18 | 2,007.54 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **11** | **ANNUALIZED** | 39,038.55 | 40,600.12 | 42,224.06 | 43,912.99 | 45,669.52 | 47,496.26 | 48,446.30 | 49,415.13 | 50,403.54 | 51,411.52 | 52,439.60 | 53,488.56 | 54,558.40 | 55,649.64 |
|  | PAYROLL YEAR | 38,888.98 | 40,444.56 | 42,062.28 | 43,744.74 | 45,494.54 | 47,314.28 | 48,260.68 | 49,225.80 | 50,210.42 | 51,214.54 | 52,238.68 | 53,283.62 | 54,349.36 | 55,436.42 |
|  | 70 HOUR | 21.3676 | 22.2223 | 23.1111 | 24.0356 | 24.9970 | 25.9969 | 26.5169 | 27.0471 | 27.5881 | 28.1399 | 28.7026 | 29.2767 | 29.8623 | 30.4596 |
|  | 75 HOUR | 19.9431 | 20.7408 | 21.5704 | 22.4332 | 23.3305 | 24.2637 | 24.7491 | 25.2440 | 25.7489 | 26.2639 | 26.7891 | 27.3249 | 27.8715 | 28.4289 |
|  | 80 HOUR | 18.6966 | 19.4445 | 20.2222 | 21.0311 | 21.8724 | 22.7473 | 23.2022 | 23.6663 | 24.1396 | 24.6224 | 25.1148 | 25.6171 | 26.1295 | 26.6521 |
|  | BI-WEEKLY | 1,495.73 | 1,555.56 | 1,617.78 | 1,682.49 | 1,749.79 | 1,819.78 | 1,856.18 | 1,893.30 | 1,931.17 | 1,969.79 | 2,009.18 | 2,049.37 | 2,090.36 | 2,132.17 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **12** | **ANNUALIZED** | 41,407.91 | 43,064.48 | 44,786.82 | 46,578.32 | 48,441.34 | 50,379.00 | 51,386.72 | 52,414.54 | 53,462.72 | 54,531.77 | 55,622.75 | 56,735.14 | 57,869.70 | 59,027.24 |
|  | PAYROLL YEAR | 41,249.26 | 42,899.48 | 44,615.22 | 46,399.86 | 48,255.74 | 50,185.98 | 51,189.84 | 52,213.72 | 53,257.88 | 54,322.84 | 55,409.64 | 56,517.76 | 57,647.98 | 58,801.08 |
|  | 70 HOUR | 22.6644 | 23.5711 | 24.5139 | 25.4944 | 26.5141 | 27.5747 | 28.1263 | 28.6889 | 29.2626 | 29.8477 | 30.4449 | 31.0537 | 31.6747 | 32.3083 |
|  | 75 HOUR | 21.1535 | 21.9997 | 22.8796 | 23.7948 | 24.7465 | 25.7364 | 26.2512 | 26.7763 | 27.3117 | 27.8579 | 28.4152 | 28.9835 | 29.5631 | 30.1544 |
|  | 80 HOUR | 19.8314 | 20.6247 | 21.4496 | 22.3076 | 23.1999 | 24.1279 | 24.6105 | 25.1027 | 25.6048 | 26.1168 | 26.6392 | 27.1720 | 27.7154 | 28.2697 |
|  | BI-WEEKLY | 1,586.51 | 1,649.98 | 1,715.97 | 1,784.61 | 1,855.99 | 1,930.23 | 1,968.84 | 2,008.22 | 2,048.38 | 2,089.34 | 2,131.14 | 2,173.76 | 2,217.23 | 2,261.58 |

**2022 SALARY SCHEDULE**

**On or after April 15, 2005 hires (SS2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** | 44,128.58 | 45,893.72 | 47,729.59 | 49,638.55 | 51,624.23 | 53,689.27 | 54,763.02 | 55,858.18 | 56,975.52 | 58,114.78 | 59,277.28 | 60,462.74 | 61,671.95 | 62,905.44 |
|  | PAYROLL YEAR | 43,959.50 | 45,717.88 | 47,546.72 | 49,448.36 | 51,426.44 | 53,483.56 | 54,553.20 | 55,644.16 | 56,757.22 | 57,892.12 | 59,050.16 | 60,231.08 | 61,435.66 | 62,664.42 |
|  | 70 HOUR | 24.1536 | 25.1197 | 26.1246 | 27.1694 | 28.2563 | 29.3866 | 29.9743 | 30.5737 | 31.1853 | 31.8089 | 32.4451 | 33.0940 | 33.7559 | 34.4310 |
|  | 75 HOUR | 22.5433 | 23.4451 | 24.3829 | 25.3581 | 26.3725 | 27.4275 | 27.9760 | 28.5355 | 29.1063 | 29.6883 | 30.2821 | 30.8877 | 31.5055 | 32.1356 |
|  | 80 HOUR | 21.1344 | 21.9798 | 22.8590 | 23.7733 | 24.7243 | 25.7132 | 26.2275 | 26.7520 | 27.2871 | 27.8328 | 28.3895 | 28.9573 | 29.5364 | 30.1271 |
|  | BI-WEEKLY | 1,690.75 | 1,758.38 | 1,828.72 | 1,901.86 | 1,977.94 | 2,057.06 | 2,098.20 | 2,140.16 | 2,182.97 | 2,226.62 | 2,271.16 | 2,316.58 | 2,362.91 | 2,410.17 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **14** | **ANNUALIZED** | 47,112.59 | 48,997.01 | 50,957.12 | 52,995.27 | 55,115.11 | 57,319.52 | 58,466.09 | 59,635.37 | 60,828.14 | 62,044.66 | 63,285.71 | 64,551.30 | 65,842.47 | 67,158.95 |
|  | PAYROLL YEAR | 46,932.08 | 48,809.28 | 50,761.88 | 52,792.22 | 54,903.94 | 57,099.90 | 58,242.08 | 59,406.88 | 60,595.08 | 61,806.94 | 63,043.24 | 64,303.98 | 65,590.20 | 66,901.64 |
|  | 70 HOUR | 25.7869 | 26.8183 | 27.8911 | 29.0067 | 30.1670 | 31.3736 | 32.0011 | 32.6411 | 33.2940 | 33.9599 | 34.6391 | 35.3319 | 36.0386 | 36.7591 |
|  | 75 HOUR | 24.0677 | 25.0304 | 26.0317 | 27.0729 | 28.1559 | 29.2820 | 29.8677 | 30.4651 | 31.0744 | 31.6959 | 32.3299 | 32.9764 | 33.6360 | 34.3085 |
|  | 80 HOUR | 22.5635 | 23.4660 | 24.4047 | 25.3809 | 26.3961 | 27.4519 | 28.0010 | 28.5610 | 29.1322 | 29.7149 | 30.3092 | 30.9154 | 31.5337 | 32.1643 |
|  | BI-WEEKLY | 1,805.08 | 1,877.28 | 1,952.38 | 2,030.47 | 2,111.69 | 2,196.15 | 2,240.08 | 2,284.88 | 2,330.58 | 2,377.19 | 2,424.74 | 2,473.23 | 2,522.70 | 2,573.14 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **15** | **ANNUALIZED** | 50,710.73 | 52,739.23 | 54,848.63 | 57,042.59 | 59,324.26 | 61,697.27 | 62,931.28 | 64,189.82 | 65,473.68 | 66,783.11 | 68,118.65 | 69,641.59 | 71,034.54 | 72,455.17 |
|  | PAYROLL YEAR | 50,516.44 | 52,537.16 | 54,638.48 | 56,824.04 | 59,096.96 | 61,460.88 | 62,690.16 | 63,943.88 | 65,222.82 | 66,527.24 | 67,857.66 | 69,374.76 | 70,762.38 | 72,177.56 |
|  | 70 HOUR | 27.7563 | 28.8666 | 30.0211 | 31.2220 | 32.4709 | 33.7697 | 34.4451 | 35.1340 | 35.8367 | 36.5534 | 37.2844 | 38.1180 | 38.8804 | 39.6580 |
|  | 75 HOUR | 25.9059 | 26.9421 | 28.0197 | 29.1405 | 30.3061 | 31.5184 | 32.1488 | 32.7917 | 33.4476 | 34.1165 | 34.7988 | 35.5768 | 36.2884 | 37.0141 |
|  | 80 HOUR | 24.2867 | 25.2582 | 26.2685 | 27.3192 | 28.4120 | 29.5485 | 30.1395 | 30.7422 | 31.3571 | 31.9842 | 32.6239 | 33.3533 | 34.0204 | 34.7008 |
|  | BI-WEEKLY | 1,942.94 | 2,020.66 | 2,101.48 | 2,185.54 | 2,272.96 | 2,363.88 | 2,411.16 | 2,459.38 | 2,508.57 | 2,558.74 | 2,609.91 | 2,668.26 | 2,721.63 | 2,776.06 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **16** | **ANNUALIZED** | 54,309.14 | 56,481.44 | 58,740.66 | 61,090.18 | 63,533.93 | 66,075.28 | 67,396.99 | 68,744.79 | 70,119.74 | 71,522.09 | 72,952.37 | 74,688.80 | 76,182.51 | 77,706.23 |
|  | PAYROLL YEAR | 54,101.06 | 56,265.04 | 58,515.60 | 60,856.12 | 63,290.50 | 65,822.12 | 67,138.76 | 68,481.40 | 69,851.08 | 71,248.06 | 72,672.86 | 74,402.64 | 75,890.62 | 77,408.50 |
|  | 70 HOUR | 29.7259 | 30.9149 | 32.1514 | 33.4374 | 34.7750 | 36.1660 | 36.8894 | 37.6271 | 38.3797 | 39.1473 | 39.9301 | 40.8806 | 41.6981 | 42.5321 |
|  | 75 HOUR | 27.7441 | 28.8539 | 30.0080 | 31.2083 | 32.4567 | 33.7549 | 34.4301 | 35.1187 | 35.8211 | 36.5375 | 37.2681 | 38.1552 | 38.9183 | 39.6967 |
|  | 80 HOUR | 26.0101 | 27.0505 | 28.1325 | 29.2578 | 30.4281 | 31.6453 | 32.2782 | 32.9237 | 33.5822 | 34.2539 | 34.9389 | 35.7705 | 36.4859 | 37.2156 |
|  | BI-WEEKLY | 2,080.81 | 2,164.04 | 2,250.60 | 2,340.62 | 2,434.25 | 2,531.62 | 2,582.26 | 2,633.90 | 2,686.58 | 2,740.31 | 2,795.11 | 2,861.64 | 2,918.87 | 2,977.25 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **39** | **ANNUALIZED** | 35,609.27 | 37,033.29 | 38,514.73 | 40,055.41 | 41,657.69 | 43,323.91 | 44,190.17 | 45,074.18 | 45,975.41 | 46,895.18 | 47,833.21 | 48,789.77 | 49,765.65 | 50,760.85 |
|  | PAYROLL YEAR | 35,472.84 | 36,891.40 | 38,367.16 | 39,901.94 | 41,498.08 | 43,157.92 | 44,020.86 | 44,901.48 | 45,799.26 | 46,715.50 | 47,649.94 | 48,602.84 | 49,574.98 | 50,566.36 |
|  | 70 HOUR | 19.4905 | 20.2700 | 21.0808 | 21.9241 | 22.8012 | 23.7131 | 24.1873 | 24.6711 | 25.1644 | 25.6679 | 26.1812 | 26.7048 | 27.2389 | 27.7837 |
|  | 80 HOUR | 17.0542 | 17.7363 | 18.4458 | 19.1836 | 19.9510 | 20.7490 | 21.1639 | 21.5872 | 22.0189 | 22.4594 | 22.9086 | 23.3667 | 23.8341 | 24.3108 |
|  | BI-WEEKLY | 1,364.34 | 1,418.90 | 1,475.66 | 1,534.69 | 1,596.08 | 1,659.92 | 1,693.11 | 1,726.98 | 1,761.51 | 1,796.75 | 1,832.69 | 1,869.34 | 1,906.73 | 1,944.86 |

### APPENDIX F - 2022 SALARY SCHEDULE - BUILDING TRADE TITLES

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** |
|  |  |  |  |  |  |  |
| **60** | **ANNUALIZED** | 54,413.28 | 56,045.57 | 57,727.20 | 59,458.93 | 61,242.61 |
|  | PAYROLL YEAR | 54,204.80 | 55,830.84 | 57,506.02 | 59,231.12 | 61,007.96 |
|  | 80 HOUR | 26.0600 | 26.8418 | 27.6471 | 28.4765 | 29.3308 |
|  | BI-WEEKLY | 2,084.80 | 2,147.34 | 2,211.77 | 2,278.12 | 2,346.46 |
|  |  |  |  |  |  |  |
| **61** | **ANNUALIZED** | 66,607.20 | 68,605.42 | 70,663.66 | 72,783.50 | 74,967.03 |
|  | PAYROLL YEAR | 66,352.00 | 68,342.56 | 70,392.92 | 72,504.64 | 74,679.80 |
|  | 80 HOUR | 31.9000 | 32.8570 | 33.8427 | 34.8580 | 35.9037 |
|  | BI-WEEKLY | 2,552.00 | 2,628.56 | 2,707.42 | 2,788.64 | 2,872.30 |
|  |  |  |  |  |  |  |
| **62** | **ANNUALIZED** | 77,005.44 | 79,315.55 | 81,695.09 | 84,145.88 | 86,670.27 |
|  | PAYROLL YEAR | 76,710.40 | 79,011.66 | 81,382.08 | 83,823.48 | 86,338.20 |
|  | 80 HOUR | 36.8800 | 37.9864 | 39.1260 | 40.2998 | 41.5088 |
|  | BI-WEEKLY | 2,950.40 | 3,038.91 | 3,130.08 | 3,223.98 | 3,320.70 |

### APPENDIX G - 2023 SALARY SCHEDULE – Pre April 15, 2005 hires (SS1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | N/A | N/A | 32,259.60 | 34,316.07 | N/A | N/A | 34,948.74 | N/A |
|  | PAYROLL YEAR |  |  |  |  | 32,136.00 | 34,184.59 |  |  | 34,814.83 |  |
|  | 70 HOUR |  |  |  |  | 17.6572 | 18.7828 |  |  | 19.1291 |  |
|  | 75 HOUR |  |  |  |  | 16.4800 | 17.5305 |  |  | 17.8538 |  |
|  | 80 HOUR |  |  |  |  | 15.4500 | 16.4349 |  |  | 16.7379 |  |
|  | BI-WEEKLY |  |  |  |  | 1,236.00 | 1,314.79 |  |  | 1,339.03 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **04** | **ANNUALIZED** | N/A | N/A | N/A | 32,393.02 | 33,931.46 | 35,565.95 | N/A | N/A | 36,223.46 | N/A |
|  | PAYROLL YEAR |  |  |  | 32,268.91 | 33,801.46 | 35,429.68 |  |  | 36,084.67 |  |
|  | 70 HOUR |  |  |  | 17.7301 | 18.5722 | 19.4669 |  |  | 19.8268 |  |
|  | 75 HOUR |  |  |  | 16.5481 | 17.3341 | 18.1691 |  |  | 18.5050 |  |
|  | 80 HOUR |  |  |  | 15.5139 | 16.2507 | 17.0335 |  |  | 17.3484 |  |
|  | BI-WEEKLY |  |  |  | 1,241.11 | 1,300.06 | 1,362.68 |  |  | 1,387.87 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **05** | **ANNUALIZED** | N/A | N/A | 32,489.07 | 34,316.07 | 35,855.14 | 37,681.72 | N/A | N/A | 38,381.41 | N/A |
|  | PAYROLL YEAR |  |  | 32,364.59 | 34,184.59 | 35,717.76 | 37,537.34 |  |  | 38,234.35 |  |
|  | 70 HOUR |  |  | 17.7827 | 18.7828 | 19.6251 | 20.6249 |  |  | 21.0079 |  |
|  | 75 HOUR |  |  | 16.5972 | 17.5305 | 18.3168 | 19.2500 |  |  | 19.6074 |  |
|  | 80 HOUR |  |  | 15.5599 | 16.4349 | 17.1720 | 18.0468 |  |  | 18.3819 |  |
|  | BI-WEEKLY |  |  | 1,244.79 | 1,314.79 | 1,373.76 | 1,443.74 |  |  | 1,470.55 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **06** | **ANNUALIZED** | N/A | 32,681.38 | 34,604.63 | 36,431.63 | 38,258.63 | 39,989.79 | N/A | N/A | 40,735.63 | N/A |
|  | PAYROLL YEAR |  | 32,556.16 | 34,472.05 | 36,292.05 | 38,112.05 | 39,836.58 |  |  | 40,579.55 |  |
|  | 70 HOUR |  | 17.8880 | 18.9407 | 19.9407 | 20.9406 | 21.8882 |  |  | 22.2965 |  |
|  | 75 HOUR |  | 16.6955 | 17.6780 | 18.6113 | 19.5447 | 20.4290 |  |  | 20.8100 |  |
|  | 80 HOUR |  | 15.6520 | 16.5731 | 17.4481 | 18.3231 | 19.1522 |  |  | 19.5094 |  |
|  | BI-WEEKLY |  | 1,252.16 | 1,325.85 | 1,395.85 | 1,465.85 | 1,532.18 |  |  | 1,560.75 |  |

**2023 SALARY SCHEDULE**

**Pre April 15, 2005 hires (SS1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **ENTRY** | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** | **STEP F** | **STEP G** | **STEP EA** | **STEP GA** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **07** | **ANNUALIZED** | 33,738.95 | 34,700.68 | 36,623.94 | 38,643.24 | 40,566.71 | 42,489.96 | N/A | N/A | 43,285.70 | N/A |
|  | PAYROLL YEAR | 33,609.68 | 34,567.73 | 36,483.62 | 38,495.18 | 40,411.28 | 42,327.17 |  |  | 43,119.86 |  |
|  | 70 HOUR | 18.4669 | 18.9932 | 20.0460 | 21.1513 | 22.2040 | 23.2567 |  |  | 23.6923 |  |
|  | 75 HOUR | 17.2358 | 17.7270 | 18.7095 | 19.7412 | 20.7237 | 21.7062 |  |  | 22.1128 |  |
|  | 80 HOUR | 16.1585 | 16.6191 | 17.5402 | 18.5073 | 19.4285 | 20.3496 |  |  | 20.7307 |  |
|  | BI-WEEKLY | 1,292.68 | 1,329.53 | 1,403.22 | 1,480.58 | 1,554.28 | 1,627.97 |  |  | 1,658.46 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **08** | **ANNUALIZED** | 35,662.20 | 36,623.94 | 38,739.92 | 40,759.22 | 42,874.78 | 44,990.14 | 45,836.19 | 46,699.16 | 45,836.40 | 47,579.46 |
|  | PAYROLL YEAR | 35,525.57 | 36,483.62 | 38,591.49 | 40,603.06 | 42,710.51 | 44,817.76 | 45,660.58 | 46,520.24 | 45,660.78 | 47,397.17 |
|  | 70 HOUR | 19.5195 | 20.0460 | 21.2041 | 22.3093 | 23.4673 | 24.6251 | 25.0882 | 25.5606 | 25.0883 | 26.0424 |
|  | 75 HOUR | 18.2182 | 18.7095 | 19.7905 | 20.8221 | 21.9028 | 22.9834 | N/A | N/A | 23.4158 | N/A |
|  | 80 HOUR | 17.0796 | 17.5402 | 18.5536 | 19.5207 | 20.5339 | 21.5470 | 21.9522 | 22.3655 | 21.9523 | 22.7871 |
|  | BI-WEEKLY | 1,366.37 | 1,403.22 | 1,484.29 | 1,561.66 | 1,642.71 | 1,723.76 | 1,756.18 | 1,789.24 | 1,756.18 | 1,822.97 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **09** | **ANNUALIZED** | 37,874.23 | 38,835.76 | 41,047.37 | 43,162.93 | 45,471.21 | 47,682.61 | N/A | N/A | 48,582.33 | N/A |
|  | PAYROLL YEAR | 37,729.12 | 38,686.96 | 40,890.10 | 42,997.55 | 45,296.99 | 47,499.92 |  |  | 48,396.19 |  |
|  | 70 HOUR | 20.7303 | 21.2566 | 22.4671 | 23.6250 | 24.8884 | 26.0989 |  |  | 26.5913 |  |
|  | 75 HOUR | 19.3482 | 19.8396 | 20.9693 | 22.0500 | 23.2292 | 24.3590 |  |  | 24.8186 |  |
|  | 80 HOUR | 18.1390 | 18.5995 | 19.6587 | 20.6719 | 21.7774 | 22.8365 |  |  | 23.2674 |  |
|  | BI-WEEKLY | 1,451.12 | 1,487.96 | 1,572.70 | 1,653.75 | 1,742.19 | 1,826.92 |  |  | 1,861.39 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **10** | **ANNUALIZED** | 40,086.26 | 41,143.41 | 43,643.79 | 45,951.66 | 48,355.99 | 50,855.95 | 51,819.15 | 52,801.97 | 51,819.78 | 53,804.21 |
|  | PAYROLL YEAR | 39,932.67 | 40,985.78 | 43,476.58 | 45,775.60 | 48,170.72 | 50,661.10 | 51,620.61 | 52,599.66 | 51,621.23 | 53,598.06 |
|  | 70 HOUR | 21.9410 | 22.5197 | 23.8883 | 25.1515 | 26.4675 | 27.8358 | 28.3630 | 28.9009 | 28.3632 | 29.4496 |
|  | 75 HOUR | 20.4783 | 21.0184 | 22.2957 | 23.4746 | 24.7030 | 25.9801 | N/A | N/A | 26.4723 | N/A |
|  | 80 HOUR | 19.1984 | 19.7047 | 20.9022 | 22.0075 | 23.1590 | 24.3563 | 24.8176 | 25.2883 | 24.8179 | 25.7683 |
|  | BI-WEEKLY | 1,535.87 | 1,576.38 | 1,672.18 | 1,760.60 | 1,852.72 | 1,948.50 | 1,985.41 | 2,023.06 | 1,985.43 | 2,061.46 |

**2023 SALARY SCHEDULE**

**Pre April 15, 2005 hires (SS1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **ENTRY** | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** | **STEP F** | **STEP G** | **STEP EA** | **STEP GA** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **11** | **ANNUALIZED** | 42,585.80 | 43,739.84 | 46,240.01 | 48,836.65 | 51,433.08 | 53,933.46 | 54,952.82 | 55,992.64 | 54,958.04 | 57,058.36 |
|  | PAYROLL YEAR | 42,422.64 | 43,572.26 | 46,062.85 | 48,649.54 | 51,236.02 | 53,726.82 | 54,742.27 | 55,778.11 | 54,747.47 | 56,839.74 |
|  | 70 HOUR | 23.3092 | 23.9408 | 25.3093 | 26.7306 | 28.1517 | 29.5203 | 30.0782 | 30.6472 | 30.0810 | 31.2306 |
|  | 75 HOUR | 21.7552 | 22.3448 | 23.6220 | 24.9486 | 26.2748 | 27.5523 | N/A | N/A | 28.0756 | N/A |
|  | 80 HOUR | 20.3955 | 20.9482 | 22.1456 | 23.3892 | 24.6327 | 25.8302 | 26.3184 | 26.8164 | 26.3209 | 27.3268 |
|  | BI-WEEKLY | 1,631.64 | 1,675.86 | 1,771.65 | 1,871.14 | 1,970.62 | 2,066.42 | 2,105.47 | 2,145.31 | 2,105.67 | 2,186.14 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **12** | **ANNUALIZED** | 45,182.44 | 46,432.53 | 49,125.00 | 51,817.69 | 54,702.68 | 57,202.85 | 58,287.36 | 59,393.79 | 58,293.41 | 60,527.57 |
|  | PAYROLL YEAR | 45,009.33 | 46,254.62 | 48,936.78 | 51,619.15 | 54,493.09 | 56,983.68 | 58,064.03 | 59,166.22 | 58,070.06 | 60,295.66 |
|  | 70 HOUR | 24.7304 | 25.4146 | 26.8883 | 28.3622 | 29.9412 | 31.3097 | 31.9033 | 32.5090 | 31.9066 | 33.1295 |
|  | 75 HOUR | 23.0817 | 23.7203 | 25.0957 | 26.4714 | 27.9451 | 29.2224 | N/A | N/A | 29.7795 | N/A |
|  | 80 HOUR | 21.6391 | 22.2378 | 23.5273 | 24.8169 | 26.1986 | 27.3960 | 27.9154 | 28.4453 | 27.9183 | 28.9883 |
|  | BI-WEEKLY | 1,731.13 | 1,779.02 | 1,882.18 | 1,985.35 | 2,095.89 | 2,191.68 | 2,233.23 | 2,275.62 | 2,233.46 | 2,319.06 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **13** | **ANNUALIZED** | 48,163.90 | 49,509.82 | 52,394.81 | 55,279.80 | 58,356.68 | 60,856.85 | 62,014.85 | 63,195.83 | 62,020.07 | 64,406.24 |
|  | PAYROLL YEAR | 47,979.36 | 49,320.13 | 52,194.06 | 55,068.00 | 58,133.09 | 60,623.68 | 61,777.25 | 62,953.70 | 61,782.45 | 64,159.47 |
|  | 70 HOUR | 26.3622 | 27.0990 | 28.6780 | 30.2572 | 31.9413 | 33.3097 | 33.9435 | 34.5900 | 33.9464 | 35.2525 |
|  | 75 HOUR | 24.6047 | 25.2924 | 26.7662 | 28.2400 | 29.8119 | 31.0891 | N/A | 32.2840 | 31.6833 | 32.9023 |
|  | 80 HOUR | 23.0670 | 23.7116 | 25.0933 | 26.4750 | 27.9486 | 29.1460 | 29.7006 | 30.2662 | 29.7031 | 30.8459 |
|  | BI-WEEKLY | 1,845.36 | 1,896.93 | 2,007.46 | 2,118.00 | 2,235.89 | 2,331.68 | 2,376.05 | 2,421.30 | 2,376.25 | 2,467.67 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **14** | **ANNUALIZED** | 51,433.08 | 52,875.68 | 55,856.71 | 59,126.31 | 62,396.12 | 65,184.23 | 66,428.47 | 67,697.97 | 66,434.10 | 68,998.59 |
|  | PAYROLL YEAR | 51,236.02 | 52,673.09 | 55,642.70 | 58,899.78 | 62,157.06 | 64,934.48 | 66,173.95 | 67,438.59 | 66,179.57 | 68,734.22 |
|  | 70 HOUR | 28.1517 | 28.9412 | 30.5729 | 32.3625 | 34.1522 | 35.6783 | 36.3593 | 37.0543 | 36.3624 | 37.7661 |
|  | 75 HOUR | 26.2748 | 27.0119 | 28.5347 | 30.2050 | 31.8754 | 33.2997 | N/A | N/A | 33.9383 | N/A |
|  | 80 HOUR | 24.6327 | 25.3236 | 26.7513 | 28.3172 | 29.8832 | 31.2185 | 31.8144 | 32.4224 | 31.8171 | 33.0453 |
|  | BI-WEEKLY | 1,970.62 | 2,025.89 | 2,140.10 | 2,265.38 | 2,390.66 | 2,497.48 | 2,545.15 | 2,593.79 | 2,545.37 | 2,643.62 |

**2023 SALARY SCHEDULE**

**Pre April 15, 2005 hires (SS1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **ENTRY** | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** | **STEP F** | **STEP G** | **STEP EA** | **STEP GA** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **15** | **ANNUALIZED** | 55,375.85 | 57,010.96 | 60,376.19 | 63,646.21 | 67,107.48 | 70,377.08 | 71,725.51 | 73,100.67 | 71,730.94 | 74,509.03 |
|  | PAYROLL YEAR | 55,163.68 | 56,792.53 | 60,144.86 | 63,402.35 | 66,850.37 | 70,107.44 | 71,450.70 | 72,820.59 | 71,456.11 | 74,223.55 |
|  | 70 HOUR | 30.3097 | 31.2047 | 33.0466 | 34.8365 | 36.7309 | 38.5206 | 39.2587 | 40.0113 | 39.2616 | 40.7821 |
|  | 75 HOUR | 28.2891 | 29.1244 | 30.8436 | 32.5140 | 34.2822 | 35.9526 | N/A | 37.3439 | 36.6442 | 38.0633 |
|  | 80 HOUR | 26.5210 | 27.3041 | 28.9158 | 30.4819 | 32.1396 | 33.7055 | 34.3513 | 35.0099 | 34.3539 | 35.6844 |
|  | BI-WEEKLY | 2,121.68 | 2,184.33 | 2,313.26 | 2,438.55 | 2,571.17 | 2,696.44 | 2,748.10 | 2,800.79 | 2,748.31 | 2,854.75 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **16** | **ANNUALIZED** | 59,317.99 | 60,856.85 | 64,703.57 | 68,165.47 | 71,819.68 | 75,473.89 | 76,923.80 | 78,403.36 | 76,929.44 | 79,917.36 |
|  | PAYROLL YEAR | 59,090.72 | 60,623.68 | 64,455.66 | 67,904.30 | 71,544.51 | 75,184.72 | 76,629.07 | 78,102.96 | 76,634.69 | 79,611.17 |
|  | 70 HOUR | 32.4675 | 33.3097 | 35.4152 | 37.3100 | 39.3103 | 41.3103 | 42.1039 | 42.9137 | 42.1070 | 43.7423 |
|  | 75 HOUR | 30.3030 | 31.0891 | 33.0541 | 34.8227 | 36.6895 | 38.5563 | N/A | N/A | 39.2999 | N/A |
|  | 80 HOUR | 28.4090 | 29.1460 | 30.9883 | 32.6463 | 34.3964 | 36.1465 | 36.8409 | 37.5495 | 36.8436 | 38.2746 |
|  | BI-WEEKLY | 2,272.72 | 2,331.68 | 2,479.06 | 2,611.70 | 2,751.71 | 2,891.72 | 2,947.27 | 3,003.96 | 2,947.49 | 3,061.97 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **39** | **ANNUALIZED** | 38,799.84 | 39,905.65 | 42,117.47 | 44,439.95 | 46,651.56 | 48,863.38 | N/A | N/A | 49,778.55 | N/A |
|  | PAYROLL YEAR | 38,651.18 | 39,752.75 | 41,956.10 | 44,269.68 | 46,472.82 | 48,676.16 |  |  | 49,587.82 |  |
|  | 70 HOUR | 19.8211 | 20.3861 | 21.5160 | 22.7023 | 23.8322 | 24.9622 |  |  | 25.4297 |  |
|  | 80 HOUR | 18.5823 | 19.1119 | 20.1712 | 21.2835 | 22.3427 | 23.4020 |  |  | 23.8403 |  |
|  | BI-WEEKLY | 1,486.58 | 1,528.95 | 1,613.70 | 1,702.68 | 1,787.42 | 1,872.16 |  |  | 1,907.22 |  |

### APPENDIX H - 2023 SALARY SCHEDULE - On or after April 15, 2005 hires (SS2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | N/A | N/A | 31,544.46 | 32,259.60 | 32,818.77 | 33,475.23 | 34,144.86 | 34,827.63 | 35,524.19 | 36,234.53 | 36,959.48 |
|  | PAYROLL YEAR | 25,827.98 | 26,860.91 | 27,935.44 | 29,052.82 | 30,214.91 | 31,423.60 | 32,136.00 | 32,693.02 | 33,346.98 | 34,014.03 | 34,694.19 | 35,388.08 | 36,095.70 | 36,817.87 |
|  | 70 HOUR | 14.1912 | 14.7588 | 15.3491 | 15.9630 | 16.6015 | 17.2658 | 17.6572 | 17.9632 | 18.3226 | 18.6890 | 19.0628 | 19.4440 | 19.8328 | 20.2295 |
|  | 75 HOUR | 13.2451 | 13.7748 | 14.3258 | 14.8988 | 15.4948 | 16.1147 | 16.4800 | 16.7656 | 17.1010 | 17.4432 | 17.7919 | 18.1478 | 18.5106 | 18.8808 |
|  | 80 HOUR | 12.4173 | 12.9139 | 13.4305 | 13.9677 | 14.5264 | 15.1075 | 15.4500 | 15.7178 | 16.0322 | 16.3529 | 16.6799 | 17.0135 | 17.3537 | 17.7009 |
|  | BI-WEEKLY | 993.38 | 1,033.11 | 1,074.44 | 1,117.42 | 1,162.11 | 1,208.60 | 1,236.00 | 1,257.42 | 1,282.58 | 1,308.23 | 1,334.39 | 1,361.08 | 1,388.30 | 1,416.07 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **4** | **ANNUALIZED** | N/A | N/A | N/A | N/A | N/A | 32,534.59 | 33,185.21 | 33,848.99 | 34,525.92 | 35,216.42 | 35,920.91 | 36,639.18 | 37,372.07 | 38,119.36 |
|  | PAYROLL YEAR | 26,638.56 | 27,704.14 | 28,812.37 | 29,964.90 | 31,163.39 | 32,409.94 | 33,058.06 | 33,719.30 | 34,393.63 | 35,081.49 | 35,783.28 | 36,498.80 | 37,228.88 | 37,973.31 |
|  | 70 HOUR | 14.6366 | 15.2221 | 15.8310 | 16.4642 | 17.1227 | 17.8077 | 18.1637 | 18.5270 | 18.8975 | 19.2755 | 19.6611 | 20.0542 | 20.4555 | 20.8646 |
|  | 75 HOUR | 13.6608 | 14.2073 | 14.7756 | 15.3667 | 15.9812 | 16.6205 | 16.9529 | 17.2919 | 17.6377 | 17.9905 | 18.3504 | 18.7173 | 19.0918 | 19.4736 |
|  | 80 HOUR | 12.8070 | 13.3193 | 13.8521 | 14.4062 | 14.9824 | 15.5817 | 15.8933 | 16.2112 | 16.5354 | 16.8661 | 17.2035 | 17.5475 | 17.8985 | 18.2564 |
|  | BI-WEEKLY | 1,024.56 | 1,065.54 | 1,108.17 | 1,152.50 | 1,198.59 | 1,246.54 | 1,271.46 | 1,296.90 | 1,322.83 | 1,349.29 | 1,376.28 | 1,403.80 | 1,431.88 | 1,460.51 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **5** | **ANNUALIZED** | N/A | N/A | N/A | N/A | 33,080.81 | 34,403.77 | 35,091.97 | 35,793.75 | 36,509.72 | 37,239.90 | 37,984.69 | 38,744.51 | 39,519.37 | 40,309.68 |
|  | PAYROLL YEAR | 28,169.23 | 29,295.76 | 30,467.63 | 31,686.51 | 32,954.06 | 34,271.95 | 34,957.52 | 35,656.61 | 36,369.84 | 37,097.22 | 37,839.15 | 38,596.06 | 39,367.95 | 40,155.23 |
|  | 70 HOUR | 15.4775 | 16.0965 | 16.7405 | 17.4102 | 18.1065 | 18.8308 | 19.2074 | 19.5915 | 19.9834 | 20.3831 | 20.7907 | 21.2066 | 21.6307 | 22.0633 |
|  | 75 HOUR | 14.4456 | 15.0235 | 15.6244 | 16.2496 | 16.8994 | 17.5754 | 17.9269 | 18.2854 | 18.6512 | 19.0242 | 19.4047 | 19.7928 | 20.1887 | 20.5925 |
|  | 80 HOUR | 13.5429 | 14.0845 | 14.6479 | 15.2339 | 15.8433 | 16.4769 | 16.8065 | 17.1426 | 17.4855 | 17.8352 | 18.1919 | 18.5558 | 18.9269 | 19.3054 |
|  | BI-WEEKLY | 1,083.43 | 1,126.76 | 1,171.83 | 1,218.71 | 1,267.46 | 1,318.15 | 1,344.52 | 1,371.41 | 1,398.84 | 1,426.82 | 1,455.35 | 1,484.46 | 1,514.15 | 1,544.43 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **6** | **ANNUALIZED** | N/A | N/A | N/A | 33,943.57 | 35,301.19 | 36,713.30 | 37,447.65 | 38,196.41 | 38,960.41 | 39,739.44 | 40,534.34 | 41,345.11 | 42,171.96 | 43,015.31 |
|  | PAYROLL YEAR | 30,059.95 | 31,262.40 | 32,512.90 | 33,813.52 | 35,165.94 | 36,572.64 | 37,304.18 | 38,050.06 | 38,811.14 | 39,587.18 | 40,379.04 | 41,186.70 | 42,010.38 | 42,850.50 |
|  | 70 HOUR | 16.5165 | 17.1772 | 17.8642 | 18.5788 | 19.3219 | 20.0949 | 20.4967 | 20.9066 | 21.3248 | 21.7512 | 22.1863 | 22.6301 | 23.0826 | 23.5444 |
|  | 75 HOUR | 15.4154 | 16.0321 | 16.6732 | 17.3403 | 18.0338 | 18.7552 | 19.1303 | 19.5128 | 19.9032 | 20.3012 | 20.7072 | 21.1215 | 21.5438 | 21.9747 |
|  | 80 HOUR | 14.4519 | 15.0300 | 15.6312 | 16.2565 | 16.9067 | 17.5830 | 17.9347 | 18.2933 | 18.6592 | 19.0323 | 19.4130 | 19.8013 | 20.1973 | 20.6012 |
|  | BI-WEEKLY | 1,156.15 | 1,202.40 | 1,250.50 | 1,300.52 | 1,352.54 | 1,406.64 | 1,434.78 | 1,463.46 | 1,492.74 | 1,522.58 | 1,553.04 | 1,584.10 | 1,615.78 | 1,648.10 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **7** | **ANNUALIZED** | N/A | N/A | 34,495.85 | 35,875.60 | 37,310.89 | 38,803.18 | 39,579.08 | 40,370.64 | 41,178.07 | 42,001.79 | 42,841.79 | 43,698.71 | 44,572.74 | 45,464.11 |
|  | PAYROLL YEAR | 31,771.17 | 33,042.05 | 34,363.68 | 35,738.14 | 37,167.94 | 38,654.51 | 39,427.44 | 40,215.97 | 41,020.30 | 41,840.86 | 42,677.65 | 43,531.28 | 44,401.97 | 45,289.92 |
|  | 70 HOUR | 17.4567 | 18.1549 | 18.8810 | 19.6363 | 20.4219 | 21.2387 | 21.6634 | 22.0967 | 22.5386 | 22.9895 | 23.4493 | 23.9182 | 24.3966 | 24.8845 |
|  | 75 HOUR | 16.2930 | 16.9446 | 17.6224 | 18.3273 | 19.0605 | 19.8229 | 20.2192 | 20.6236 | 21.0360 | 21.4569 | 21.8860 | 22.3237 | 22.7701 | 23.2256 |
|  | 80 HOUR | 15.2746 | 15.8856 | 16.5210 | 17.1818 | 17.8692 | 18.5839 | 18.9555 | 19.3346 | 19.7213 | 20.1158 | 20.5181 | 20.9285 | 21.3471 | 21.7740 |
|  | BI-WEEKLY | 1,221.97 | 1,270.85 | 1,321.68 | 1,374.54 | 1,429.54 | 1,486.71 | 1,516.44 | 1,546.77 | 1,577.70 | 1,609.26 | 1,641.45 | 1,674.28 | 1,707.77 | 1,741.92 |

**2023 SALARY SCHEDULE**

**On or after April 15, 2005 hires (SS2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** | N/A | 35,049.38 | 36,451.47 | 37,909.52 | 39,426.03 | 41,002.89 | 41,822.85 | 42,659.51 | 43,512.67 | 44,382.74 | 45,270.55 | 46,175.91 | 47,099.43 | 48,041.33 |
|  | PAYROLL YEAR | 33,572.24 | 34,915.09 | 36,311.81 | 37,764.27 | 39,274.98 | 40,845.79 | 41,662.61 | 42,496.06 | 43,345.95 | 44,212.69 | 45,097.10 | 45,998.99 | 46,918.98 | 47,857.26 |
|  | 70 HOUR | 18.4463 | 19.1842 | 19.9515 | 20.7497 | 21.5796 | 22.4427 | 22.8916 | 23.3495 | 23.8164 | 24.2927 | 24.7786 | 25.2741 | 25.7798 | 26.2953 |
|  | 75 HOUR | 17.2166 | 17.9052 | 18.6215 | 19.3664 | 20.1410 | 20.9465 | 21.3655 | 21.7928 | 22.2286 | 22.6732 | 23.1267 | 23.5892 | 24.0611 | 24.5423 |
|  | 80 HOUR | 16.1405 | 16.7861 | 17.4576 | 18.1559 | 18.8822 | 19.6374 | 20.0301 | 20.4308 | 20.8394 | 21.2561 | 21.6813 | 22.1149 | 22.5572 | 23.0083 |
|  | BI-WEEKLY | 1,291.24 | 1,342.89 | 1,396.61 | 1,452.47 | 1,510.58 | 1,570.99 | 1,602.41 | 1,634.46 | 1,667.15 | 1,700.49 | 1,734.50 | 1,769.19 | 1,804.58 | 1,840.66 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **9** | **ANNUALIZED** | 35,780.59 | 37,211.92 | 38,700.24 | 40,248.29 | 41,858.34 | 43,532.71 | 44,403.20 | 45,291.43 | 46,197.21 | 47,121.15 | 48,063.67 | 49,024.78 | 50,005.09 | 51,005.46 |
|  | PAYROLL YEAR | 35,643.50 | 37,069.34 | 38,551.97 | 40,094.08 | 41,697.97 | 43,365.92 | 44,233.07 | 45,117.90 | 46,020.21 | 46,940.61 | 47,879.52 | 48,836.94 | 49,813.50 | 50,810.03 |
|  | 70 HOUR | 19.5844 | 20.3678 | 21.1824 | 22.0297 | 22.9110 | 23.8274 | 24.3039 | 24.7900 | 25.2859 | 25.7915 | 26.3073 | 26.8335 | 27.3701 | 27.9175 |
|  | 75 HOUR | 18.2788 | 19.0100 | 19.7702 | 20.5612 | 21.3836 | 22.2389 | 22.6836 | 23.1374 | 23.6002 | 24.0720 | 24.5536 | 25.0446 | 25.5453 | 26.0564 |
|  | 80 HOUR | 17.1363 | 17.8218 | 18.5346 | 19.2760 | 20.0471 | 20.8490 | 21.2659 | 21.6913 | 22.1251 | 22.5676 | 23.0190 | 23.4793 | 23.9488 | 24.4279 |
|  | BI-WEEKLY | 1,370.90 | 1,425.74 | 1,482.77 | 1,542.08 | 1,603.77 | 1,667.92 | 1,701.27 | 1,735.30 | 1,770.01 | 1,805.41 | 1,841.52 | 1,878.34 | 1,915.90 | 1,954.23 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **10** | **ANNUALIZED** | 37,859.41 | 39,373.83 | 40,948.81 | 42,586.85 | 44,290.24 | 46,061.70 | 46,983.13 | 47,922.73 | 48,881.12 | 49,858.73 | 50,855.95 | 51,873.02 | 52,910.55 | 53,968.74 |
|  | PAYROLL YEAR | 37,714.35 | 39,222.98 | 40,791.92 | 42,423.68 | 44,120.54 | 45,885.22 | 46,803.12 | 47,739.12 | 48,693.84 | 49,667.70 | 50,661.10 | 51,674.27 | 52,707.82 | 53,761.97 |
|  | 70 HOUR | 20.7222 | 21.5511 | 22.4131 | 23.3096 | 24.2421 | 25.2117 | 25.7160 | 26.2303 | 26.7549 | 27.2900 | 27.8358 | 28.3924 | 28.9604 | 29.5395 |
|  | 75 HOUR | 19.3406 | 20.1144 | 20.9189 | 21.7557 | 22.6259 | 23.5310 | 24.0016 | 24.4816 | 24.9712 | 25.4707 | 25.9800 | 26.4995 | 27.0297 | 27.5702 |
|  | 80 HOUR | 18.1319 | 18.8572 | 19.6115 | 20.3960 | 21.2118 | 22.0602 | 22.5015 | 22.9515 | 23.4105 | 23.8787 | 24.3563 | 24.8434 | 25.3403 | 25.8471 |
|  | BI-WEEKLY | 1,450.55 | 1,508.58 | 1,568.92 | 1,631.68 | 1,696.94 | 1,764.82 | 1,800.12 | 1,836.12 | 1,872.84 | 1,910.30 | 1,948.50 | 1,987.47 | 2,027.22 | 2,067.77 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **11** | **ANNUALIZED** | 40,209.66 | 41,818.05 | 43,490.74 | 45,230.26 | 47,039.72 | 48,921.21 | 49,899.65 | 50,897.71 | 51,915.61 | 52,953.98 | 54,012.80 | 55,093.13 | 56,195.18 | 57,319.15 |
|  | PAYROLL YEAR | 40,055.60 | 41,657.82 | 43,324.11 | 45,056.96 | 46,859.49 | 48,733.78 | 49,708.46 | 50,702.70 | 51,716.70 | 52,751.09 | 53,805.86 | 54,882.05 | 55,979.87 | 57,099.54 |
|  | 70 HOUR | 22.0086 | 22.8890 | 23.8044 | 24.7567 | 25.7469 | 26.7768 | 27.3124 | 27.8585 | 28.4157 | 28.9841 | 29.5637 | 30.1550 | 30.7582 | 31.3734 |
|  | 75 HOUR | 20.5414 | 21.3630 | 22.2175 | 23.1062 | 24.0304 | 24.9916 | 25.4916 | 26.0013 | 26.5214 | 27.0518 | 27.5928 | 28.1446 | 28.7076 | 29.2818 |
|  | 80 HOUR | 19.2575 | 20.0278 | 20.8289 | 21.6620 | 22.5286 | 23.4297 | 23.8983 | 24.3763 | 24.8638 | 25.3611 | 25.8682 | 26.3856 | 26.9134 | 27.4517 |
|  | BI-WEEKLY | 1,540.60 | 1,602.22 | 1,666.31 | 1,732.96 | 1,802.29 | 1,874.38 | 1,911.86 | 1,950.10 | 1,989.10 | 2,028.89 | 2,069.46 | 2,110.85 | 2,153.07 | 2,196.14 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **12** | **ANNUALIZED** | 42,650.11 | 44,356.22 | 46,130.39 | 47,975.56 | 49,894.64 | 51,890.35 | 52,928.29 | 53,986.91 | 55,066.62 | 56,167.83 | 57,291.38 | 58,437.27 | 59,605.93 | 60,797.97 |
|  | PAYROLL YEAR | 42,486.70 | 44,186.27 | 45,953.65 | 47,791.74 | 49,703.47 | 51,691.54 | 52,725.50 | 53,780.06 | 54,855.63 | 55,952.62 | 57,071.87 | 58,213.38 | 59,377.55 | 60,565.02 |
|  | 70 HOUR | 23.3443 | 24.2782 | 25.2493 | 26.2592 | 27.3095 | 28.4019 | 28.9701 | 29.5496 | 30.1405 | 30.7431 | 31.3582 | 31.9853 | 32.6249 | 33.2775 |
|  | 75 HOUR | 21.7881 | 22.6597 | 23.5660 | 24.5086 | 25.4889 | 26.5085 | 27.0387 | 27.5796 | 28.1311 | 28.6936 | 29.2677 | 29.8530 | 30.4500 | 31.0590 |
|  | 80 HOUR | 20.4263 | 21.2434 | 22.0931 | 22.9768 | 23.8959 | 24.8517 | 25.3488 | 25.8558 | 26.3729 | 26.9003 | 27.4384 | 27.9872 | 28.5469 | 29.1178 |
|  | BI-WEEKLY | 1,634.10 | 1,699.47 | 1,767.45 | 1,838.14 | 1,911.67 | 1,988.14 | 2,027.90 | 2,068.46 | 2,109.83 | 2,152.02 | 2,195.07 | 2,238.98 | 2,283.75 | 2,329.42 |

**2023 SALARY SCHEDULE**

**On or after April 15, 2005 hires (SS2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** | 45,452.42 | 47,270.65 | 49,161.54 | 51,127.81 | 53,173.01 | 55,299.84 | 56,405.86 | 57,534.00 | 58,684.70 | 59,858.37 | 61,055.63 | 62,276.69 | 63,522.18 | 64,792.52 |
|  | PAYROLL YEAR | 45,278.27 | 47,089.54 | 48,973.18 | 50,931.92 | 52,969.28 | 55,087.97 | 56,189.74 | 57,313.57 | 58,459.86 | 59,629.02 | 60,821.70 | 62,038.08 | 63,278.80 | 64,544.27 |
|  | 70 HOUR | 24.8782 | 25.8733 | 26.9083 | 27.9845 | 29.1040 | 30.2682 | 30.8735 | 31.4909 | 32.1209 | 32.7632 | 33.4185 | 34.0868 | 34.7686 | 35.4639 |
|  | 75 HOUR | 23.2196 | 24.1485 | 25.1144 | 26.1188 | 27.1637 | 28.2503 | 28.8153 | 29.3916 | 29.9795 | 30.5789 | 31.1906 | 31.8143 | 32.4507 | 33.0997 |
|  | 80 HOUR | 21.7684 | 22.6392 | 23.5448 | 24.4865 | 25.4660 | 26.4846 | 27.0143 | 27.5546 | 28.1057 | 28.6678 | 29.2412 | 29.8260 | 30.4225 | 31.0309 |
|  | BI-WEEKLY | 1,741.47 | 1,811.14 | 1,883.58 | 1,958.92 | 2,037.28 | 2,118.77 | 2,161.14 | 2,204.37 | 2,248.46 | 2,293.42 | 2,339.30 | 2,386.08 | 2,433.80 | 2,482.47 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **14** | **ANNUALIZED** | 48,525.96 | 50,466.96 | 52,485.64 | 54,585.12 | 56,768.54 | 59,039.24 | 60,220.01 | 61,424.37 | 62,652.95 | 63,905.95 | 65,184.23 | 66,487.98 | 67,817.61 | 69,173.77 |
|  | PAYROLL YEAR | 48,340.03 | 50,273.60 | 52,284.54 | 54,375.98 | 56,551.04 | 58,813.04 | 59,989.28 | 61,189.02 | 62,412.90 | 63,661.10 | 64,934.48 | 66,233.23 | 67,557.78 | 68,908.74 |
|  | 70 HOUR | 26.5605 | 27.6228 | 28.7278 | 29.8769 | 31.0720 | 32.3148 | 32.9611 | 33.6203 | 34.2928 | 34.9787 | 35.6783 | 36.3919 | 37.1198 | 37.8619 |
|  | 75 HOUR | 24.7897 | 25.7813 | 26.8127 | 27.8851 | 29.0006 | 30.1605 | 30.7637 | 31.3791 | 32.0066 | 32.6468 | 33.2998 | 33.9657 | 34.6451 | 35.3378 |
|  | 80 HOUR | 23.2404 | 24.1700 | 25.1368 | 26.1423 | 27.1880 | 28.2755 | 28.8410 | 29.4178 | 30.0062 | 30.6063 | 31.2185 | 31.8429 | 32.4797 | 33.1292 |
|  | BI-WEEKLY | 1,859.23 | 1,933.60 | 2,010.94 | 2,091.38 | 2,175.04 | 2,262.04 | 2,307.28 | 2,353.42 | 2,400.50 | 2,448.50 | 2,497.48 | 2,547.43 | 2,598.38 | 2,650.34 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **15** | **ANNUALIZED** | 52,231.95 | 54,321.20 | 56,494.18 | 58,753.81 | 61,104.07 | 63,548.28 | 64,819.25 | 66,115.48 | 67,437.81 | 68,786.45 | 70,162.23 | 71,730.94 | 73,165.61 | 74,628.88 |
|  | PAYROLL YEAR | 52,031.82 | 54,113.07 | 56,277.73 | 58,528.70 | 60,869.95 | 63,304.80 | 64,570.90 | 65,862.16 | 67,179.42 | 68,522.90 | 69,893.41 | 71,456.11 | 72,885.28 | 74,342.94 |
|  | 70 HOUR | 28.5890 | 29.7326 | 30.9217 | 32.1587 | 33.4450 | 34.7828 | 35.4785 | 36.1880 | 36.9118 | 37.6500 | 38.4029 | 39.2615 | 40.0468 | 40.8477 |
|  | 75 HOUR | 26.6831 | 27.7504 | 28.8603 | 30.0147 | 31.2153 | 32.4640 | 33.1133 | 33.7755 | 34.4510 | 35.1400 | 35.8428 | 36.6441 | 37.3771 | 38.1245 |
|  | 80 HOUR | 25.0153 | 26.0159 | 27.0566 | 28.1388 | 29.2644 | 30.4350 | 31.0437 | 31.6645 | 32.2978 | 32.9437 | 33.6026 | 34.3539 | 35.0410 | 35.7418 |
|  | BI-WEEKLY | 2,001.22 | 2,081.27 | 2,164.53 | 2,251.10 | 2,341.15 | 2,434.80 | 2,483.50 | 2,533.16 | 2,583.82 | 2,635.50 | 2,688.21 | 2,748.31 | 2,803.28 | 2,859.34 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **16** | **ANNUALIZED** | 55,938.36 | 58,175.86 | 60,502.93 | 62,922.92 | 65,439.80 | 68,057.73 | 69,418.69 | 70,807.00 | 72,223.29 | 73,667.77 | 75,141.06 | 76,929.44 | 78,468.08 | 80,037.42 |
|  | PAYROLL YEAR | 55,724.03 | 57,952.96 | 60,271.12 | 62,681.84 | 65,189.07 | 67,796.98 | 69,152.72 | 70,535.71 | 71,946.58 | 73,385.52 | 74,853.17 | 76,634.69 | 78,167.44 | 79,730.77 |
|  | 70 HOUR | 30.6177 | 31.8423 | 33.1159 | 34.4405 | 35.8183 | 37.2510 | 37.9961 | 38.7559 | 39.5311 | 40.3217 | 41.1280 | 42.1070 | 42.9490 | 43.8081 |
|  | 75 HOUR | 28.5764 | 29.7195 | 30.9082 | 32.1445 | 33.4304 | 34.7675 | 35.4630 | 36.1723 | 36.8957 | 37.6336 | 38.3861 | 39.2999 | 40.0858 | 40.8876 |
|  | 80 HOUR | 26.7904 | 27.8620 | 28.9765 | 30.1355 | 31.3409 | 32.5947 | 33.2465 | 33.9114 | 34.5897 | 35.2815 | 35.9871 | 36.8436 | 37.5805 | 38.3321 |
|  | BI-WEEKLY | 2,143.23 | 2,228.96 | 2,318.12 | 2,410.84 | 2,507.27 | 2,607.58 | 2,659.72 | 2,712.91 | 2,767.18 | 2,822.52 | 2,878.97 | 2,947.49 | 3,006.44 | 3,066.57 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **39** | **ANNUALIZED** | 36,677.39 | 38,144.42 | 39,670.33 | 41,257.00 | 42,907.36 | 44,623.69 | 45,515.89 | 46,426.26 | 47,354.80 | 48,302.12 | 49,268.24 | 50,253.36 | 51,258.52 | 52,283.73 |
|  | PAYROLL YEAR | 36,536.86 | 37,998.27 | 39,518.34 | 41,098.93 | 42,742.96 | 44,452.72 | 45,341.50 | 46,248.38 | 47,173.36 | 48,117.06 | 49,079.47 | 50,060.82 | 51,062.13 | 52,083.41 |
|  | 70 HOUR | 20.0752 | 20.8781 | 21.7132 | 22.5818 | 23.4852 | 24.4245 | 24.9129 | 25.4112 | 25.9193 | 26.4379 | 26.9666 | 27.5059 | 28.0561 | 28.6172 |
|  | 80 HOUR | 17.5658 | 18.2684 | 18.9992 | 19.7591 | 20.5495 | 21.3715 | 21.7988 | 22.2348 | 22.6795 | 23.1332 | 23.5959 | 24.0677 | 24.5491 | 25.0401 |
|  | BI-WEEKLY | 1,405.26 | 1,461.47 | 1,519.94 | 1,580.73 | 1,643.96 | 1,709.72 | 1,743.90 | 1,778.78 | 1,814.36 | 1,850.66 | 1,887.67 | 1,925.42 | 1,963.93 | 2,003.21 |

### APPENDIX I - 2023 SALARY SCHEDULE - BUILDING TRADE TITLES

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** |
|  |  |  |  |  |  |  |
| **60** | **ANNUALIZED** | 56,045.57 | 57,727.20 | 59,458.93 | 61,242.61 | 63,080.05 |
|  | PAYROLL YEAR | 55,830.84 | 57,506.02 | 59,231.12 | 61,007.96 | 62,838.36 |
|  | 80 HOUR | 26.8418 | 27.6471 | 28.4765 | 29.3308 | 30.2107 |
|  | BI-WEEKLY | 2,147.34 | 2,211.77 | 2,278.12 | 2,346.46 | 2,416.86 |
|  |  |  |  |  |  |  |
| **61** | **ANNUALIZED** | 68,605.42 | 70,663.66 | 72,783.50 | 74,967.03 | 77,215.81 |
|  | PAYROLL YEAR | 68,342.56 | 70,392.92 | 72,504.64 | 74,679.80 | 76,919.96 |
|  | 80 HOUR | 32.8570 | 33.8427 | 34.8580 | 35.9037 | 36.9808 |
|  | BI-WEEKLY | 2,628.56 | 2,707.42 | 2,788.64 | 2,872.30 | 2,958.46 |
|  |  |  |  |  |  |  |
| **62** | **ANNUALIZED** | 79,315.55 | 81,695.09 | 84,145.88 | 86,670.27 | 89,270.61 |
|  | PAYROLL YEAR | 79,011.66 | 81,382.08 | 83,823.48 | 86,338.20 | 88,928.58 |
|  | 80 HOUR | 37.9864 | 39.1260 | 40.2998 | 41.5088 | 42.7541 |
|  | BI-WEEKLY | 3,038.91 | 3,130.08 | 3,223.98 | 3,320.70 | 3,420.33 |

### APPENDIX J - 2024 SALARY SCHEDULE - Pre April 15, 2005 hires (SS1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | N/A | 31,978.35 | 33,227.39 | 35,345.46 | N/A | N/A | 35,997.12 | N/A |
|  | PAYROLL YEAR |  |  |  | 31,855.82 | 33,100.08 | 35,210.03 |  |  | 35,859.20 |  |
|  | 70 HOUR |  |  |  | 17.3137 | 18.1869 | 19.3463 |  |  | 19.7030 |  |
|  | 75 HOUR |  |  |  | 16.2478 | 16.9744 | 18.0564 |  |  | 18.3894 |  |
|  | 80 HOUR |  |  |  | 15.3153 | 15.9135 | 16.9279 |  |  | 17.2400 |  |
|  | BI-WEEKLY |  |  |  | 1,225.22 | 1,273.08 | 1,354.23 |  |  | 1,379.20 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **04** | **ANNUALIZED** | N/A | N/A | N/A | 33,364.78 | 34,949.36 | 36,632.92 | N/A | N/A | 37,310.26 | N/A |
|  | PAYROLL YEAR |  |  |  | 33,236.94 | 34,815.46 | 36,492.56 |  |  | 37,167.31 |  |
|  | 70 HOUR |  |  |  | 18.2620 | 19.1294 | 20.0509 |  |  | 20.4216 |  |
|  | 75 HOUR |  |  |  | 17.0445 | 17.8541 | 18.7142 |  |  | 19.0602 |  |
|  | 80 HOUR |  |  |  | 15.9793 | 16.7382 | 17.5445 |  |  | 17.8689 |  |
|  | BI-WEEKLY |  |  |  | 1,278.34 | 1,339.06 | 1,403.56 |  |  | 1,429.51 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **05** | **ANNUALIZED** | N/A | N/A | 33,463.75 | 35,345.46 | 36,930.87 | 38,812.16 | N/A | N/A | 39,532.94 | N/A |
|  | PAYROLL YEAR |  |  | 33,335.54 | 35,210.03 | 36,789.38 | 38,663.46 |  |  | 39,381.47 |  |
|  | 70 HOUR |  |  | 18.3162 | 19.3463 | 20.2139 | 21.2436 |  |  | 21.6381 |  |
|  | 75 HOUR |  |  | 17.0951 | 18.0564 | 18.8663 | 19.8275 |  |  | 20.1956 |  |
|  | 80 HOUR |  |  | 16.0267 | 16.9279 | 17.6872 | 18.5882 |  |  | 18.9334 |  |
|  | BI-WEEKLY |  |  | 1,282.14 | 1,354.23 | 1,414.98 | 1,487.06 |  |  | 1,514.67 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **06** | **ANNUALIZED** | N/A | 33,661.90 | 35,642.79 | 37,524.49 | 39,406.41 | 41,189.56 | N/A | N/A | 41,957.73 | N/A |
|  | PAYROLL YEAR |  | 33,532.93 | 35,506.22 | 37,380.72 | 39,255.42 | 41,031.74 |  |  | 41,796.98 |  |
|  | 70 HOUR |  | 18.4246 | 19.5089 | 20.5389 | 21.5688 | 22.5448 |  |  | 22.9654 |  |
|  | 75 HOUR |  | 17.1964 | 18.2083 | 19.1696 | 20.1310 | 21.0419 |  |  | 21.4343 |  |
|  | 80 HOUR |  | 16.1216 | 17.0703 | 17.9715 | 18.8728 | 19.7268 |  |  | 20.0947 |  |
|  | BI-WEEKLY |  | 1,289.73 | 1,365.62 | 1,437.72 | 1,509.82 | 1,578.14 |  |  | 1,607.58 |  |

**2024 SALARY SCHEDULE**

**Pre April 15, 2005 hires (SS1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **ENTRY** | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** | **STEP F** | **STEP G** | **STEP EA** | **STEP GA** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **07** | **ANNUALIZED** | 34,751.21 | 35,741.76 | 37,722.64 | 39,802.50 | 41,783.80 | 43,764.69 | N/A | N/A | 44,584.23 | N/A |
|  | PAYROLL YEAR | 34,618.06 | 35,604.82 | 37,578.11 | 39,650.00 | 41,623.71 | 43,597.01 |  |  | 44,413.41 |  |
|  | 70 HOUR | 19.0209 | 19.5630 | 20.6474 | 21.7858 | 22.8701 | 23.9544 |  |  | 24.4031 |  |
|  | 75 HOUR | 17.7529 | 18.2588 | 19.2708 | 20.3334 | 21.3454 | 22.3574 |  |  | 22.7762 |  |
|  | 80 HOUR | 16.6433 | 17.1177 | 18.0664 | 19.0625 | 20.0114 | 20.9601 |  |  | 21.3526 |  |
|  | BI-WEEKLY | 1,331.46 | 1,369.42 | 1,445.31 | 1,525.00 | 1,600.91 | 1,676.81 |  |  | 1,708.21 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **08** | **ANNUALIZED** | 36,732.10 | 37,722.64 | 39,902.10 | 41,981.95 | 44,160.99 | 46,339.82 | 47,211.35 | 48,100.21 | 47,211.56 | 49,006.82 |
|  | PAYROLL YEAR | 36,591.36 | 37,578.11 | 39,749.22 | 41,821.10 | 43,991.79 | 46,162.27 | 47,030.46 | 47,915.92 | 47,030.67 | 48,819.06 |
|  | 70 HOUR | 20.1051 | 20.6474 | 21.8402 | 22.9786 | 24.1713 | 25.3639 | 25.8408 | 26.3274 | 25.8409 | 26.8237 |
|  | 75 HOUR | 18.7647 | 19.2708 | 20.3842 | 21.4468 | 22.5599 | 23.6729 | N/A | N/A | 24.1183 | N/A |
|  | 80 HOUR | 17.5920 | 18.0664 | 19.1102 | 20.1063 | 21.1499 | 22.1934 | 22.6108 | 23.0365 | 22.6109 | 23.4707 |
|  | BI-WEEKLY | 1,407.36 | 1,445.31 | 1,528.82 | 1,608.50 | 1,691.99 | 1,775.47 | 1,808.86 | 1,842.92 | 1,808.87 | 1,877.66 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **09** | **ANNUALIZED** | 39,010.52 | 40,000.86 | 42,278.87 | 44,457.90 | 46,835.30 | 49,113.10 | N/A | N/A | 50,039.76 | N/A |
|  | PAYROLL YEAR | 38,861.06 | 39,847.60 | 42,116.88 | 44,287.57 | 46,655.86 | 48,924.93 |  |  | 49,848.03 |  |
|  | 70 HOUR | 21.3522 | 21.8943 | 23.1411 | 24.3338 | 25.6351 | 26.8819 |  |  | 27.3890 |  |
|  | 75 HOUR | 19.9286 | 20.4348 | 21.5984 | 22.7115 | 23.9261 | 25.0898 |  |  | 25.5632 |  |
|  | 80 HOUR | 18.6832 | 19.1575 | 20.2485 | 21.2921 | 22.4307 | 23.5216 |  |  | 23.9654 |  |
|  | BI-WEEKLY | 1,494.66 | 1,532.60 | 1,619.88 | 1,703.37 | 1,794.46 | 1,881.73 |  |  | 1,917.23 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **10** | **ANNUALIZED** | 41,288.95 | 42,377.63 | 44,953.18 | 47,330.16 | 49,806.73 | 52,381.66 | 53,373.66 | 54,385.93 | 53,374.29 | 55,418.23 |
|  | PAYROLL YEAR | 41,130.75 | 42,215.26 | 44,780.94 | 47,148.82 | 49,615.90 | 52,180.96 | 53,169.17 | 54,177.55 | 53,169.79 | 55,205.90 |
|  | 70 HOUR | 22.5992 | 23.1953 | 24.6049 | 25.9060 | 27.2615 | 28.6709 | 29.2139 | 29.7679 | 29.2141 | 30.3331 |
|  | 75 HOUR | 21.0926 | 21.6490 | 22.9646 | 24.1788 | 25.4441 | 26.7595 | N/A | N/A | 27.2665 | N/A |
|  | 80 HOUR | 19.7744 | 20.2958 | 21.5293 | 22.6677 | 23.8538 | 25.0870 | 25.5621 | 26.0469 | 25.5624 | 26.5413 |
|  | BI-WEEKLY | 1,581.95 | 1,623.66 | 1,722.34 | 1,813.42 | 1,908.30 | 2,006.96 | 2,044.97 | 2,083.75 | 2,044.99 | 2,123.30 |

**2024 SALARY SCHEDULE**

**Pre April 15, 2005 hires (SS1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **ENTRY** | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** | **STEP F** | **STEP G** | **STEP EA** | **STEP GA** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **11** | **ANNUALIZED** | 43,863.45 | 45,051.94 | 47,627.28 | 50,301.80 | 52,976.11 | 55,551.45 | 56,601.50 | 57,672.44 | 56,606.72 | 58,770.10 |
|  | PAYROLL YEAR | 43,695.39 | 44,879.33 | 47,444.80 | 50,109.07 | 52,773.14 | 55,338.61 | 56,384.64 | 57,451.47 | 56,389.84 | 58,544.93 |
|  | 70 HOUR | 24.0085 | 24.6590 | 26.0686 | 27.5325 | 28.9963 | 30.4059 | 30.9805 | 31.5666 | 30.9834 | 32.1675 |
|  | 75 HOUR | 22.4079 | 23.0151 | 24.3307 | 25.6971 | 27.0630 | 28.3789 | N/A | N/A | 28.9179 | N/A |
|  | 80 HOUR | 21.0074 | 21.5766 | 22.8100 | 24.0909 | 25.3717 | 26.6051 | 27.1080 | 27.6209 | 27.1105 | 28.1466 |
|  | BI-WEEKLY | 1,680.59 | 1,726.13 | 1,824.80 | 1,927.27 | 2,029.74 | 2,128.41 | 2,168.64 | 2,209.67 | 2,168.84 | 2,251.73 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **12** | **ANNUALIZED** | 46,537.97 | 47,825.43 | 50,598.71 | 53,372.20 | 56,343.84 | 58,918.98 | 60,036.06 | 61,175.69 | 60,042.11 | 62,343.30 |
|  | PAYROLL YEAR | 46,359.66 | 47,642.19 | 50,404.85 | 53,167.71 | 56,127.97 | 58,693.23 | 59,806.03 | 60,941.30 | 59,812.06 | 62,104.43 |
|  | 70 HOUR | 25.4723 | 26.1770 | 27.6949 | 29.2131 | 30.8394 | 32.2490 | 32.8604 | 33.4843 | 32.8638 | 34.1234 |
|  | 75 HOUR | 23.7742 | 24.4319 | 25.8486 | 27.2655 | 28.7835 | 30.0991 | N/A | N/A | 30.6729 | N/A |
|  | 80 HOUR | 22.2883 | 22.9049 | 24.2331 | 25.5614 | 26.9846 | 28.2179 | 28.7529 | 29.2987 | 28.7558 | 29.8579 |
|  | BI-WEEKLY | 1,783.06 | 1,832.39 | 1,938.65 | 2,044.91 | 2,158.77 | 2,257.43 | 2,300.23 | 2,343.90 | 2,300.46 | 2,388.63 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **13** | **ANNUALIZED** | 49,608.79 | 50,995.02 | 53,966.66 | 56,938.30 | 60,107.46 | 62,682.60 | 63,875.26 | 65,091.73 | 63,880.69 | 66,338.47 |
|  | PAYROLL YEAR | 49,418.72 | 50,799.63 | 53,759.89 | 56,720.14 | 59,877.17 | 62,442.43 | 63,630.53 | 64,842.34 | 63,635.94 | 66,084.30 |
|  | 70 HOUR | 27.1531 | 27.9120 | 29.5383 | 31.1649 | 32.8995 | 34.3090 | 34.9618 | 35.6277 | 34.9648 | 36.3101 |
|  | 75 HOUR | 25.3428 | 26.0512 | 27.5692 | 29.0872 | 30.7063 | 32.0218 | N/A | 33.2525 | 32.6338 | 33.8894 |
|  | 80 HOUR | 23.7590 | 24.4229 | 25.8461 | 27.2693 | 28.7871 | 30.0204 | 30.5916 | 31.1742 | 30.5942 | 31.7713 |
|  | BI-WEEKLY | 1,900.72 | 1,953.83 | 2,067.69 | 2,181.54 | 2,302.97 | 2,401.63 | 2,447.33 | 2,493.94 | 2,447.54 | 2,541.70 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **14** | **ANNUALIZED** | 52,976.11 | 54,461.93 | 57,532.33 | 60,900.07 | 64,268.01 | 67,139.85 | 68,421.25 | 69,728.97 | 68,427.10 | 71,068.63 |
|  | PAYROLL YEAR | 52,773.14 | 54,253.26 | 57,311.90 | 60,666.74 | 64,021.78 | 66,882.61 | 68,159.10 | 69,461.81 | 68,164.93 | 70,796.34 |
|  | 70 HOUR | 28.9963 | 29.8094 | 31.4901 | 33.3334 | 35.1768 | 36.7486 | 37.4501 | 38.1659 | 37.4533 | 38.8991 |
|  | 75 HOUR | 27.0630 | 27.8223 | 29.3907 | 31.1112 | 32.8317 | 34.2987 | N/A | N/A | 34.9564 | N/A |
|  | 80 HOUR | 25.3717 | 26.0833 | 27.5538 | 29.1667 | 30.7797 | 32.1551 | 32.7688 | 33.3951 | 32.7716 | 34.0367 |
|  | BI-WEEKLY | 2,029.74 | 2,086.66 | 2,204.30 | 2,333.34 | 2,462.38 | 2,572.41 | 2,621.50 | 2,671.61 | 2,621.73 | 2,722.94 |

**2024 SALARY SCHEDULE**

**Pre April 15, 2005 hires (SS1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **ENTRY** | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** | **STEP F** | **STEP G** | **STEP EA** | **STEP GA** |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **15** | **ANNUALIZED** | 57,037.06 | 58,721.24 | 62,187.53 | 65,555.68 | 69,120.73 | 72,488.47 | 73,877.20 | 75,293.70 | 73,882.84 | 76,744.23 |
|  | PAYROLL YEAR | 56,818.53 | 58,496.26 | 61,949.26 | 65,304.51 | 68,855.90 | 72,210.74 | 73,594.14 | 75,005.22 | 73,599.76 | 76,450.19 |
|  | 70 HOUR | 31.2190 | 32.1408 | 34.0380 | 35.8816 | 37.8328 | 39.6762 | 40.4365 | 41.2116 | 40.4394 | 42.0056 |
|  | 75 HOUR | 29.1378 | 29.9981 | 31.7689 | 33.4894 | 35.3107 | 37.0312 | N/A | 38.4642 | 37.7435 | 39.2052 |
|  | 80 HOUR | 27.3166 | 28.1232 | 29.7833 | 31.3964 | 33.1038 | 34.7167 | 35.3818 | 36.0602 | 35.3845 | 36.7549 |
|  | BI-WEEKLY | 2,185.33 | 2,249.86 | 2,382.66 | 2,511.71 | 2,648.30 | 2,777.34 | 2,830.54 | 2,884.82 | 2,830.76 | 2,940.39 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **16** | **ANNUALIZED** | 61,097.59 | 62,682.60 | 66,644.58 | 70,210.46 | 73,974.29 | 77,738.12 | 79,231.46 | 80,755.49 | 79,237.30 | 82,314.81 |
|  | PAYROLL YEAR | 60,863.50 | 62,442.43 | 66,389.23 | 69,941.46 | 73,690.86 | 77,440.27 | 78,927.89 | 80,446.08 | 78,933.71 | 81,999.42 |
|  | 70 HOUR | 33.4415 | 34.3090 | 36.4777 | 38.4293 | 40.4896 | 42.5496 | 43.3670 | 44.2011 | 43.3702 | 45.0546 |
|  | 75 HOUR | 31.2121 | 32.0218 | 34.0457 | 35.8674 | 37.7902 | 39.7130 | N/A | N/A | 40.4789 | N/A |
|  | 80 HOUR | 29.2613 | 30.0204 | 31.9179 | 33.6257 | 35.4283 | 37.2309 | 37.9461 | 38.6760 | 37.9489 | 39.4228 |
|  | BI-WEEKLY | 2,340.90 | 2,401.63 | 2,553.43 | 2,690.06 | 2,834.26 | 2,978.47 | 3,035.69 | 3,094.08 | 3,035.91 | 3,153.82 |
|  |  |  |  |  |  |  |  |  |  |  |  |
| **39** | **ANNUALIZED** | 39,963.90 | 41,102.91 | 43,380.91 | 45,773.14 | 48,051.14 | 50,329.36 | N/A | N/A | 51,271.88 | N/A |
|  | PAYROLL YEAR | 39,810.78 | 40,945.42 | 43,214.70 | 45,597.76 | 47,867.04 | 50,136.53 |  |  | 51,075.44 |  |
|  | 70 HOUR | 20.4157 | 20.9977 | 22.1615 | 23.3834 | 24.5472 | 25.7111 |  |  | 26.1926 |  |
|  | 80 HOUR | 19.1398 | 19.6853 | 20.7763 | 21.9220 | 23.0130 | 24.1041 |  |  | 24.5555 |  |
|  | BI-WEEKLY | 1,531.18 | 1,574.82 | 1,662.10 | 1,753.76 | 1,841.04 | 1,928.33 |  |  | 1,964.44 |  |

### APPENDIX K - 2024 SALARY SCHEDULE - On or after April 15, 2005 hires (SS2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | N/A | 31,320.00 | 32,490.74 | 33,227.39 | 33,803.26 | 34,479.56 | 35,169.23 | 35,872.47 | 36,589.90 | 37,321.54 | 38,068.21 |
|  | PAYROLL YEAR | 26,602.78 | 27,666.70 | 28,773.47 | 29,924.34 | 31,200.00 | 32,366.26 | 33,100.08 | 33,673.74 | 34,347.46 | 35,034.48 | 35,735.02 | 36,449.71 | 37,178.54 | 37,922.35 |
|  | 70 HOUR | 14.6169 | 15.2016 | 15.8096 | 16.4419 | 17.0995 | 17.7838 | 18.1869 | 18.5021 | 18.8723 | 19.2497 | 19.6347 | 20.0273 | 20.4278 | 20.8364 |
|  | 75 HOUR | 13.6425 | 14.1880 | 14.7556 | 15.3458 | 15.9596 | 16.5981 | 16.9744 | 17.2686 | 17.6140 | 17.9665 | 18.3257 | 18.6922 | 19.0659 | 19.4472 |
|  | 80 HOUR | 12.7898 | 13.3013 | 13.8334 | 14.3867 | 15.0000 | 15.5607 | 15.9135 | 16.1893 | 16.5132 | 16.8435 | 17.1803 | 17.5239 | 17.8743 | 18.2319 |
|  | BI-WEEKLY | 1,023.18 | 1,064.10 | 1,106.67 | 1,150.94 | 1,200.00 | 1,244.86 | 1,273.08 | 1,295.14 | 1,321.06 | 1,347.48 | 1,374.42 | 1,401.91 | 1,429.94 | 1,458.55 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **4** | **ANNUALIZED** | N/A | N/A | N/A | N/A | 32,221.81 | 33,510.73 | 34,180.77 | 34,864.38 | 35,561.77 | 36,272.94 | 36,998.52 | 37,738.30 | 38,493.32 | 39,262.96 |
|  | PAYROLL YEAR | 27,437.70 | 28,535.31 | 29,676.82 | 30,863.87 | 32,098.35 | 33,382.34 | 34,049.81 | 34,730.80 | 35,425.52 | 36,133.97 | 36,856.77 | 37,593.71 | 38,345.84 | 39,112.53 |
|  | 70 HOUR | 15.0757 | 15.6788 | 16.3059 | 16.9581 | 17.6364 | 18.3419 | 18.7086 | 19.0828 | 19.4644 | 19.8538 | 20.2509 | 20.6558 | 21.0692 | 21.4905 |
|  | 75 HOUR | 14.0706 | 14.6335 | 15.2189 | 15.8277 | 16.4606 | 17.1191 | 17.4615 | 17.8107 | 18.1668 | 18.5302 | 18.9009 | 19.2788 | 19.6646 | 20.0578 |
|  | 80 HOUR | 13.1912 | 13.7189 | 14.2677 | 14.8384 | 15.4319 | 16.0492 | 16.3701 | 16.6975 | 17.0315 | 17.3721 | 17.7196 | 18.0739 | 18.4355 | 18.8041 |
|  | BI-WEEKLY | 1,055.30 | 1,097.51 | 1,141.42 | 1,187.07 | 1,234.55 | 1,283.94 | 1,309.61 | 1,335.80 | 1,362.52 | 1,389.77 | 1,417.57 | 1,445.91 | 1,474.84 | 1,504.33 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **5** | **ANNUALIZED** | N/A | N/A | N/A | 32,762.60 | 34,073.24 | 35,435.87 | 36,144.74 | 36,867.61 | 37,605.09 | 38,357.19 | 39,124.32 | 39,906.90 | 40,704.93 | 41,519.04 |
|  | PAYROLL YEAR | 29,014.34 | 30,174.56 | 31,381.58 | 32,637.07 | 33,942.69 | 35,300.10 | 36,006.26 | 36,726.35 | 37,461.01 | 38,210.22 | 38,974.42 | 39,754.00 | 40,548.98 | 41,359.97 |
|  | 70 HOUR | 15.9418 | 16.5794 | 17.2427 | 17.9325 | 18.6497 | 19.3957 | 19.7836 | 20.1792 | 20.5829 | 20.9946 | 21.4144 | 21.8428 | 22.2796 | 22.7252 |
|  | 75 HOUR | 14.8790 | 15.4742 | 16.0931 | 16.7371 | 17.4064 | 18.1027 | 18.4647 | 18.8340 | 19.2107 | 19.5949 | 19.9868 | 20.3866 | 20.7944 | 21.2103 |
|  | 80 HOUR | 13.9492 | 14.5070 | 15.0873 | 15.6909 | 16.3186 | 16.9712 | 17.3107 | 17.6569 | 18.0101 | 18.3703 | 18.7377 | 19.1125 | 19.4947 | 19.8846 |
|  | BI-WEEKLY | 1,115.94 | 1,160.56 | 1,206.98 | 1,255.27 | 1,305.49 | 1,357.70 | 1,384.86 | 1,412.55 | 1,440.81 | 1,469.62 | 1,499.02 | 1,529.00 | 1,559.58 | 1,590.77 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **6** | **ANNUALIZED** | N/A | N/A | 33,617.01 | 34,961.89 | 36,360.22 | 37,814.72 | 38,571.00 | 39,342.30 | 40,129.27 | 40,931.69 | 41,750.40 | 42,585.39 | 43,437.08 | 44,305.69 |
|  | PAYROLL YEAR | 30,961.84 | 32,200.27 | 33,488.21 | 34,827.94 | 36,220.91 | 37,669.84 | 38,423.22 | 39,191.57 | 39,975.52 | 40,774.86 | 41,590.43 | 42,422.22 | 43,270.66 | 44,135.94 |
|  | 70 HOUR | 17.0120 | 17.6925 | 18.4001 | 19.1362 | 19.9016 | 20.6977 | 21.1116 | 21.5338 | 21.9645 | 22.4037 | 22.8519 | 23.3090 | 23.7751 | 24.2507 |
|  | 75 HOUR | 15.8779 | 16.5131 | 17.1734 | 17.8605 | 18.5748 | 19.3179 | 19.7042 | 20.0982 | 20.5003 | 20.9102 | 21.3284 | 21.7551 | 22.1901 | 22.6339 |
|  | 80 HOUR | 14.8855 | 15.4809 | 16.1001 | 16.7442 | 17.4139 | 18.1105 | 18.4727 | 18.8421 | 19.2190 | 19.6033 | 19.9954 | 20.3953 | 20.8032 | 21.2192 |
|  | BI-WEEKLY | 1,190.84 | 1,238.47 | 1,288.01 | 1,339.54 | 1,393.11 | 1,448.84 | 1,477.82 | 1,507.37 | 1,537.52 | 1,568.26 | 1,599.63 | 1,631.62 | 1,664.26 | 1,697.54 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **7** | **ANNUALIZED** | N/A | 34,164.27 | 35,530.66 | 36,951.96 | 38,430.27 | 39,967.24 | 40,766.53 | 41,581.68 | 42,413.34 | 43,261.90 | 44,126.96 | 45,009.76 | 45,909.90 | 46,827.99 |
|  | PAYROLL YEAR | 32,724.22 | 34,033.38 | 35,394.53 | 36,810.38 | 38,283.02 | 39,814.11 | 40,610.34 | 41,422.37 | 42,250.83 | 43,096.14 | 43,957.89 | 44,837.31 | 45,734.00 | 46,648.58 |
|  | 70 HOUR | 17.9804 | 18.6995 | 19.4474 | 20.2254 | 21.0346 | 21.8759 | 22.3133 | 22.7596 | 23.2148 | 23.6792 | 24.1528 | 24.6357 | 25.1285 | 25.6310 |
|  | 75 HOUR | 16.7818 | 17.4529 | 18.1511 | 18.8771 | 19.6323 | 20.4176 | 20.8258 | 21.2423 | 21.6671 | 22.1006 | 22.5426 | 22.9934 | 23.4532 | 23.9224 |
|  | 80 HOUR | 15.7328 | 16.3622 | 17.0166 | 17.6973 | 18.4053 | 19.1414 | 19.5242 | 19.9146 | 20.3129 | 20.7193 | 21.1336 | 21.5564 | 21.9875 | 22.4272 |
|  | BI-WEEKLY | 1,258.62 | 1,308.98 | 1,361.33 | 1,415.78 | 1,472.42 | 1,531.31 | 1,561.94 | 1,593.17 | 1,625.03 | 1,657.54 | 1,690.69 | 1,724.51 | 1,759.00 | 1,794.18 |

**2024 SALARY SCHEDULE**

**On or after April 15, 2005 hires (SS2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** | 34,712.37 | 36,100.89 | 37,544.95 | 39,046.85 | 40,608.89 | 42,232.93 | 43,077.53 | 43,939.25 | 44,818.08 | 45,714.25 | 46,628.59 | 47,561.09 | 48,512.38 | 49,482.47 |
|  | PAYROLL YEAR | 34,579.38 | 35,962.58 | 37,401.10 | 38,897.25 | 40,453.30 | 42,071.12 | 42,912.48 | 43,770.90 | 44,646.37 | 45,539.10 | 46,449.94 | 47,378.86 | 48,326.51 | 49,292.88 |
|  | 70 HOUR | 18.9997 | 19.7597 | 20.5500 | 21.3722 | 22.2270 | 23.1160 | 23.5783 | 24.0500 | 24.5309 | 25.0215 | 25.5220 | 26.0323 | 26.5532 | 27.0842 |
|  | 75 HOUR | 17.7331 | 18.4424 | 19.1801 | 19.9474 | 20.7452 | 21.5749 | 22.0065 | 22.4466 | 22.8955 | 23.3534 | 23.8205 | 24.2969 | 24.7829 | 25.2786 |
|  | 80 HOUR | 16.6247 | 17.2897 | 17.9813 | 18.7006 | 19.4487 | 20.2265 | 20.6310 | 21.0437 | 21.4646 | 21.8938 | 22.3317 | 22.7783 | 23.2339 | 23.6985 |
|  | BI-WEEKLY | 1,329.98 | 1,383.18 | 1,438.50 | 1,496.05 | 1,555.90 | 1,618.12 | 1,650.48 | 1,683.50 | 1,717.17 | 1,751.50 | 1,786.54 | 1,822.26 | 1,858.71 | 1,895.88 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **9** | **ANNUALIZED** | 36,854.04 | 38,328.37 | 39,861.17 | 41,455.78 | 43,114.07 | 44,838.76 | 45,735.34 | 46,650.10 | 47,583.22 | 48,534.72 | 49,505.64 | 50,495.57 | 51,505.32 | 52,535.54 |
|  | PAYROLL YEAR | 36,712.83 | 38,181.52 | 39,708.45 | 41,296.94 | 42,948.88 | 44,666.96 | 45,560.11 | 46,471.36 | 47,400.91 | 48,348.77 | 49,315.97 | 50,302.10 | 51,307.98 | 52,334.26 |
|  | 70 HOUR | 20.1719 | 20.9788 | 21.8179 | 22.6906 | 23.5983 | 24.5422 | 25.0330 | 25.5337 | 26.0445 | 26.5652 | 27.0965 | 27.6385 | 28.1912 | 28.7550 |
|  | 75 HOUR | 18.8272 | 19.5803 | 20.3633 | 21.1780 | 22.0251 | 22.9061 | 23.3641 | 23.8315 | 24.3082 | 24.7942 | 25.2902 | 25.7959 | 26.3117 | 26.8381 |
|  | 80 HOUR | 17.6504 | 18.3565 | 19.0906 | 19.8543 | 20.6485 | 21.4745 | 21.9039 | 22.3420 | 22.7889 | 23.2446 | 23.7096 | 24.1837 | 24.6673 | 25.1607 |
|  | BI-WEEKLY | 1,412.03 | 1,468.52 | 1,527.25 | 1,588.34 | 1,651.88 | 1,717.96 | 1,752.31 | 1,787.36 | 1,823.11 | 1,859.57 | 1,896.77 | 1,934.70 | 1,973.38 | 2,012.86 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **10** | **ANNUALIZED** | 38,995.28 | 40,555.02 | 42,177.18 | 43,864.50 | 45,619.04 | 47,443.54 | 48,392.53 | 49,360.32 | 50,347.53 | 51,354.57 | 52,381.66 | 53,429.21 | 54,497.84 | 55,587.78 |
|  | PAYROLL YEAR | 38,845.87 | 40,399.63 | 42,015.58 | 43,696.43 | 45,444.26 | 47,261.76 | 48,207.12 | 49,171.20 | 50,154.62 | 51,157.81 | 52,180.96 | 53,224.50 | 54,289.04 | 55,374.80 |
|  | 70 HOUR | 21.3439 | 22.1976 | 23.0855 | 24.0089 | 24.9694 | 25.9681 | 26.4875 | 27.0172 | 27.5575 | 28.1087 | 28.6709 | 29.2442 | 29.8292 | 30.4257 |
|  | 75 HOUR | 19.9208 | 20.7178 | 21.5465 | 22.4084 | 23.3047 | 24.2369 | 24.7216 | 25.2160 | 25.7203 | 26.2348 | 26.7594 | 27.2945 | 27.8406 | 28.3973 |
|  | 80 HOUR | 18.6759 | 19.4229 | 20.1998 | 21.0079 | 21.8482 | 22.7220 | 23.1765 | 23.6400 | 24.1128 | 24.5951 | 25.0870 | 25.5887 | 26.1005 | 26.6225 |
|  | BI-WEEKLY | 1,494.07 | 1,553.83 | 1,615.98 | 1,680.63 | 1,747.86 | 1,817.76 | 1,854.12 | 1,891.20 | 1,929.02 | 1,967.61 | 2,006.96 | 2,047.10 | 2,088.04 | 2,129.80 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **11** | **ANNUALIZED** | 41,415.90 | 43,072.52 | 44,795.53 | 46,587.25 | 48,451.00 | 50,388.87 | 51,396.54 | 52,424.67 | 53,473.05 | 54,542.53 | 55,633.09 | 56,745.99 | 57,881.03 | 59,038.83 |
|  | PAYROLL YEAR | 41,257.22 | 42,907.49 | 44,623.90 | 46,408.75 | 48,265.36 | 50,195.81 | 51,199.62 | 52,223.81 | 53,268.18 | 54,333.55 | 55,419.94 | 56,528.58 | 57,659.26 | 58,812.62 |
|  | 70 HOUR | 22.6689 | 23.5757 | 24.5185 | 25.4994 | 26.5193 | 27.5801 | 28.1318 | 28.6943 | 29.2682 | 29.8536 | 30.4506 | 31.0597 | 31.6809 | 32.3146 |
|  | 75 HOUR | 21.1576 | 22.0039 | 22.8840 | 23.7994 | 24.7513 | 25.7413 | 26.2563 | 26.7813 | 27.3170 | 27.8634 | 28.4206 | 28.9889 | 29.5688 | 30.1603 |
|  | 80 HOUR | 19.8352 | 20.6286 | 21.4538 | 22.3119 | 23.2045 | 24.1326 | 24.6152 | 25.1076 | 25.6097 | 26.1219 | 26.6442 | 27.1772 | 27.7208 | 28.2753 |
|  | BI-WEEKLY | 1,586.82 | 1,650.29 | 1,716.30 | 1,784.95 | 1,856.36 | 1,930.61 | 1,969.22 | 2,008.61 | 2,048.78 | 2,089.75 | 2,131.54 | 2,174.18 | 2,217.66 | 2,262.02 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **12** | **ANNUALIZED** | 43,929.64 | 45,686.90 | 47,514.32 | 49,414.82 | 51,391.53 | 53,447.16 | 54,516.22 | 55,606.57 | 56,718.64 | 57,852.84 | 59,010.22 | 60,190.36 | 61,394.09 | 62,621.83 |
|  | PAYROLL YEAR | 43,761.33 | 45,511.86 | 47,332.27 | 49,225.49 | 51,194.62 | 53,242.38 | 54,307.34 | 55,393.52 | 56,501.33 | 57,631.18 | 58,784.13 | 59,959.74 | 61,158.86 | 62,381.90 |
|  | 70 HOUR | 24.0446 | 25.0065 | 26.0068 | 27.0470 | 28.1288 | 29.2540 | 29.8392 | 30.4361 | 31.0447 | 31.6654 | 32.2989 | 32.9449 | 33.6036 | 34.2758 |
|  | 75 HOUR | 22.4417 | 23.3395 | 24.2730 | 25.2439 | 26.2536 | 27.3038 | 27.8499 | 28.4070 | 28.9750 | 29.5544 | 30.1457 | 30.7486 | 31.3635 | 31.9908 |
|  | 80 HOUR | 21.0391 | 21.8807 | 22.7559 | 23.6661 | 24.6128 | 25.5973 | 26.1093 | 26.6315 | 27.1641 | 27.7073 | 28.2616 | 28.8268 | 29.4033 | 29.9913 |
|  | BI-WEEKLY | 1,683.13 | 1,750.46 | 1,820.47 | 1,893.29 | 1,969.02 | 2,047.78 | 2,088.74 | 2,130.52 | 2,173.13 | 2,216.58 | 2,260.93 | 2,306.14 | 2,352.26 | 2,399.30 |

**2024 SALARY SCHEDULE**

**On or after April 15, 2005 hires (SS2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** | 46,816.09 | 48,688.82 | 50,636.30 | 52,661.66 | 54,768.24 | 56,958.76 | 58,097.97 | 59,259.95 | 60,445.30 | 61,654.05 | 62,887.22 | 64,145.03 | 65,427.90 | 66,736.24 |
|  | PAYROLL YEAR | 46,636.72 | 48,502.27 | 50,442.29 | 52,459.89 | 54,558.40 | 56,740.53 | 57,875.38 | 59,032.90 | 60,213.71 | 61,417.82 | 62,646.27 | 63,899.26 | 65,177.22 | 66,480.54 |
|  | 70 HOUR | 25.6245 | 26.6495 | 27.7155 | 28.8240 | 29.9771 | 31.1762 | 31.7997 | 32.4356 | 33.0845 | 33.7461 | 34.4211 | 35.1094 | 35.8117 | 36.5278 |
|  | 75 HOUR | 23.9162 | 24.8730 | 25.8678 | 26.9024 | 27.9786 | 29.0978 | 29.6798 | 30.2733 | 30.8789 | 31.4963 | 32.1263 | 32.7687 | 33.4242 | 34.0927 |
|  | 80 HOUR | 22.4215 | 23.3184 | 24.2511 | 25.2211 | 26.2300 | 27.2791 | 27.8247 | 28.3812 | 28.9489 | 29.5278 | 30.1184 | 30.7208 | 31.3352 | 31.9618 |
|  | BI-WEEKLY | 1,793.72 | 1,865.47 | 1,940.09 | 2,017.69 | 2,098.40 | 2,182.33 | 2,225.98 | 2,270.50 | 2,315.91 | 2,362.22 | 2,409.47 | 2,457.66 | 2,506.82 | 2,556.94 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **14** | **ANNUALIZED** | 49,981.71 | 51,980.97 | 54,060.20 | 56,222.74 | 58,471.52 | 60,810.49 | 62,026.55 | 63,267.03 | 64,532.56 | 65,823.16 | 67,139.85 | 68,482.64 | 69,852.16 | 71,249.03 |
|  | PAYROLL YEAR | 49,790.21 | 51,781.81 | 53,853.07 | 56,007.33 | 58,247.49 | 60,577.50 | 61,788.90 | 63,024.62 | 64,285.31 | 65,570.96 | 66,882.61 | 68,220.26 | 69,584.53 | 70,976.05 |
|  | 70 HOUR | 27.3573 | 28.4515 | 29.5896 | 30.7732 | 32.0042 | 33.2842 | 33.9499 | 34.6289 | 35.3216 | 36.0281 | 36.7486 | 37.4837 | 38.2334 | 38.9978 |
|  | 75 HOUR | 25.5334 | 26.5547 | 27.6171 | 28.7217 | 29.8706 | 31.0653 | 31.6866 | 32.3205 | 32.9668 | 33.6262 | 34.2988 | 34.9847 | 35.6845 | 36.3979 |
|  | 80 HOUR | 23.9376 | 24.8951 | 25.8909 | 26.9266 | 28.0036 | 29.1238 | 29.7062 | 30.3003 | 30.9064 | 31.5245 | 32.1551 | 32.7982 | 33.4541 | 34.1231 |
|  | BI-WEEKLY | 1,915.01 | 1,991.61 | 2,071.27 | 2,154.13 | 2,240.29 | 2,329.90 | 2,376.50 | 2,424.02 | 2,472.51 | 2,521.96 | 2,572.41 | 2,623.86 | 2,676.33 | 2,729.85 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **15** | **ANNUALIZED** | 53,798.99 | 55,950.88 | 58,189.01 | 60,516.50 | 62,937.12 | 65,454.83 | 66,763.80 | 68,098.87 | 69,460.87 | 70,850.02 | 72,267.14 | 73,882.84 | 75,360.51 | 76,867.84 |
|  | PAYROLL YEAR | 53,592.86 | 55,736.51 | 57,966.06 | 60,284.64 | 62,695.98 | 65,204.05 | 66,508.00 | 67,837.95 | 69,194.74 | 70,578.56 | 71,990.26 | 73,599.76 | 75,071.78 | 76,573.33 |
|  | 70 HOUR | 29.4467 | 30.6246 | 31.8494 | 33.1235 | 34.4484 | 35.8263 | 36.5429 | 37.2736 | 38.0192 | 38.7795 | 39.5550 | 40.4393 | 41.2482 | 42.0731 |
|  | 75 HOUR | 27.4836 | 28.5829 | 29.7261 | 30.9151 | 32.1518 | 33.4379 | 34.1067 | 34.7888 | 35.4845 | 36.1942 | 36.9181 | 37.7434 | 38.4984 | 39.2682 |
|  | 80 HOUR | 25.7658 | 26.7964 | 27.8683 | 28.9830 | 30.1423 | 31.3481 | 31.9750 | 32.6144 | 33.2667 | 33.9320 | 34.6107 | 35.3845 | 36.0922 | 36.8141 |
|  | BI-WEEKLY | 2,061.26 | 2,143.71 | 2,229.46 | 2,318.64 | 2,411.38 | 2,507.85 | 2,558.00 | 2,609.15 | 2,661.34 | 2,714.56 | 2,768.86 | 2,830.76 | 2,887.38 | 2,945.13 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **16** | **ANNUALIZED** | 57,616.48 | 59,921.22 | 62,318.03 | 64,810.68 | 67,402.94 | 70,099.38 | 71,501.26 | 72,931.13 | 74,390.01 | 75,877.71 | 77,395.27 | 79,237.30 | 80,822.10 | 82,438.62 |
|  | PAYROLL YEAR | 57,395.73 | 59,691.63 | 62,079.26 | 64,562.37 | 67,144.69 | 69,830.80 | 71,227.31 | 72,651.70 | 74,104.99 | 75,586.99 | 77,098.74 | 78,933.71 | 80,512.43 | 82,122.77 |
|  | 70 HOUR | 31.5362 | 32.7976 | 34.1094 | 35.4737 | 36.8928 | 38.3685 | 39.1360 | 39.9186 | 40.7170 | 41.5314 | 42.3618 | 43.3702 | 44.2375 | 45.1223 |
|  | 75 HOUR | 29.4337 | 30.6111 | 31.8354 | 33.1088 | 34.4333 | 35.8105 | 36.5269 | 37.2575 | 38.0026 | 38.7626 | 39.5377 | 40.4789 | 41.2884 | 42.1142 |
|  | 80 HOUR | 27.5941 | 28.6979 | 29.8458 | 31.0396 | 32.2811 | 33.5725 | 34.2439 | 34.9287 | 35.6274 | 36.3399 | 37.0667 | 37.9489 | 38.7079 | 39.4821 |
|  | BI-WEEKLY | 2,207.53 | 2,295.83 | 2,387.66 | 2,483.17 | 2,582.49 | 2,685.80 | 2,739.51 | 2,794.30 | 2,850.19 | 2,907.19 | 2,965.34 | 3,035.91 | 3,096.63 | 3,158.57 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **39** | **ANNUALIZED** | 37,777.77 | 39,288.85 | 40,860.49 | 42,494.77 | 44,194.61 | 45,962.31 | 46,881.45 | 47,818.96 | 48,775.47 | 49,751.19 | 50,746.33 | 51,760.89 | 52,796.33 | 53,852.23 |
|  | PAYROLL YEAR | 37,633.02 | 39,138.32 | 40,703.94 | 42,331.95 | 44,025.28 | 45,786.21 | 46,701.82 | 47,635.74 | 48,588.59 | 49,560.58 | 50,551.90 | 51,562.58 | 52,594.05 | 53,645.90 |
|  | 70 HOUR | 20.6775 | 21.5044 | 22.3646 | 23.2593 | 24.1898 | 25.1572 | 25.6603 | 26.1735 | 26.6969 | 27.2310 | 27.7756 | 28.3311 | 28.8978 | 29.4757 |
|  | 80 HOUR | 18.0928 | 18.8165 | 19.5692 | 20.3519 | 21.1660 | 22.0126 | 22.4528 | 22.9018 | 23.3599 | 23.8272 | 24.3038 | 24.7897 | 25.2856 | 25.7913 |
|  | BI-WEEKLY | 1,447.42 | 1,505.32 | 1,565.54 | 1,628.15 | 1,693.28 | 1,761.01 | 1,796.22 | 1,832.14 | 1,868.79 | 1,906.18 | 1,944.30 | 1,983.18 | 2,022.85 | 2,063.30 |

### APPENDIX L - 2024 SALARY SCHEDULE - BUILDING TRADE TITLES

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **GROUP** |  | **STEP A** | **STEP B** | **STEP C** | **STEP D** | **STEP E** |
|  |  |  |  |  |  |  |
| **60** | **ANNUALIZED** | 57,727.20 | 59,458.93 | 61,242.61 | 63,080.05 | 64,972.30 |
|  | PAYROLL YEAR | 57,506.02 | 59,231.12 | 61,007.96 | 62,838.36 | 64,723.36 |
|  | 80 HOUR | 27.6471 | 28.4765 | 29.3308 | 30.2107 | 31.1170 |
|  | BI-WEEKLY | 2,211.77 | 2,278.12 | 2,346.46 | 2,416.86 | 2,489.36 |
|  |  |  |  |  |  |  |
| **61** | **ANNUALIZED** | 70,663.66 | 72,783.50 | 74,967.03 | 77,215.81 | 79,532.44 |
|  | PAYROLL YEAR | 70,392.92 | 72,504.64 | 74,679.80 | 76,919.96 | 79,227.72 |
|  | 80 HOUR | 33.8427 | 34.8580 | 35.9037 | 36.9808 | 38.0902 |
|  | BI-WEEKLY | 2,707.42 | 2,788.64 | 2,872.30 | 2,958.46 | 3,047.22 |
|  |  |  |  |  |  |  |
| **62** | **ANNUALIZED** | 81,695.09 | 84,145.88 | 86,670.27 | 89,270.61 | 91,948.73 |
|  | PAYROLL YEAR | 81,382.08 | 83,823.48 | 86,338.20 | 88,928.58 | 91,596.44 |
|  | 80 HOUR | 39.1260 | 40.2998 | 41.5088 | 42.7541 | 44.0367 |
|  | BI-WEEKLY | 3,130.08 | 3,223.98 | 3,320.70 | 3,420.33 | 3,522.94 |