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COLLECTIVE BARGAINING AGREEMENT

By and Between
THE COUNTY OF ERIE
and

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000 A.F.S.C.M.E., AFL-CIO

On behalf of
CSEA ERIE COUNTY UNIT 6700 OF THE
CSEA ERIE COUNTY LOCAL 815



January 1, 2007 through December 31, 2016

Including the Sub-Bargaining Agreement by and between the Civil
Service Employees Association and the Erie County Medical Center
Corporation Covering January 1, 2007 through December 31, 2017

Denise Szymura, President

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LEGISLATIVE REVIEW

IT IS AGREED BY AND BETWEEN THE PARTIES 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.

STATEMENT OF PURPOSE

It shall be the policy of the County of Erie and the purpose of this agreement to promote harmonious and cooperative relationships between the County of Erie and its employees, and to protect the public by assuring, at all times, the orderly and uninterrupted operations and functions of government. This agreement is made between the County of Erie, hereinafter referred to as the "Employer" and Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Erie Unit of Local 815, hereinafter referred to as the "CSEA".

WHEREAS, it is the intent and purpose of the parties hereto set forth herein the basic agreement governing wages, hours of work and other conditions of employment to be observed by the parties hereto.

Now, therefore, it is mutually agreed as follows:

ARTICLE I RECOGNITION

Section 1.1: The employer agrees that the Civil Service Employees Association, Inc., Local 1000 AFSCME, AFL-CIO, Erie Unit of Local 815 as the certified union, and shall be the sole and exclusive organizational representative for all individuals described in Section 4 of Article II for the purpose of collective bargaining and processing grievances.

Section 1.2: The CSEA agrees that it will not interfere with, coerce, or intimidate any employee into joining the CSEA. The CSEA recognizes that no employee is required to join a union, but that every employee has a right to choose one of his/her own free will as to whether or not he/she will or will not join a union. The CSEA further agrees that there will be no interference with the free right of any employee of the County to enter and leave its facilities and properties unmolested.

Section 1.3: The County agrees that there shall be no discrimination, interference, restraint or coercion by the County on behalf of or against any of its employees because of membership in the CSEA or for engaging in legal union activity.

Section 1.4: The County recognizes CSEA as the exclusive negotiating agent for employees within the designated unit as certified by the Public Employment Relations Board in its Case Number C-2074 in any and all proceedings under the Public Employee's Fair Employment Act.

Section 1.5: The period of unchallenged representative status for CSEA shall be the maximum permitted by the Taylor Law.

ARTICLE II DEFINITIONS

The following terms as used in this Agreement shall have the following meanings only:

1. "County" or "Employer" means County of Erie.
2. "Union" or "C.S.E.A." means Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Erie Unit of Local 815.
3. "Employee" or "Employees" mean only those individuals who hold a full-time permanent, temporary and/or provisional position covered by the bargaining unit herein.
4. "Bargaining Unit" means the certified bargaining unit which is composed of only those employees as defined above and individuals who hold certain regular part-time positions (20 working hours or more per week) both of whose titles appear in Appendix A attached hereto.
5. "Position" means one of the positions included under one class title in the Plan of Class titles and Salary Ranges.
6. "Class" means a group of similar positions included under the same title in the Plan of Class titles and Salary Ranges.
7. "Salary Range" means the range of compensation, from base to step 5, as appearing in the Plan of Class Titles and Salary Ranges.

8. "Job Group" means a group of classes of positions allocated to the same salary range in the Plan of Class Titles and Salary Ranges.
9. "Increment" means the annual increment as provided in the table of increments for Job Groups in the Plan of Class Titles and Salary Ranges.
10. "Increment Step" means the point in the increment scale reached through successive periods of actual service, as designated in Steps 1, 2, 3, 4 and 5 in the Plan of Class Titles and Salary Ranges.
11. "Open Competitive List" means an eligible list resulting from an open competitive civil service examination.
12. "Promotion List" means an eligible list resulting from a promotional civil service examination.
13. "Appointing Authority" means the person or body ultimately responsible for employee selection and appointment within the department (usually the department head) subject to Civil Service Law and any rules promulgated thereunder.
14. "Actual Service" means total time spent actually working in a position including any paid time off and / or leave with pay.
15. "Service" means "Actual Service" as defined above.
16. "Continuous Service" means an uninterrupted period of actual service which includes any authorized leave of absence without pay computed from the date an employee assumes a position with the County. However, a period of actual service in a regular part-time position (20 hours or more per week) shall be credited as 50% of such period for purpose of computing continuous service. An employee's continuous service is interrupted by voluntary resignation, discharge, retirement, assuming a non-regular part-time position (less than 20 hours per week) or layoff. If an employee is rehired within one year or is recalled within two years of layoff or during his/her period of eligibility on a preferred list pursuant to Civil Service Law or reassumes a permanent full-time permanent position after holding a

non regular part-time position without a break in actual service, the interruption in continuous service shall be removed. The period of interruption, however, shall not be included in computing the total period of continuous service. Except as so provided, an interruption shall result in a permanent loss of all continuous service credit.

17. "Seniority" – Except as defined and determined by Civil Service Law for purposes of the provisions therein, seniority means the length of an employee's continuous service, as defined above with the County of Erie, regardless of bargaining unit.
18. "Permanent Vacancy" means an unencumbered, budgeted position covered by the bargaining unit which may or may not be filled within the sole discretion of the Employer.
19. "Department" shall mean that unit of County Government specifically designated as a department under the Erie County Administrative Code as amended from time to time.
20. "Department Head" shall mean the person so designated pursuant to Charter, Local Law, Administrative Rule or resolution of the County Legislature as the head of a department or his/her designee(s) in his respective department, institutions, divisions, bureaus, and/or other administrative units for the purpose of handling grievances.
21. "Continuous Operation Position" – For purpose of Section 14.2 (Traditional Holidays), a continuous operation position shall be defined as a position which is utilized or scheduled on a 24 hour per day basis for seven (7) days per week.

ARTICLE III MANAGEMENT RIGHTS

Section 3.1: Except as expressly limited by other provisions of this Agreement, all of the authority, rights and responsibilities processed by the County are retained by it, including, but not limited to, the right to determine the mission, purpose, objectives and policies of the County; to determine facilities methods, means and number of personnel for the conduct of the County programs; to administer the merit system, including the examination, selection, recruitment, hiring, appraisal, training, retention, promotion, assignment or transfer of employees pursuant to law; to direct, deploy and utilize the work force; to establish

specifications for each class of positions, and to classify or re-classify, and to allocate or re-allocate new or existing positions in accordance with law and the provisions of this Agreement.

ARTICLE IV NO STRIKE CLAUSE

Section 4.1: The CSEA further recognizes the status of the County employees as "public employees", and the provisions of law applicable thereto which prohibit strikes, the willful absence from one's position, a stoppage of work or the abstinence, in whole or in part, from the full, faithful proper performance of the duties of employment, for the purpose of inducing, influencing, or coercing a change in conditions or compensation, or the rights, privileges and obligations of employment.

Section 4.2: The CSEA further recognizes that any public employee who engages in said acts is subject to the penalties provided under State Law.

Section 4.3: The CSEA shall not engage in a strike, nor cause, instigate, encourage or condone one. In the event a strike or work stoppage occurs, the CSEA shall exert its best efforts to prevent and terminate the same.

ARTICLE V DUES, CHECKOFF, AGENCY SHOP & UNION INSURANCE PROGRAM

Section 5.1: A bargaining unit member desiring to become a member of the Union may execute a written authorization upon an appropriate form. Upon receipt of the authorization from a bargaining unit member, the County shall, pursuant to the authorization, deduct from the wages of a bargaining unit member regular membership dues each month.

Section 5.2: The County, following each pay period from which those deductions are made, will transmit the amount so deducted to the Union or its designated agent within thirty (30) days. All transmittals shall be sent out by a listing of the members from whom the deductions have been made and the amount deducted from each to:

Civil Service Employees Association, Inc.
143 Washington Avenue, Albany, New York 12210 or to an address of its designated agent, which the aforementioned Association provides the County.

Section 5.3: The Union shall certify to the employer in writing the current rate of membership dues and shall give the employer thirty (30) days notice prior to the effective date of any changes.

Section 5.4: A deduction authorized by a bargaining unit member shall continue as long as so authorized unless and until a bargaining unit member notifies the Personnel Commissioner of the County of Erie of his/her desire to discontinue or to change such authorization in writing and by registered mail and the County shall forward a copy of the bargaining unit member's notification to the Union.

Section 5.5: Agency Shop. In addition, during the term of this Agreement, deductions shall be made from the wages of a bargaining unit member who is not a member of CSEA, in the amount equivalent to the dues levied by CSEA. Such amount shall be deducted on a bi-weekly basis and shall be transmitted at the same time and to the same office as set forth in Section 5.2 above. The Union agrees to hold the County safe and harmless because of said deductions.

Section 5.6: If, through inadvertence or error, the County fails or neglects to make a deduction which is properly due and owing from a bargaining unit member's paycheck, such deduction shall be made from the next paycheck of the bargaining unit member and submitted to the collective bargaining representative. The county shall not be liable to the collective bargaining representative, bargaining unit member or any party by reason of the requirements of this article of the Agreement for the remittance or payment of any sum other than that constituting actual deductions made from employee's wages earned.

Section 5.7: The CSEA shall have the right to designate an insurance representative to visit an individual bargaining unit member covered by this Agreement, on the job, for the purpose of explaining the insurance protection of a CSEA sponsored insurance program.

Only one such visit per bargaining unit member per contract year shall be permitted and only after receiving prior approval from the bargaining unit member's department head or his/her designee, and in no event shall such visit exceed one-half hour in duration.

The designation of insurance representative shall be in writing sent to the appropriate County official, on the effective date of this Agreement, and shall subsequently be renewed from year

to year during the term of this Agreement setting forth the specific names and addresses of such insurance representatives. In no event shall there be more than two representatives designated in any one year. Failure on the part of the Union and/or its insurance representatives to comply with the provisions of this section shall release the County from any obligation provided in this section for the remaining term of this Agreement.

Section 5.8: Any employee who is a member of CSEA and who is promoted, transferred, reassigned, temporarily laid off or removed from the payroll for other reasons and then returns to employment or whose status is otherwise changed, shall continue on County payroll deduction records as a dues paying member unless the employee authorizes a change in writing in accordance with Section 5.4 or Article V of this contract.

Section 5.9: Insurance Carriers. The County agrees that no insurance carriers shall be permitted to offer insurance programs to CSEA members on County property unless such authorization and permission existed prior to January 1, 1981 and no change in existing programs shall be permitted, nor shall any company be allowed to introduce new programs unless the CSEA and the County mutually agree to such change in any existing program or the introduction of a new program. It is agreed and understood that this provision pertains only to the type of insurance programs which are presently or which may be offered to its members by CSEA, which shall include but not be limited to the Master Plan.

ARTICLE VI BULLETIN BOARD

Section 6.1: The union shall provide and Erie County shall install one lockable bulletin board in each of the following locations only:

Rath Building:	Floors: 3,4,6
290 Main Street:	Floors: 3,5,6
Hens and Kelly Building: 768 E. Ferry Street (Detention)	Floors: 1,3,6
43 Court Street:	Second Floor
92 Franklin Street	First Floor
Central Police Services	
Probation Department	
Central Library	
ECMCC:	Ground Floor Laboratory
ECC South Campus:	Second Floor

Section 6.2: These bulletin boards shall be for the purpose of posting bulletins, notices and material issued by CSEA, which shall be signed by the designated official of CSEA or its appropriate local. There shall be no bulletin board space reserved exclusively for the use of any other employee organizations except employee organizations which have been certified or recognized as the representative for collective negotiations of other County employees at such locations. No such materials shall be posted which is profane or obscene, or defamatory of the County or its representatives or which constitutes election campaign material for or against any person, organizations or faction thereof. Locks and keys for these bulletin boards shall be provided by and shall be the sole and exclusive responsibility of the CSEA.

ARTICLE VII ACCESS TO EMPLOYEES

Section 7.1: Every month during the duration of this Agreement, the County will furnish the Union a list of new employees in the bargaining unit in addition to any change of address of current employees in the unit. Such list of new employees shall contain the name, address, position and salary level. It is understood that it is the obligation of an employee to notify the County immediately of any change of address, phone number, name, marital status. Failure to do so may result in disciplinary action taken against the employee. This information will be held in strict confidence and will not be used to harass any employee.

Section 7.2: Six months prior to the termination date of this Agreement, the County shall furnish the Union a list of employees in the bargaining agreement, setting forth their names, positions and salary level.

Section 7.3: Six months after the signing of this Agreement, the County agrees to provide job descriptions of all positions covered by this Agreement to the President of Erie Unit of C.S.E.A. Local No. 815 and annually thereafter during the term of this Agreement. For any new job titles within the bargaining unit created during the term of this agreement, the Union President shall be provided a copy of such job description within thirty calendar days after an employee is appointed to such new position.

ARTICLE VIII MEETING PLACE

Section 8.1: CSEA is accorded the privileges of use of meeting

space in County-owned or leased buildings with the following restraints: The meeting shall be limited to the CSEA Executive Committee and not to exceed 25 persons and to be held not more than once a month; the meetings shall be held an hour before or one hour after the normal working day or during the lunch period and shall be prearranged with the Department Head.

ARTICLE IX TIME OFF FOR UNION BUSINESS

Section 9.1: The County agrees that during working hours on its premises for reasonable periods of time without loss of pay or benefits, CSEA officers and properly designated CSEA representatives shall be allowed to investigate and process grievances; also have access to employees during working hours to explain CSEA membership, services and programs under mutually developed arrangements with department or agency heads, and shall be limited to no more than fifteen minutes per employee per month.

Section 9.2: The County agrees to grant time off with pay to employees who are designated by the Union President to attend CSEA meetings to a total of one hundred days per year.

Section 9.3: It is hereby deemed to be in the best interest of the County and CSEA that the Union President and the Chairman of the Grievance Committee of the Union, if they are County employees, shall be allowed reasonable periods of time, without loss of pay or benefits, to engage in union business.

Section 9.4: The County agrees to grant time off with pay to employees who are designated by the Union President who are serving in a CSEA Statewide Committee to attend such committee meetings, not to exceed an aggregate of fifteen (15) working days per contract year.

Section 9.5: Employee representatives shall be designated to the County in writing by the CSEA.

Section 9.6: Section Presidents shall be allowed time off for Union business as follows:

Section	Time Off/Hours Per Week
Social Services	20
Erie County Medical	20
Health	15
Downtown	15

Terrace View	8
Education & Recreation	20
County Clerk/Legal	10
Unit Secretary	15
Unit Treasurer	8
Political Action Chair	6

137 Hours Per Week

It is agreed and understood that Section Presidents when using leave as provided under this provision, shall sign-out before leaving their work station and shall sign-in upon returning to their work station from union business if one (1) hour or more remains in their work day. The time off denoted above is intended to indicate the maximum hours allowable per week, and it is agreed and understood that only union business will be conducted during the sign-out period. It is furthermore agreed and understood that the President of the Erie Unit, Local #815, Civil Services Employees Association, Inc., may change the number of hours set forth above as the needs of each Section(s) changes, to a maximum of twenty (20) hours per week per section and a maximum of one hundred and thirty seven (137) hours per week. If a change in the number of hours allotted a Section(s) or the Unit Secretary should occur, the President of the aforementioned unit shall notify the Director of Labor Relations two (2) weeks before the change is to be implemented.

ARTICLE X LABOR-MANAGEMENT COMMITTEE MEETINGS

Section 10.1: Labor-Management Committee meetings will be held on a monthly basis within all County Departments which have employees covered under this Agreement. The Committee shall consist of the Department Head (or his designee), the Union Section President and any other department or union representatives as previously agreed to by both the Department Head and the Union Section President, not to exceed two (2) in number on each side. In addition, the County Director of Labor Relations and/or the Labor Relations Specialist may be requested by either party to attend.

Such employee representatives (three in number) shall give sufficient advance notice to their immediate supervisor that they are leaving their work area to attend the department's Labor Management Committee meeting. It is agreed and understood that the employee representatives of the bargaining unit shall

suffer no loss of time and pay in the event such meeting falls within their regular scheduled work hours.

An agenda of items, if any, to be discussed at the meeting will be exchanged at least seven calendar days before such meeting.

ARTICLE XI JOINT SAFETY COMMITTEE

Section 11.1: Recognizing that a safe operation is of substantial benefit to both the County and employees, the County and Union mutually agree that there shall be a Joint Safety Committee, consisting of two (2) County representatives, and two (2) Union representatives, appointed by the Union President who are County employees. Such Committee shall meet on a quarterly basis during the term of this Agreement for the purpose of discussing problems arising in this area and shall mutually make advisory recommendations when it is mutually deemed necessary.

It is agreed and understood that the Union representatives shall suffer no loss of time and pay in the event such meeting falls within their regularly scheduled work hours.

Section 11.2: Departmental Safety Committees shall consist of both management employees and union employees in equal numbers. In each department where employees who are represented by the Erie Unit Local 815, CSEA work, there shall be at least one member of CSEA, Erie Unit of Local 815, appointed to the Departmental Safety Committee. All such appointments shall be made by each Section President.

Section 11.3: Any safety or health problem which involves an immediate hazard to the safety and health of employees shall immediately be reported to the Chairman of the Departmental Safety Committee, the Department Head and the appropriate bargaining unit representative(s) on the committee, who shall immediately investigate the condition to determine if such a hazard exists.

The department head shall take any action he/she deems necessary to ensure the safety and health of the employees in the area, and shall immediately notify the CSEA steward for his/her department of the potential hazard and any corrective action to be taken.

Section 11.4: The County shall provide such safety equipment as necessary to perform all County jobs correctly and safely. All employees shall utilize all safety equipment provided and failure to do so shall be grounds for disciplinary action.

ARTICLE XII EQUAL OPPORTUNITIES

Section 12.1: The employer and the CSEA realize a responsibility to promote and provide equal opportunities for employment. It shall be the positive and continuing policy of the employer and the CSEA to assure an equal opportunity in employment regardless of race, color, religion, sex or national origin.

ARTICLE XIII HOURS OF WORK

Section 13.1: A normal work day shall not exceed eight (8) consecutive hours in any twenty-four (24) hour period. The normal work week shall not exceed forty (40) hours.

Section 13.2: Normal working hours shall be from 9:00 a.m. to 5:00 p.m. (example only) except during the period of July 1 to the second Monday in September, when working hours will be 9:00 a.m. to 4:30 p.m. (this summer hour provision shall expire on December 31, 2014), Monday through Friday, except that in institutions and in positions of a nature requiring emergency or continuous service, the establishment of working hours shall be within the discretion of the head of the department, provided that the work week shall not exceed forty hours for any employee, and further provide that in departments where this deviation from the stated working hours is necessary the heads of such department shall file a complete schedule of employee working hours with the Personnel Commissioner.

The County encourages all supervisors to have their employees take summer hours on a daily basis. If the supervisor deems it necessary for personnel to deviate from this policy to maintain continuous operations, a justification for this deviation must be submitted in writing to the Department Head, including the procedure in handling the employee's time due and reason for this deviation. Under no circumstances will employees in this category be granted payment for summer hours in lieu of compensatory time off (this summer hour provision shall expire on December 31, 2014).

For those employees who are unable to adhere to the rule set forth in the above paragraph, it is understood that summer hours be granted only after they are accrued and taken in increments of not less than 1/2 day. The summer hours accrued are to be used as soon as possible, but not later than December 31 of each year of the contract (this summer hour provision shall expire on December 31, 2014)

must be submitted in writing to the Department Head, including the procedure in handling the employee's time due and reason for this deviation. Under no circumstances will employees in this category be granted payment for summer hours in lieu of compensatory time off (this summer hour provision shall expire on December 31, 2014).

For those employees who are unable to adhere to the rule set forth in the above paragraph, it is understood that summer hours be granted only after they are accrued and taken in increments of not less than 1/2 day. The summer hours accrued are to be used as soon as possible, but not later than December 31 of each year of the contract (this summer hour provision shall expire on December 31, 2014)

Bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC) should reference Appendix E of this agreement on the subject of summer hours.

Section 13.3: All full-time employees covered by this agreement shall receive a one (1) hour lunch period except in positions of a nature requiring emergency or continuous service. If an employee actually receives less than an hour for lunch on a regular basis for nine (9) or more cumulative months of the employee's prior anniversary year, he/she shall have the option of being paid the sum of \$275.00 within thirty (30) calendar days following the anniversary date or he/she shall be credited with three (3) compensatory days on the employee's anniversary date. If any such employee wishes to change their option they must notify their department head or his/her designee, in writing, no later than September 1st to be effective in the next calendar year. This one (1) hour lunch provision does not apply to bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC). ECMCC employees should consult Appendix E of this Agreement for their paid lunch provision.

Section 13.4: The three (3) compensatory days are not cumulative from year to year and any unused compensatory days shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond the maximum permitted under this agreement.

Section 13.5: All employees' work schedules shall provide for a fifteen (15) minute rest period during each 1/2 day shift.

Section 13.6: In the event the employer deems necessary any change in the work week or shift assignment, the employee and the Section President will be notified seven (7) calendar days in advance of the proposed change except in emergency situations.

Section 13.7: Shift Differential Pay

- (a) An eighty-five (\$.85) cents per hour shift differential will be granted to all employees on the second or third shifts for every hour actually worked on such shifts.
- (b) For twenty-four (24) hour operations, normally the second shift begins at 3:00 p.m. and terminates at 11:00 p.m., while the third shift begins at 11:00 p.m. and ends at 7:00 a.m. When an employee works for (4) hours or more into the second shift, he/she will be paid for all hours worked in the second shift, including the first four (4) hours.
- (c) Shift differential will be paid to employees for actual hours in accordance with the above provisions.
- (d) All cash payments for employees who are entitled to shift differential and who work overtime shall be made not later than the next regular payroll check.
- (e) For traditional day (usually 9:00 - 5:00 p.m.) operations, employees who are scheduled (involuntarily) to work a full hour or more beyond their normal shift shall be paid the appropriate shift differential as provided in subdivision (a) of this section for all full hours worked.

Section 13.8: Flexible Time Scheduling

Each Department Head shall have the authority to provide for flex time scheduling within his/her Department. It is understood, however, that no such scheduling shall occur without the concurrence of the employees affected. It is further understood that the Department head is not obligated to agree to flex time scheduling on an employee by employee basis and may insist that any such scheduling changes include coverage during the hours he/she deems necessary. Finally, either party may request to return to a regular as opposed to a flex time shift upon seven (7) days' notice prior to the start of a pay period and it shall be granted.

Flex shifts shall include four (4) core or required hours. These hours shall be from 10:30 a.m. to 2:30 p.m. There will be a one (1) hour lunch period permitted to be taken between 11:00 a.m. and 3:00 p.m. usually taken half way through the shift. The other four hours which are necessary to complete an eight (8)

hour work day shall begin at 7:30, 8:00, 8:30, 9:00, 9:30, 10:00 and 10:30 a.m.

Employees will receive two (2) fifteen (15) minute breaks usually taken as follows: one in the first half of the shift and the other in the second half. Employees shall work at least one (1) full hour into each half before taking a break.

Flex time shift shall be offered on a Seniority basis.

Flex time scheduling shall not apply to twenty-four (24) hour a day facilities except in those areas which operate less than 24 hours a day.

ARTICLE XIV HOLIDAYS

Section 14.1: The following holidays shall be observed by all employees in this bargaining unit as paid holidays:

- | | |
|--------------------------------|------------------|
| 1. New Year's Day | 7. Labor Day |
| 2. Martin Luther King, Jr. Day | 8. Election Day |
| 3. Patriot's Day | 9. Veterans Day |
| 4. Good Friday | 10. Thanksgiving |
| 5. Memorial Day | 11. Christmas |
| 6. Independence Day | |

Effective January 1, 2014, Columbus Day has been eliminated as a paid holiday. In return, each employee (excluding Employees of the Erie Community College (ECC) and the Buffalo and Erie County Library system) hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year.

Effective January 1, 2014, for employees of the Erie Community College (ECC), both Election Day and Columbus Day have been eliminated as paid holidays. In return, each ECC employee hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year. Additionally, all ECC employees (regardless of date of hire) shall receive the Day after Thanksgiving as a recognized paid holiday each year.

Effective January 1, 2014, for employees of the Buffalo and Erie County Library System, both Election Day and Columbus Day are eliminated as paid holidays. In return, all such employees hired on or prior to August 7, 2014 shall receive an additional two (2) personal leave days each year.

Employees of the Erie County Medical Center Corporation (ECMCC) should consult Appendix E of this Agreement on the subject of paid holidays.

Section 14.2: If any of the aforementioned holidays falls on a Saturday the County will observe the holiday on the prior Friday. If a holiday falls on a Sunday, the following Monday will be observed as the holiday.

Section 14.3:

- a.) An employee who is required to work on a day celebrated as a holiday as provided in this Agreement, will be paid his/her regular straight time pay plus one & one-half times (1.5x) his/her straight time hourly rate for every hour actually worked on such holiday, except when an employee elects compensatory time off as provided under Section 16.10 of Article 16 of this contract. Licensed Practical Nurses shall be granted the option of cash payment for holiday work, or they may select compensatory time off as provided herein.

Any employee who works in excess of eight (8) hours on a holiday or a day celebrated as a holiday shall receive double time (2x) their regular hourly rate for all hours worked over eight hours on such holiday.

Section 14.4: Notwithstanding the conditions set forth in Section 14.2 of Article 14, employees who work in a County operated facility which has a continuous schedule of 24 hours per day for 7 days per week and work in continuous operation positions as defined in Article 2 (Definitions), shall celebrate all holidays on the actual calendar date on which the holiday traditionally falls.

Any employee who has a day off on the day on which a traditional holiday is celebrated, shall receive another day off for such holiday.

ARTICLE XV VACATIONS

Section 15.1: Every effort will be made to grant employees their vacation at the requested time subject to their department's responsibility to maintain work coverage and efficient operations for service to the public.

Section 15.2: Vacation credits will accrue and be available for use on a bi-weekly pay period basis for full-time employees after the first pay period of employment providing they are on a compensable pay status for 40 or more hours (5 or more working days) each pay period. Vacation credits will be granted by pay period in accordance with the following schedule:

Service	Rate Per Pay Period	Rate Per Year
From date of employment thru completion of two years of service	3.08 hours	10 days
From the second year anniversary date thru completion of nine years of service	4.62 hours	15 days
From ninth year anniversary date thru completion of Sixteen years of service	6.16 hours	20 days
From sixteenth year anniversary date thru completion of the 25th anniversary	7.70 hours	25 days
From the 25th anniversary Date thru successive years Of service	9.23 hours	30 days

In addition to the above vacation credit schedule, all employees on the payroll at the date of ratification shall receive a one (1) time bonus of one (1) additional vacation day for each full year of service for the years of 2008 through 2013. Such day shall be credited to each eligible employee's bank as soon as practicable following the ratification of the Agreement. Such vacation bonus does not apply to bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC).

Effective January 1, 2015, all current employees shall receive a one (1) time bonus of one half (1/2) additional vacation day for each full year of service for the years of 2008 through 2013. Such vacation bonus does not apply to bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC).

Full year of service shall be defined as having been on the payroll and paid continuously for an entire calendar year. An employee who was continuously employed and paid in a calendar year, but utilized eight (8) hours or less of unpaid leave of absence or received an approved unpaid leave of absence under the Family and Medical Leave Act shall qualify for the additional vacation days.

Employees who utilized more than eight (8) hours of leave without pay or in excess of twelve (12) weeks of protected unpaid leave of absence shall not qualify for the additional vacation day in the year in which the unpaid leave was taken.

In the event that said bonus causes an employee to exceed the maximum vacation credit accumulation under the contract, such employee shall have until September 1, 2015 to utilize the time or notify the County that they intend to sell back such vacation as provided for in Section 15.6 of this Agreement.

Section 15.3: County Department Heads will establish vacation periods, schedules and vacation units based on their work requirements. The scheduling of vacations shall be based on seniority of the employee subject to 15.1 above. Employees may, with the prior approval of the Department Head, utilize vacation allowances as may be convenient to departmental operations, but not less than in units of one (1) hour.

Section 15.4: Vacation credits may be accumulated up to a maximum of twenty-five (25) vacation days. An employee shall take his/her vacation during the anniversary period after which it is earned, except that he/she may place up to a maximum of 25 earned days in a vacation bank. With the approval of his/her Department Head or immediate supervisor, an employee may take vacation days as they are accumulated in accordance with Section 15.2 of this Article.

Section 15.5: Vacation pay shall be the regular straight time rate of pay in effect for the employee's regular position at the time he/she takes his/her vacation.

Section 15.6: Effective January 1, 2015 and thereafter, employees shall be eligible to sell back up to forty (40) hours of vacation each year. Such employees must have at least eighty (80) hours of vacation leave in their bank and notify their supervisor by September 1st of each year that they wish to sell vacation hours.

Payment for such sell back shall be made in payroll period 24. Bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix E of this Agreement for their Vacation sell-back provision.

Section 15.7: If a holiday occurs during an employee's vacation, the holiday will not be charged against vacation credits. An employee on paid sick leave, jury duty, paid military duty, paid vacation time or full pay status will be considered as time worked in determining vacation credits.

Section 15.8: If an employee is promoted or transferred to another County department, vacation credits will be transferred.

Section 15.9: An employee who resigns, retires, or is laid off prior to taking his vacation, shall be compensated for the accumulated vacation credits. The employee's estate will receive compensation for an employee's unused vacation in case of the death of an employee.

Section 15.10: A leave of absence without pay or a resignation followed by a reinstatement or rehire in any position in the County services within one year shall constitute an interruption of service for the purposes of this provision; provided, however, that the period of leave without pay between resignation and reinstatement, shall not be counted in determining vacation credits per year or rate per month.

ARTICLE XVI OVERTIME

Section 16.1: This article is intended only as a basis for calculating overtime payments, and nothing in this article shall be construed as a guarantee of overtime hours per day or per week.

Section 16.2: Overtime work shall be distributed equally to employees working within the same job classification within a department or unit subdivision. The distribution of overtime shall be equalized over each calendar quarter.

Section 16.3: For the purposes of equal distribution of overtime, any employee who refuses overtime shall be credited with that overtime, as if the overtime had been worked.

Section 16.4: On such occasion, the opportunity to work overtime shall be offered to the employee within the job classification who has the least number of overtime credits at that time. If the employee does not accept the assignment, the employee with the next fewest number of overtime hours to his/her credit will be offered the assignment. This procedure shall be followed until the required employees have been selected for the overtime work or until the list is exhausted. It is agreed and understood, employees may refuse overtime except in recognizable, emergency situations.

Section 16.5: A record of overtime hours which have been worked and which have been credited by refusal, shall be posted on the departmental bulletin board monthly, with a copy to be given to each section president.

Section 16.6: All employees who actually work over eight (8) hours in any workday, or forty (40) hours per week shall be paid time and one-half times such employee's straight time hourly rate, for all hours worked in excess of eight (8) hours in any workday or forty (40) hours per week. Excluded from computation of forty (40) hours per week to be worked for purposes of the overtime premium of time and one-half are all sick leave and personal leave days. All other paid leave time, including paid lunch hours and compensatory time shall be counted as time worked.

Section 16.7: An employee required to work four (4) hours following his/her regular full day shift shall be granted if requested, up to one-half hour off with pay for the purpose of eating. A similar one-half hour may be granted, if requested, preceding each subsequent four (4) hour period of time to be worked. Such one-half hour shall be deemed as time worked for overtime purposes.

Section 16.8: An employee will not be sent home during his/her regular shift for the purpose of being recalled to work another shift which begins at the end of the employee's regular work shift.

Section 16.9: All cash payments for overtime shall be made not later than the next regular payroll check.

Section 16.10: Each employee covered under this contract may request in writing compensatory time off in lieu of cash payment for overtime worked in accordance with the limitations provided in this section. Each employee who requests compensatory time in writing shall be granted the right to accumulate such time up

to a maximum of eighty (80) hours. The written request must be filed with the department head by the third Monday in January of the year the employee elects to take compensatory time in lieu of cash payment for overtime. The election to take compensatory time shall remain in effect until the employee revokes it. Revocation may only occur during the month of December in each year. Any employee who revokes his/her request for compensatory time, shall be paid for overtime hours worked as provided in this Article XVI. New employees shall be paid cash for overtime until the third Monday of January of the year following their date of hire, at which time they shall be eligible to select compensatory time as described above.

Each employee who desires compensatory time off shall accumulate the aforementioned time at the rate of time and one-half (1 -1/2) for each hour or part thereof worked. The maximum number of overtime compensatory hours that may be accumulated by an employee at any one time is eighty (80) hours. This amount shall exclude all compensatory time earned for lunch hours, as provided in Section 13.3 of Article XIII of this contract.

As an employee uses the compensatory time earned under this section, he/she shall accumulate additional compensatory time off for use in each instance the employee works overtime until the maximum amount allowed under this Section 16.10 is again reached. Once the employee reaches the maximum amount of accrued compensatory time, he/she shall be paid in cash for each hour or part thereof worked above the maximum amount of allowable accrued compensatory time.

The rate of one and one-half (1-1/2) hours of compensatory time for each hour of overtime work shall apply only to time worked in excess of forty (40) hours per week or EIGHT (8) HOURS PER DAY as set forth in Section 16.6 of this Article XVI and to holidays as provided in Section 14.3 of Article XIV of this contract. Overtime hours shall be distributed equally among all employees according to the appropriate sections of this Article XVI and the selection of employees to work overtime shall not be affected by nor controlled by the employee's choice of the method of payment for such time.

Section 16.11: Employee's shifts shall not be changed to avoid working casual overtime. However, if operational requirements cause a shift in the work load resulting in constant overtime for a period of more than forty-five (45) consecutive working days,

work schedules may be changed per Article XIII, Section 13.6 to adjust to the new work load and/or operational requirements to eliminate such constant overtime.

Section 16.12: Exceptions to the payment of time and one-half for overtime are as follows:

1. Employees who are required to have a Medical Degree.

Section 16.13: Regardless of job duties performed during overtime work, Board of Election employees shall receive one and one-half times their regular rate of pay for all overtime work.

Section 16.14: Overtime Distribution at the Auto Bureau Offices:

- (a.) Overtime will be offered to full-time CSEA Erie Unit of Local 815 employees first. The administration of the County Clerk's office will make every effort to provide a minimum staffing ratio of at least two-thirds to three-quarters full-time employees to one-third to one-quarter part-time employees for all evening hours.
- (b.) If not enough full-time CSEA Erie Unit of Local 815 employees volunteer to work evening hours, then part-time employees will be utilized to properly staff the offices.
- (c.) If insufficient overtime monies exist, then employees will earn 1-1/2 hours compensatory time for each overtime hour worked.
- (d.) Compensatory time earned for evening overtime will be taken within sixty (60) days.
- (e.) This section applies to the Erie County Auto Bureau offices only.

ARTICLE XVII SICK LEAVE

Section 17.1: Sick Leave Allowance

All full-time permanent employees in the bargaining unit shall earn sick leave credits immediately upon entering the service of the employer at the rate of 4.62 hours per pay period. For purposes of calculating sick leave credits and charges, one work day equals eight hours. Any employee who does not use more than one day sick leave per year shall receive an extra day on their

anniversary date. An employee may accumulate sick leave up to a maximum of 225 days or 1800 hours. For employees hired after August 7, 2014, the maximum amount of sick leave that an employee may accumulate shall be 300 days or 2400 hours.

Temporary employees and provisional employees without permanent status will not earn sick leave credits until after the completion of six (6) months of continuous service.

Section 17.2: Reasons for Granting Sick Leave

Sick Leave with pay shall be granted by the County to an employee, when incapacitated or unable to perform the duties of his/her position by reason of:

1. Sickness or injury.
2. Serious illness in the employee's immediate family, requiring care and attendance of employee. Immediate family shall include, parent, spouse, brother, sister, child or grandparents; or other relative who is an actual member of the employee's household. For absence of two consecutive days or more, a certificate or affidavit issued by the attending physician certifying to the necessity for the attendance of the employee shall be filed with the Commissioner of Personnel or his designee and sick leave for this purpose shall be granted only with his approval.
3. Quarantine regulations.
4. Medical or dental visits.
5. Maternity

Section 17.3: Sick Leave Credits and Charges

- (a) A credit for sick leave under this provision shall be allowed at the rate of 4.62 hours per pay period for each pay period during which the employee shall have been on a full pay status for at least fifty percent (50%) of the working days of that pay period. It should be noted that this is comparable to the previous earning rate of one and one-quarter (1-1/4) working days per month/fifteen (15) days per year, and has been converted to a pay period basis to facilitate accounting and payroll procedures while at the same time enabling employees to be advised of their current sick leave balances on a continuing regular basis.

- (b) Charges against sick leave credits due to employee usage shall be comparable to past procedures. ie, where a full day was charged in the past, this will now be an eight (8) hour charge against the employee's sick leave balance. Where half a day was charged in the past, four (4) hours will be charged against the employee's sick leave balance. It is agreed and understood that sick leave may be utilized in one (1) hour increments. Requests for use of sick leave shall be submitted on the prescribed County form.

Section 17.4: Extended Sick Leave

- (a) An employee who has completed the years of continuous service indicated below may receive such additional sick leave with pay as may be recommended by the employee's Department Head and approved by the Commissioner of Personnel, but no such additional sick leave shall be approved by the Personnel Commissioner in excess of:
- Fifteen (15) continuous years of service – five (5) months in addition to the sick leave accumulated by such employee.
- (b) No credit for sick leave, personal leave or vacation shall be earned during the period of extended sick leave with pay, granted in accordance with this section.
- (c) Employees shall be eligible for the additional period of sick leave granted in accordance with this provision until the levels of extended sick leave to which they are entitled have been exhausted.
- (d) No extended sick leave with pay will be granted until all other accumulated leave time has been used.
- (e) There will be no extended sick leave unless there is a prognosis that sets forth that it is expected that the employee will return to full time employment.

Section 17.5: Reporting Time

- (a) In case of absences, the time for reporting absences shall be at least one-half hour before the start of the employee's assigned shift. In case of failure to report within the stated time limits, unless for reasons satisfactory to the

employee's department head or his/her designee, the absence shall not be deductible from sick leave and shall be considered as time off without pay.

For those employees assigned to 24/7 operations, the time for reporting absence shall be at least one (1) hour before the start of the employee's assigned shift.

Bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix E of this Agreement for their absence reporting provision.

- (b) Daily call-in is required each and every day except as outlined in Erie County Personnel Policy and Procedures, Chpt. 7, Sec. 2 Sick Leave issued by the Department of Personnel as amended by the Commissioner from time to time.
- (c) A certificate of affidavit, showing incapacity and inability of the employee to perform his/her duties issued by the attending physician, shall be filed with the Commissioner of Personnel or his/her designee in case of absence of more than five (5) consecutive work days. The Commissioner or his/her designee may check further on any illness regardless of certificate or affidavit.
- (d) If an employee fails to submit proof of illness to the Commissioner when required to do so, the absence shall not be deductible from sick leave and shall be considered as time off without pay.
- (e) If the proof submitted, in the judgment of the Commissioner of Personnel or his/her designee does not justify the employee's absence, such absence shall not be deducted from sick leave and shall be considered time off without pay.
- (f) When an employee is on sick leave and the appropriate reporting form is not received by the Department of Personnel through no fault of the employee, such employee shall be paid the full amount as if said form had been received.
- (g) The County shall notify an employee, whether working or on sick leave, when their accumulated sick leave is less than 40 hours/5 days.

- (h) Once an employee has provided the County with notice of intended resignation or retirement any sick time used shall result in the reduction of an equivalent amount of vacation time unless the employee submits a Doctor's Certificate.
- (i) No sick time will be allowed without an accompanying Doctor's Certificate on an employee's last work day prior to and/or the first work day in which the holiday is celebrated, or any combination thereof. Only whole sick days are included in this policy and it shall not apply to partial days or hours, extended leaves, or multiple sick days of less than five (5) days. It is understood, however, that management's right to investigate sick leave of any duration is not affected by this section.

Section 17.6: Abuse of Sick Leave Benefits

Abuse of sick leave privileges shall be grounds for disciplinary action. In addition, where an employee's absence is such that the County has reasonable grounds to believe that an abuse of sick leave may exist, such employee will be notified in writing of such suspected abuse and thereafter may be required, regardless of the duration of the absence, to submit a satisfactory doctor's certificate or affidavit indicating the specific nature of this disability and its duration to the Commissioner of Personnel or his/her designee before such absence may be charged against the employee's accumulated sick leave balance. Such notice of suspected abuse shall be a grievable matter. The Union will work cooperatively with the County to reduce and prevent abuses of sick leave.

Section 17.7: Sick Leave Records and Reports

Each department shall maintain an accurate record of the attendance and sick leave status of each employee. A record of the sick leave status of all employees shall be maintained in the Personnel Office. Every payroll before being certified shall bear suitable notations thereon of leaves granted.

Section 17.8: Reinstatement of Sick Leave

When an employee is reinstated into the same position or reemployed in the County bargaining unit within one (1) year following resignation or within two (2) years following layoff, sick leave credits accumulated at time of resignation or layoff shall be restored.

Section 17.9: Medical or Dental Visits

If an employee is required to make visitations during his/her working hours, as shall be determined by the employee's department head or his/her designee upon sufficient proof by the employee, time off for medical or dental visits may be granted by the employee's department head or his/her designee. Such absences may be deducted from accumulated sick leave in units of not less than one (1) hour.

Section 17.10: Sick Leave Bonus

- (a) There will be a three hundred dollar (\$300) bonus for any employee who reaches the maximum of eighteen hundred (1800) hours of accumulated sick leave. Payment of the initial bonus will be in the first paycheck after eighteen hundred (1800) hours is reached.
- (b) Thereafter, an additional bonus of two hundred dollars (\$200) will be earned on the twelve (12) month anniversary date of the initial three hundred dollar (\$300) bonus, provided that the employee maintains the maximum amount of sick leave on that anniversary date and has used five (5) or less sick days during the preceding twelve (12) month period. The additional two hundred dollar (\$200) bonus will be paid in the first paycheck after the anniversary date has been reached and the bonus has been earned.
- (c) As used herein, the term "anniversary date" shall mean the date the employee became eligible for the initial sick leave bonus of three hundred dollars (\$300).

Section 17.11: Criminal Assault

In the event that an employee is necessarily absent from duty as a result of a criminal assault upon his/her person during the course and in the discharge of his/her job responsibilities and duties for the County resulting in an injury for which the New York State Worker's Compensation Board has allowed benefits as an occupational injury, such employee shall receive up to the first month of such absence with full pay and benefits, without the use of any sick leave credits. Thereafter, he/she shall have all accrued sick leave credits necessarily used during such absence restored upon his/her return to duty.

For purposes of this article and section, criminal assault

shall be defined as a physical action taken against an employee by another person with deliberate intent to do bodily harm to the employee. If an injury occurs under the above conditions and any County employee, files legal charges, the physical action taken against the employee shall be considered criminal assault as defined herein regardless of the outcome of the adjudication of the charges filed.

ARTICLE XVIII PERSONAL LEAVE

Section 18.1: Full-time employees including temporary and provisional personnel, will become eligible for and receive four (4) days personal leave after one (1) year of continuous service and also become eligible for and receive the same allowances for each succeeding year of employment providing they are on a compensable salary and wage basis for at least six (6) months of continuous service in the preceding anniversary year and otherwise meet all eligibility requirements.

Effective January 1, 2014, Columbus Day has been eliminated as a paid holiday. In return, each employee (excluding Employees of the Erie Community College (ECC) and the Buffalo and Erie County Library system) hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year.

Effective January 1, 2014, for employees of the Erie Community College (ECC), both Election Day and Columbus Day have been eliminated as paid holidays. In return, each ECC employee hired on or prior to August 7, 2014 shall receive one (1) additional personal leave day each year. Additionally, all ECC employees (regardless of date of hire) shall receive the Day after Thanksgiving as a recognized paid holiday each year.

Effective January 1, 2014, for employees of the Buffalo and Erie County Library System, both Election Day and Columbus Day are eliminated as paid holidays. In return, all such employees hired on or prior to August 7, 2014 shall receive an additional two (2) personal leave days each year.

Section 18.2: Personal Leave is not cumulative from year to year. Unused personal leave credit shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond the maximum permitted under this Agreement.

Section 18.3: In order for the department head and/or the immediate supervisor to arrange for adequate work coverage, application for personal leave must be filed by an employee on a prescribed form with the head of the department or immediate supervisor at least five (5) working days in advance when the requested time is four (4) days or more and four (4) working days' notice in advance when the requested time is for three (3) days or less. There shall be no restrictions on when this leave is to be taken unless stated in this article. In cases of emergency, the five (5) or four (4) days of advance notice may be waived by the Department Head. All requests must receive the approval of the employee's immediate supervisor or Department Head and shall not be granted in less than one (1) hour units. There shall be no restrictions as to when this leave is to be taken except as reflected in this section. Every attempt will be made to grant the day(s) requested.

Section 18.4: In cases of reinstatement or transfer, as provided under this Agreement, unused personal leave credits shall be restored or transferred.

ARTICLE XIX LEAVE BECAUSE OF DEATH IN THE FAMILY

Section 19.1: An employee who has a death in the immediate family (parent, spouse, brother, sister, child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, foster child, step-parent, great grandparents, or other relative who is an actual member of the employee's household) shall be given time off without loss of pay up to a maximum of five (5) consecutive calendar days from and including the date of death. However, if the death occurs after the employee reports to work, that day will not be counted as one of the five (5) consecutive calendar days and upon giving appropriate notice, such employee will be allowed to leave for the remainder of the shift without loss of pay.

ARTICLE XX LEAVE FOR JURY DUTY

Section 20.1: On proof of the necessity of jury service or attending court for other than personal matters, leave of absence with pay shall be granted to all employees.

Section 20.2: Employees will not be required to report to work prior to or subsequent to the performance of their jury duty.

Section 20.3: When an employee is assigned to the second shift on the day he/she performs jury duty, he/she is to be excused with pay for second shift assignment on that day.

Section 20.4: When an employee is scheduled to work the third shift on the day he/she is to report for jury duty, such employee is to be excused with pay for such third shift assignment.

Section 20.5: It is agreed and understood that the County's legal ability to pay employees on Jury Duty may be affected by state and federal legislation and that at all times jury duty pay will be paid in accordance with applicable state and federal law.

ARTICLE XXI TIME OFF FOR CIVIL SERVICE EXAMINATIONS

Section 21.1: Permanent employees will be allowed time off with pay to take promotional and open competitive County civil service examinations.

Section 21.2: Provisional employees with permanent status in a lower level position shall be permitted time off with pay to take County examinations in connection with the position in which they are serving.

Section 21.3: When an employee is granted time off pursuant to Section 21.1 and 21.2 above, such employee shall return to work when there are two hours or more left in his/her work day. Employee shall be allowed reasonable travel time.

ARTICLE XXII LEAVE OF ABSENCE WITHOUT PAY

Section 22.1: Application for Leave Without Pay
Application for leave of absence without pay, for any of the reasons cited in this provision, shall be filed by the employee, on the prescribed form, with the head of his/her department. Such application shall state the reasons for the requested leave and duration thereof. If approved by the head of the department, the application shall be submitted to the Commissioner of Personnel and leave of absences shall be granted only when finally approved by the Commissioner of Personnel. It is understood that such employee will be permitted to return to the same class title within the same department.

Section 22.2: Maternity Leave

- (a) Leave. The Commissioner of Personnel or his/her designee shall grant pregnant employees, a leave of absence without pay, upon competent medical proof that such employee is unable to perform her regular duties for the period of such disability, not to exceed one (1) year in duration. For these purposes, the Commissioner of Personnel or his/her designee may require suitable medical evidence from the employee's physician at such employee's expense and / or may require that the employee be examined by a physician chosen by the County at the County's expense.
- (b) Sick Leave and Vacation Leave. Employees granted maternity leave pursuant to this section shall be permitted to reduce the amount of leave without pay by the use of any and all accumulated sick leave and vacation leave credits as may be available to them.
- (c) Extension. At the request of the employee, and after receiving the recommendation of her department head, the Commissioner of Personnel or his/her designee may grant extension of such leave of absence in accordance with this section.

Section 22.3: Substantiation of Request for Sick Leave or Leave without Pay.

A certificate is required from the employee's personal physician specifying:

1. The date that the employee is no longer able to carry out all normal assigned duties.
2. the expected date of confinement, and
3. The date the employee may return to duty shall accompany the request whether it be for sick leave (Form PO-19) or for leave without pay (PO-18).

In those instances, where the duration of certified absence will utilize the employee's sick leave balance, and in addition, a period of leave without pay both the PO-19 and PO-18 should be completed at the same time, and the above certificate used to substantiate both requests.

Section 22.4: Leave Because of Extended Illness

When an employee has exhausted all his/her sick leave credits, and is still incapacitated and unable to perform the duties of his/her position, or if the attending physician has recommended a period of rest and convalescence, the department head shall grant leave of absence without pay for a period not to exceed one (1) year, subject to extension pursuant to County Civil Service Rules, such decision shall not be arbitrary or capricious.

Section 22.5: Leave For War Work

A permanent employee may, at the discretion of the department head, be granted a leave of absence without pay for a period of time, not to exceed one (1) year, to enter the service of the Federal Government or its associated powers in time of war or to engage in war industries for the United States or its associated powers. Such leave of absence, in the discretion of the department head, and with the approval of the Commissioner of Personnel, may be renewed for additional periods, not exceeding one (1) year in each instance without requiring such person to return to his/her position in the Civil Service between successive leaves; provided; however, that no such renewal of a leave of absence without pay shall extend beyond six (6) months after the termination of the war.

Section 22.6: Education Leave For Veterans

Any veteran who is qualified to receive education or training or vocational rehabilitation under the provisions of any Federal or New York State Law, shall be granted leave of absence without pay for the period of such education, or training or vocational rehabilitation, provided that the attendance of the veteran is required at times that will preclude employment in his/her County position. Such leave of absence shall not extend beyond a period of four (4) years, nor beyond the period for which the veteran shall be eligible to continue the education or training or vocational rehabilitation. It shall terminate at any time that the veteran ceases actual attendance at the classes or courses required by the education training or rehabilitation program. A veteran who has been on such leave of absence shall be reinstated to his/her position, provided he/she makes application for such reinstatement within sixty (60) days after the termination of such leave of absence. He/she may be reinstated at any time after such sixty (60) day period and within one (1) year after termination of such leave of absence in the discretion of the department head.

Section 22.7: Leave for Educational Purposes

On the approval of the department head, permanent employees may be granted leave of absence without pay for a period of one (1) year for the purpose of acquiring additional education and training that will increase the usefulness and efficiency of the employee in his/her position.

Section 22.8: Leave of Absence to Serve Another Position in the County Service.

Leave of absence without pay may be granted by a department head to a permanent employee in the competitive class to enable such employee to serve permanently in another position in the classified class.

A leave of absence shall be granted to an employee to serve in a temporary, provisional or probationary position in the classified class; however, any such leave of absence shall be automatically terminated upon permanent appointment.

Section 22.9: Leave of Absence to Accept Employment Outside the County Service.

Leave of absence shall not be granted to an employee to accept employment outside the County Service.

Section 22.10: Leave for Other Reasons

Leave of absence without pay, for reasons other than those cited in this provision, shall be granted by the department head only in unusual circumstances, which in the judgment of the department head justifies the granting of such leave. Requests for such leave and the recommendation of the department head shall be submitted to the Commissioner of Personnel, and the granting of such leave shall be subject to the approval of the Commissioner of Personnel.

Section 22.11: Military Leave of Absence

1. Any County employee, who is required to render ordered military or naval duty, shall be granted military leave of absence pursuant to the Military Law.
2. Military Leave, pursuant to Section 243 of the Military Law, shall be deemed actual service.

Section 22.12: Political Leave

Any employee who is elected or appointed to an elective public office or who is appointed to a non-elective public office not to

exceed four (4) years, shall be granted leave or leaves of absence without pay provided written application is made for such leave specifically outlining the extent of leave requested and the public office elected or appointed to. Leaves of absence to non-elective public office may be granted for a period of one (1) year, but may be renewed. Employees will not accumulate seniority if elected or appointed to a non-County position.

Section 22.I3: Denial of Leave of Absence

In the event a request for leave of absence under this provision is denied by a department head, CSEA may petition the Commissioner of Personnel for approval.

Section 22.I4: Legal Adoption Leave

In case of legal adoption under Article 7 of the Domestic Relations law, leave shall be granted where the adoptive child is required to reside with the adoptive parents for at least six (6) months prior to an order for adoption being made. In such cases, leave shall be granted for six (6) months commencing from the date the adoptive child begins actual residence with the adoptive parents. The employee shall apply for such leave in writing and shall, whenever possible, provide the employer with legal notices no later than two weeks prior to the commencement of the leave. The two (2) week notification requirement shall be waived in cases of emergency, if it proves to be impossible to give the two (2) weeks' notice.

Section 22.15: Child Rearing Leave

- 1) A continuous leave of absence without pay by reason of the birth of a child within the first year of said child's birth shall be granted to an employee for a period of six (6) months. Paid leave will be substituted for the unpaid leave at the employee's or Erie County's option, where permitted by federal statute, other provisions of this collective bargaining agreement and Erie County policy. Such leave request must be presented in writing to the department head with at least thirty (30) calendar days' notice with no reasonable excuse for the delay, the County may delay the taking of the requested leave until at least thirty (30) calendar days after the date the employee submits his/her request.
- 2) An employee on child rearing leave will notify the department head of his/her intention to return to work at least

thirty (30) calendar days prior to expiration of the leave of absence.

- 3) An employee returning to work after a child rearing leave shall return to the same position in the same department the employee left, if available, and shall be returned to the same step the employee occupied when the leave commenced.

ARTICLE XXIII EMERGENCY CLOSING

Section 23.1: In the event the County Executive or his/her designee declares the closing of certain County facilities and/or operations and/or services due to any flood, fire, uncontrolled weather conditions or other causes beyond the County's control the affected employees will not be charged any accruals or lose any pay for the time closed.

ARTICLE XXIV RETIREMENT PLAN

Section 24.1: The County shall provide the retirement plan known as "The New Career Retirement Plan" - 75-1 with riders 60B and 41-J, to all employees in the bargaining unit.

ARTICLE XXV HEALTH INSURANCE

Section 25.1: Available Plans

- (a) Effective upon execution of this agreement, current employees and employees who retire under this collective bargaining agreement, ("future retirees") shall have a single provider for health insurance. Employees shall have a choice among three insurance products: the Enhanced Plan, the Core Plan, or the Value Plan. For ECC employees only, the employer agrees to make available a high deductible plan for those employees choosing that option. Contribution rates for the high deductible plan, if selected by the employee, shall be the same as set forth within. Future retirees shall have the Core Plan, except as indicated in Section 25.5 (1)(2). The health care provisions of the contract are retroactive for eligible employees who retired on or after January 1, 2003.
- (b) The County agrees to continue to provide medical benefits equal to or better than those in existence on the date the

2004-2006 CBA was executed by the parties.

- (c) Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix E of this Agreement on the subject of health insurance coverage and premium contributions.

Section 25.2: Dental Coverage:

The Employer shall provide the GHI Preferred Dental Plan with 100% orthodonture and 100% prosthetics coverage for each employee covered under this contract in accordance with the type of coverage (single or family) desired by the employee. The employer shall pay the full cost of single coverage and 90% of the cost of family coverage. Any premium cost in this section shall be paid by the employee on a bi-weekly payroll deduction.

Section 25.3: Payment for Health Insurance:

- (a) The employer shall contribute one hundred percent (100%) of the monthly cost of the Core Plan for all employees hired on or prior to August 7, 2014, until December 31, 2014. Commencing January 1, 2015, the employer shall contribute one hundred percent (100%) of the monthly cost of the Value Plan for all employees hired on or prior to August 7, 2014.

The employer shall contribute eighty five percent (85%) of the monthly cost of the Value Plan for all employees hired after August 7, 2014. Such employees shall be responsible for a health insurance contribution equal to fifteen percent (15%) of the Value Plan premium. Such contributions shall be made through payroll deduction on a pre-tax basis.

- (b) Employees hired on or prior to August 7, 2014 who choose the Enhanced Plan shall pay the difference in the cost between the Core Plan and the Enhanced Plan through December 31, 2014. Employees hired after August 7, 2014 who choose the Enhanced Plan or the Core plan shall pay the difference in cost between their selection and eighty five percent (85%) of the cost of the Value Plan.

Commencing January 1, 2015, employees hired on or prior to August 7, 2014 who choose the Enhance Plan or Core Plan shall pay the difference in cost between their selection and the cost of the Value Plan.

- (c) For employees hired on or prior to August 7, 2014 who choose the Value Plan, the employer shall deposit fifty percent (50%) of the difference in the monthly premium cost between the Core Plan and the Value Plan in an I.R.S. Section 105-h account. Monies deposited in such account shall roll over year to year until expended, or until the employee's death, at which time any unexpended funds shall revert to the County. This provision shall cease on January 1, 2015 when the Value Plan becomes the one hundred percent (100%) employer paid base option for such employees. Employees hired after August 7, 2014 are not eligible for this provision.

- (d) The employees will bear the expense, through bi-weekly payroll deductions, of any amount in excess of the employer contribution.

- (e) Open Enrollment: Employees may select from among the insurance plans annually, during the open enrollment period. The open enrollment period will take place after the annual rates are received from the insurance provider.

- (f) The amount payable to employees who waive health insurance coverage as follows: Family - \$100 per month
Single - \$67 per month Effective January 1, 2015 the amount payable to employees who waive health insurance coverage is as follows: Family \$300 per month Single \$150 per month for those employees who are not otherwise covered by another County health plan.

For those employees who waive health insurance coverage as a result of being covered by another County health plan, the waiver payment shall remain at the 2004 through 2006 agreement rate. However, effective December 31, 2015, such employees who are covered by another County health insurance plan shall no longer be entitled to a health insurance waiver payment.

Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix E of this Agreement on the subject of the waiver of health insurance and associated payments.

Section 25.4: Employee Disabled from Work

In the event an employee is disabled from work by accident or illness, the employer agrees to continue his/her insurance coverage for the length of his/her accumulated sick leave, plus one hundred and twenty (120) days thereafter.

Section 25.5: Retired Employees

a) For employees who retire after 12/31/02:

1. **Pre-65 Retirees:** The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Core Plan and the Pre-65 Option D Premium,
2. **Post-65 Retirees:** Employees who retire under this agreement, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide one hundred percent (100%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

b) Employees Who Retire Prior to 1/1/03:

1. Retired employees shall continue to receive any health contributions currently enjoyed. Upon retirement, employees shall have the option of selecting the three-dollar (\$3.00) copay prescription plan. Should a retired employee expire, the employee's spouse may continue the health insurance coverage, upon payment each month, at the group rate to the Personnel Department.
2. Employees who retire with a minimum of twenty (20) years of service (10 years with the County) will receive \$20.00 per month above the 50%, toward their health insurance. Employees who retire with a minimum of twenty-five (25) years of service (15 years with the County) will receive \$30.00 per month above the 50%, toward their health insurance. Employees who retire with a minimum of thirty (30) years of service (20 years with the County) will receive \$40.00 per month above the 50%, toward their health insurance.

c) Employees Hired on or prior to 8/7/14 and Retire on or Prior to 12/31/14

1. **Pre-65 Retirees Fifteen (15) or more years of service:** The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County with fifteen (15) or more years of service until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Core Plan and the Pre-65 Option D Premium.
2. **Pre-65 Retirees Ten (10) or more years of service:** The employer shall pay seventy five percent (75%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County with between ten (10) and fifteen (15) years of County serv-

ice until age 65. The employer shall pay seventy five percent (75%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between seventy five percent (75%) the Core Plan and the Pre-65 Option D Premium,

3. Post-65 Retirees Fifteen (15) or more years of service: Employees who retire under this agreement with fifteen (15) or more years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C for those retirees with fifteen (15) or more years of County service. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide one hundred percent (100%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.
4. Post-65 Retirees Ten (10) years but less than fifteen (15) years of service: Employees who retire under this agreement with more than ten (10) but less than fifteen (15) years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug

coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay seventy five percent (75%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide seventy five percent (75%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

- d) Employees Hired on or prior to 8/7/14 and Retire After 12/31/14
 1. Pre-65 Retirees Fifteen (15) or more years of service: The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Value Plan for eligible employees who retire from the County with fifteen (15) or more years of service until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Value Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Value Plan and the Pre-65 Option D Premium,
 2. Pre-65 Retirees Ten (10) but less than fifteen (15) years of service: The employer shall pay seventy five percent (75%) of the monthly premium single rate for the Value Plan for eligible employees who retire from the County with between ten (10) and fifteen (15) years of County service until age 65. The employer

shall pay seventy five percent (75%) of the monthly premium family rate for the Value Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the seventy five percent (75%) Value Plan and the Pre-65 Option D Premium. This provision and option shall sunset on December 31, 2016.

3. Post-65 Retirees Fifteen (15) or more years of service: Employees who retire under this agreement with fifteen (15) or more years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Value Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C for those retirees with fifteen (15) or more years of County service. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide one hundred percent (100%) of the Value Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.
4. Post-65 Retirees Ten (10) but less than fifteen (15) years of service: Employees who retire under this agreement with more than ten (10) but less than fifteen (15) years of County service, and their eligible spouses shall be required to select the designated

Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Value Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay seventy five percent (75%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide seventy five percent (75%) of the Value Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated. (This provision shall sunset on December 31, 2016)

- e) Employees hired after 8/7/14:
 1. Employees hired after August 7, 2014 shall be eligible to participate in the Erie County Health Insurance plan in order to enjoy the group rate upon retirement, however, there shall be no Employer provided contribution toward the premium of such Health Insurance Plan.

Section 25.6: Additional Retiree Benefits

Employees who retire from County service with ten (10) years of County service shall be eligible for the following:

- (1) Employees who have a minimum of eight hundred (800) hours of accumulated sick leave as of the date of retirement shall receive two thousand dollars (\$2000) cash.
- (2) Employees who have a minimum of twelve hundred (1200) hours of accumulated sick leave as of the date of retirement shall receive three thousand dollars (\$3000) cash.
- (3) Employees who have a minimum of eighteen hundred (1800) hours of accumulated sick leave as of the date of retirement shall receive five thousand dollars (\$5000) cash.

Employees hired after August 7, 2014, who retire from County service with at least fifteen (15) years of County service, shall be eligible for the following sick leave bonus upon retirement, which shall be placed into a Health Reimbursement Account (HRA):

- (1) Employees who have a minimum of twelve hundred (1200) hours of accumulated sick leave as of the date of retirement shall receive five thousand dollars (\$5000) in their HRA.
- (2) Employees who have a minimum of eighteen hundred (1800) hours of accumulated sick leave as of the date of retirement shall receive eight thousand dollars (\$8000) in their HRA.
- (3) Employees who have a minimum of twenty four hundred (2400) hours of accumulated sick leave as of the date of retirement shall receive ten thousand dollars (\$10,000) in their HRA.

Section 25.7: Compensable Injury Illness

Notwithstanding the other provisions of this Article, the employer agrees to continue the health insurance coverage of an employee for the amount of his/her accumulated sick leave which he/she may wish to use, plus one hundred and twenty (120) days thereafter if an employee is unable to report to work by reason of any accident, injury, illness or disease which is found to be compensable by the Worker's Compensation Board. If the employee does not wish to use all or any of his/her sick leave or if he/she does not have any sick leave available for use, the one hundred and twenty (120) day period shall commence immediately upon the employee reporting his/her inability to report to work.

Section 25.8: Survivor's Health Insurance Coverage

Should a permanent County employee, for whom the County is providing family health insurance coverage, die, the employee's health insurance shall be continued for the employee's survivors during the month the death occurs and for two (2) calendar months thereafter.

INFORMATION ON HOW YOU CAN RECEIVE CASH PAYMENTS IN-LIEU OF HEALTH INSURANCE

Section 25.9: Health Insurance Waiver Coverage

County employees eligible for paid medical and dental insurance may waive coverage and receive a cash payment in-lieu-of the benefits. Many past restrictions and limitations have been removed to make this a NO-RISK waiver program for participating employees.

Changes in County Health Insurance Waiver Program

1. **No Risk Feature** - County employees no longer have to wait for the annual open enrollment period to re-enter in the County paid coverage. With written notification, employees can be re-admitted in the following month.
2. **Increased Payments** - Employees waiving Family Coverage will receive \$100 per month (\$46.15 per pay period) Single Coverage \$67 per month. (\$30.92 per pay period).

Effective January 1, 2015 the amount payable to employees who waive health insurance coverage is as follows: Family \$300 per month Single \$150 per month for those employees who are not otherwise covered by another County Health Insurance Plan.

For those employees who waive health insurance coverage as a result of being covered by another County health insurance plan, the waiver payment shall remain at the 2004 through 2006 agreement rate. However, effective December 31, 2015, such employees who are covered by another County health insurance plan shall no longer be entitled to a health insurance waiver payment.

Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix E of this Agreement on the subject of the waiver of health insurance and associated payments.

3. **Continued Dental Insurance** - Employees may continue dental insurance by paying the monthly premium. This will be deducted from an employee's bi-weekly pay.

Questions and Answers About Waiver Program

Q. WHO IS ELIGIBLE?

A. Any County employee who is eligible for County paid health and dental insurance is eligible to waive these benefits.

Q. WHAT IS THE WAIVER PROCEDURE?

A.

1. To waive such benefits, an employee must complete WAIVER OF BENEFITS form EGB1 (Rev. 3/88), a HEALTH INSURANCE BENEFITS Form B-1 (Rev. 12/87) and submit them to their Department Health Insurance Representative. (Forms are available from the Departmental Representative.)

2. The Departmental Health Insurance Representative must complete the historical data section of the Waiver form, the "office use only" block of the EB-1 form, and forward the completed documents to the Personnel Department.

Q. CAN A WAIVER OF BENEFITS BE WITHDRAWN?

A. A WAIVER OF BENEFITS CAN BE WITHDRAWN AT ANY TIME DURING A CALENDAR YEAR WITH APPROPRIATE WRITTEN NOTICE. COMPLETION OF A NEW APPLICATION FOR GROUP HEALTH INSURANCE IS REQUIRED.

Q. WHEN DOES CASH PAYMENT IN-LIEU-OF HEALTH/DENTAL BENEFITS START?

A. Any person whose waiver of benefits is received by central personnel on or before the 15th day of any month will start eligibility for cash payment the first day of the following month. If received after the 15th day of any month, eligibility for cash payment will start the first day of the second month after the waiver is received. Once approved, a waiver remains in effect indefinitely until it is withdrawn in writing, or until the employee leaves County service.

Q. AFTER A WAIVER IS APPROVED, WHAT IS THE AMOUNT OF PAYMENT?

A. An employee who waives family coverage will receive \$100.00

per month. An employee who waives single coverage will receive \$67.00 per month.. Payments will be made bi-weekly.

Effective January 1, 2015 the amount payable to employees who waive health insurance coverage is as follows: Family \$300 per month Single \$150 per month for those employees who are not otherwise covered by another County health insurance plan.

For those employees who waive health insurance coverage as a result of being covered by another County health insurance plan, the waiver payment shall remain at the 2004 through 2006 agreement rate. However, effective December 31, 2015, such employees who are covered by another County health insurance plan shall no longer be entitled to a health insurance waiver payment.

Q. CAN YOU WAIVE HEALTH INSURANCE COVERAGE BUT RETAIN DENTAL COVERAGE?

A. YES, AN ELIGIBLE EMPLOYEE MAY NOW ELECT TO SUBSCRIBE FOR OR TO CONTINUE DENTAL INSURANCE BY HAVING THE TOTAL DENTAL PREMIUM DEDUCTED FROM HIS OR HER PAYCHECK, AND STILL COLLECT THE MONTHLY CASH ALLOWANCE UNDER THE WAIVER.

Q. HOW ARE SUCH PAYMENTS TREATED FOR TAX/RETIREMENT PURPOSES?

A. These payments are treated as ordinary income and subject to withholdings for FICA, federal and state income tax. Such payments are not considered part of your salary or wages by the New York State Retirement System. Therefore, no contributions are made to the Retirement System on these payments either by the employer or by the individual employee.

The County and the Union shall agree upon a waiver form which shall include a clear acceptance of the responsibility of such a withdrawal by the employee and shall also include a release of liability for both the County and the Union from any claims arising from such withdrawal.

**HEALTH INSURANCE WAIVER
NO COUNTY PROVIDED HEALTH INSURANCE FOR YOU
OR YOUR FAMILY MEMBERS WILL BE CONTINUED
UNDER THE EFFECTIVE TERMS OF THIS WAIVER**

I hereby for myself, my heirs, executors and administrators, waive my right to County-provided health insurance coverage pursuant to the Collective Bargaining Agreement between the County of Erie and the Erie Unit, Local 815, CSEA, Local 1000, AFSCME, AFL-CIO.

I understand the RISK inherent to electing the Health Insurance Waiver Option and assume any and all responsibility for said RISK to myself, my heirs, executors and administrators.

I release any and all rights and claims I may have against the County of Erie and/or the Erie Unit, Local 815, CSEA, Local 1000, AFSCME, AFL-CIO and their respective representatives as a result of my waiver of health insurance coverage to which I was previously entitled.

I understand that once this withdrawal of health insurance coverage is in effect, I may re-enter a County provided insurance plan the next month, with 15 days notice. If there are less than 15 days before the end of the month, the insurance will commence the first day of the second month after the application is received.

I have read the above waiver and upon my reading, fully understand its contents

Employee _____ DATE _____
Erie Unit of Local 815 President

_____ DATE _____
Erie County Commissioner of Personnel

_____ DATE _____

In addition, any employee who withdraws from one of the County health insurance plans in accordance with this section 25.9 shall be allowed to return to one of those plans during any subsequent month, with the appropriate notice.

Section 25.10: Ten month employees covered by this agreement, in the school based programs, shall receive fully paid health insurance for the two (2) months during which they are laid off.

Section 25.11: Upon retirement, the employee shall continue the same health insurance option in effect on the date of retirement without cost to the retiree, only to the extent and under the schedule listed below.

"For those employees who retire with less than one hundred sick days accumulated who are, therefore, ineligible for the benefits listed in Section 25.6 above . . ." ALSO - the example utilized should reflect 60 days equating to two months of fully paid health insurance. The number of accumulated sick days in the retirees bank on the date of retirement shall be divided by 30 and the resulting whole number (excluding fractions) shall indicate the number of months for which the County shall continue the retirees insurance at no cost to the employee. Example - 95 sick days at retirement divided by 30 = 3.17 which would make the employee eligible to receive fully paid health insurance for a three month period after the retirement date.

Section 25.12: The Union agrees to participate in all future efforts by the County to reduce the cost of health insurance.

ARTICLE XXVI PAY PERIOD

Section 26.1: The salaries and wages of employees shall be paid bi-weekly. In the event this day is a holiday, the preceding day shall be the pay day. Every effort shall be made to pay the second and third shifts a day previous to first shift employees. The ten (10) day pay period will be continued.

ARTICLE XXVII SALARY AND INCREMENT RULES

Section 27.1: Promotions

(a) Any employee, promoted to a position in a higher job group, shall receive a salary at the increment step in the range for the higher position which is nearest, but not less than:

\$100.00 for promotions to Job Groups II, III, IV, V
\$150.00 for promotions to Job Groups VI, VII, VIII, IX

\$200.00 for promotions to Job Groups X, XI, XII, XIII, \$250.00 for promotions to Job Group XIV and higher above the salary paid to the employees at the time of promotion.

- (b) All promotions from Step 5 onward will be step to step. Any time served towards earning a longevity step prior to promotion will be counted towards eligibility and time served in the higher title.

Section 27.2: Demotions

A permanent employee who accepts appointment to a position that is in a job group lower than the job group of the position in which he/she is serving shall, upon appointment to the lower positions, receive a salary at the increment step in the salary range in the lower job corresponding to the increment step reached in his/her former position. If the employee formerly held the lower position, all increments received in the higher and lower position, shall be used in computing increment placement in the lower step.

Section 27.3: Reinstatement

1. A permanent competitive class employee who has been laid off and subsequently reinstated from a preferred list pursuant to Civil Service Rules shall be reinstated at the same salary step as received at the time of layoff.
2. A permanent employee who has resigned and is subsequently reinstated pursuant to Civil Service Rules may be reinstated at the same salary step received at the time of resignation if reinstated to same position held at the time of resignation.
3. An employee who is promoted temporarily or provisionally to a higher position and who is returned to his/her position in a lower grade, shall upon return to the lower position, receive a salary at the increment level he/she would have reached had he/she continued to serve continuously in that position.

Section 27.4: Reallocation

Upon the reallocation of a class of positions to a higher job group, the employee or employees serving in the reallocated positions shall receive a salary at the increment step in the higher job group that corresponds with the increment step in which they were serving in the lower group.

Section 27.5: Reclassification

When an employee class title is reclassified to a higher title and job group, it shall be considered as a new position and promotion. The salary will then be determined in accordance with the salary rule on Promotions.

Section 27.6: Temporary Assignments

An employee temporarily assigned to a higher level encumbered position during a continuance of a temporary emergency not in excess of fifteen (15) consecutive days of actual work by such employee in the higher level position shall not be eligible for a salary increase. This includes assignments for vacation substitutes and for training purposes. Effective on the 16th consecutive day of actual work by such employee in the higher level position the employee will be paid at the new rate until his/her return to his /her prior assignment. However, if the assignment is to an encumbered position from which the incumbent is on authorized leave without pay; such employee will be eligible for the new rate immediately upon actually assuming the assigned position.

Section 27.7: Leave of Absence – Military

1. Military Leave of Absence – Any County employee, who is required to render ordered military or naval duty, shall be granted military leave of absence pursuant to the Military Law.
2. Military Leave, pursuant to Section 243 of the Military Law, shall be deemed actual service for the purpose of eligibility for annual increments. Employees will also accumulate seniority while on authorized military leave; however, employees will not earn fringe benefits during this period of authorized military leave.

Section 27.8: Increments

1. Increments are recommended by the appointing authority on the basis of merit and recognition for measuring up to the department's work performance and attendance standards. A County wide and uniform merit and recognition system as established by the employer shall be used.
2. Increments, if granted, shall be effective either January 1 or July 1. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal

year. Employees appointed or promoted to a position shall be eligible for their first increment upon approval by the appointing authority after six (6) months of actual service on January 1 or July 1 as the case may be. Employees will be eligible for subsequent increments upon approval by the appointing authority on a yearly basis provided they have a minimum of nine (9) months of actual service since receiving their last increment.

3. If an employee who holds a permanent position is serving in another position on a temporary or provisional basis, he/she shall be eligible for increments in that other position provided he/she has met the actual service requirements in that position. However, if such employee resigns, is laid off, terminated or otherwise leaves that other position and is at some future time appointed to that other position, the actual service requirements shall be based upon the date of reappointment with no credit for any prior time spent in such position.
4. In computing increment eligibility, when appointments are made on January 1 or July 1, and the day falls on a holiday or nonscheduled work day, the increment period will include these days. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
5. Because of payroll procedures that enable the County to have a regular pay day throughout the year, the increment eligibility period and pay periods may not at all times coincide. In such case the increment credit date is the first day of respective pay period during which January 1 or July 1 falls. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.

The County will not be arbitrary or capricious in denying increments.

Section 27.9: Longevity Pay

1. An employee shall be eligible for the first longevity increment after completing a total of nine (9) years of continuous service with the County and a minimum of five (5) years actual service at the maximum increment step of the job group.

2. All employees receiving the first longevity increment and who served an additional period of three years actual service in the same job group will receive a second longevity increment.
3. Again, on the completion of another three years of actual service, in the same job group, the employee will receive a third longevity increment.
4. Again on the completion of another three years of actual service, in the same job group the employee will receive a fourth longevity increment.
5. Again on the completion of another three years of actual service, in the same job group, the employee will receive a fifth longevity increment.
6. In computing longevity increment eligibility, when appointments are made on January 1, or July 1, and the day falls on a holiday or non-scheduled work day, the increment period will include these days. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
7. Because of the payroll procedures that enable the County to have a regular pay day throughout the year, the increment eligibility period and payroll periods may not at all times coincide. In such cases, the increment date is the first day of the respective pay period during which January 1, or July 1 falls. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.

Section 27.10: New Appointments

1. An employee appointed to a position in class title shall be paid the minimum rate established for the class appearing in the Plan of Class Titles and Salary Ranges; except:
2. Where recruitment difficulties are sufficiently substantiated, an appointed officer may request an appointment beyond the first step established for the position. However, such request must receive prior authorization by the County Executive and the Commissioner of Personnel before appointments can be made.

- (a) An employee appointed to a position in a class title shall be paid at the probationary step of the class as appearing in the classification, salary and wage schedule set forth in the appropriate appendix/table of this Agreement.
- (b) Upon completion of a probationary period of twenty-six (26) weeks of work, the employee shall be moved to the first step of the applicable class as appearing in the classification, salary and wage schedule set forth in the appropriate appendix/table of this Agreement.
- (c) For the purpose of computing an employee's eligibility to move to step 2, employees shall be credited with time worked at both the probationary rate and at the step one rate. It is agreed and understood that payment of the probationary rate will not effect an employee's movement throughout the incremental system under Article XXVII.

ARTICLE XXVIII JOB POSTING

Section 28.1: All permanent vacancies shall be posted pursuant to the provisions of this Agreement. However, a permanent vacancy created by the movement of an employee into a posted position need not be posted under any of the posting procedures set forth in this Agreement.

Section 28.2: Posted vacancies shall be filled in the following order of procedure:

- (a) The exercise by the County of its right to reassign employees throughout the County. If the County exercises its right to reassign employees throughout the County, such reassignment shall be made from among any qualified employee who requests in writing to fill the position within seven (7) calendar days following the date of posting. If the County elects to reassign employees and does not reassign from the request filed in the seven day period, such reassignment may be subject to the grievance procedure.
- (b) The exercise of any shift preference rights provided in this agreement.
- (c) The exercise of any Intradepartmental Transfer (within the same department) provided for in this Agreement.

- (d) Recall rights of an employee.
- (e) The exercise of any Interdepartmental Transfer (between departments) provided for in this Agreement.
- (f) Promotion procedures provided for in this Agreement.

Section 28.3: It is agreed and understood that the procedures set forth in this Agreement for filling a permanent vacancy must be exhausted prior to the County filling such positions at its discretion with individuals outside of the bargaining unit.

Section 28.4: The President of the unit shall receive copies of all job postings at the earliest possible time prior to posting.

Section 28.5:Promotions
Whenever an opportunity for promotion (advancement of an employee to a higher paying position) occurs as a result of a permanent vacancy in a bargaining unit position or the creation of a new position in the bargaining unit, the County shall use the following procedure:

- (a) Competitive Class Positions – The County shall promote to competitive class positions pursuant to New York Civil Service Law as amended from time to time. All exam announcements shall be posted pursuant to law with copies given to the President of the unit as soon as practicable prior to the posting of such notices.
- (b) All other positions – A notice of the permanent vacancy shall be posted on appropriate bulletin boards throughout the County Department in which such vacancy exists for at least ten calendar days prior to filling such vacancy. During this period, employees within such department may apply for promotion to the position. The application shall be in writing and shall be submitted to the employee's department head or his/her designee. The vacancy, if and when filled, shall be filled from among those qualified employees who have so applied. Qualifications include such factors as work performance record, conduct, attendance, ability and fitness to perform the required work. Where qualifications are substantially equal among such applicants, length of service with the County shall be controlling. If no qualified employee applies for the position, the County may fill such position at its discretion from any other source.

Section 28.6: Probationary Period

The rules governing probationary terms are set forth in Rule XIII of the rules for the Classified Civil Service of the County of Erie as amended from time to time.

The probationary term for every permanent appointment to a permanent position from an open competitive or promotional civil service list and every original appointment and promotional appointment to a position in the non-competitive or labor class, shall be for a probationary term of not less than eight (8) nor more than twenty-six (26) weeks.

The probationer shall be advised by his/her supervisor as to his /her status and progress. If found to be unsatisfactory, the appointing authority shall give the probationer at least one week's written notice that his/her service in the position will terminate at the end of the probationary term.

The decision to retain or terminate the probationer will be made solely by the appointing authority and shall not be subject to appeal through the grievance procedures in this contract.

ARTICLE XXIX SHIFT PREFERENCE

Section 29.1: After one (1) year of continuous service in the same position on a particular shift, an employee may make an application in writing, through the shift preference bidding procedures set forth below, requesting a change to another shift within the same work unit. Subject to management's right of reassignment, (in accordance with section 28.2(a)) if a permanent vacancy occurs in such employee's job classification within the same work unit, such employee, if selected pursuant to the shift preference bidding procedure below shall be changed to that shift if the County determines to fill the position and maintain it on that shift. If two (2) or more employees have so requested the same shift, the one with the greatest seniority shall be given preference. Once an employee's shift has been changed pursuant to the procedure herein he/she may not utilize this process again for at least one (1) year from the date of his/her shift change.

Section 29.2: The shift preference bidding procedure, subject to the limitations set forth in Paragraph 29.1 above shall be as follows: A notice of a permanent vacancy in a work unit which operates on a continuous 24 hour per day basis shall be posted on appropriate bulletin boards in that work unit only, for a period of five (5) calendar days prior to filling the position. During this

period, eligible employees within the work unit may apply in writing, for the vacancy. Such posting shall indicate position, work unit, shift and current work schedule.

Section 29.3: It is agreed and understood that the Union Section Presidents and Chairman of the Grievance Committee of the Union, if County employees, shall be granted shift preference pursuant to Section 29.1 and 29.2, if a permanent vacancy occurs in their respective work units and job classification, regardless of their seniority and / or length of service in a particular shift, when it is mutually determined by the County Labor Relations Director and Unit President that such a change of shift is necessary to better perform their union duties.

ARTICLE XXX INTRADEPARTMENTAL TRANSFER

Section 30.1: After one (1) year of continuous service, an employee may make an application in writing, through the intradepartmental bidding procedure set forth below, requesting a change to another position on the same shift within the same department. Subject to management's right of reassignment (in accordance with Section 28.2(a)) and shift preference, if a permanent vacancy occurs in such employee's job classification within the same department and shift, such employee, if selected pursuant to the intradepartmental bidding procedure below, shall be changed to that position if the County determines to fill the position and maintain it on that shift and location. If two (2) or more employees have so requested the same position, the one with the greatest seniority shall be given preference. Once an employee's position has been changed pursuant to the procedure herein, he/she may not utilize this process again for at least two (2) years from the date of his/her position change.

Section 30.2: The intradepartmental bidding procedure, subject to the limitations set forth in Paragraph 30.1 above shall be as follows: A notice of permanent vacancy in the department within which such vacancy exists shall be posted on appropriate bulletin boards in that department only, for a period of five (5) calendar days prior to filling the position. During this period, eligible employees within the department may apply, in writing, for the vacancy. Such posting shall indicate position, work unit, shift and current work schedule.

ARTICLE XXXI INTERDEPARTMENTAL TRANSFER

Section 31.1: Request by an employee for transfer to another department into a job with the same class title should be submitted in accordance with applicable Civil Service provision. Where there is a conflict resulting from an approved request for transfers, involving two (2) or more employees with the same class title, the employees will be interviewed by the department supervisor where the vacancy exists. The selection process shall follow the Civil Service procedure, matching the total requirement of the position with the total characteristics of the candidates. When identical ratings result, seniority in the job classification shall be the deciding factor.

ARTICLE XXXII LAYOFF AND RECALL

Section 32.1: The retrenchment and recall of all competitive class employees in the bargaining unit shall be pursuant to Sections 80 and 81 of the New York Civil Service Law as amended from time to time.

Section 32.2: For all other employees not subject to Section 80 and 81, seniority shall govern with respect to layoffs, reduction in force and / or job abolishment and recall in accordance with the following procedure:

- (a) Before any permanent incumbent in the classification is laid off in any department or institution, temporary, provisional or probationary employees in the classification in that department or institution shall be first laid off in that order.
- (b) Where there is a layoff in a specific classification and no temporary, provisional or probationary employees are involved, the employee with the lowest seniority in the same classification in the County regardless of department or institution shall be first laid off.
- (c) If the employee who has been displaced as a result of paragraph "(b)" above previously held a lower level position on a permanent basis, he/she may displace (bump) the least senior employee in his/her department or institution only, who holds such lower level position if such classification exists in his/her department or institution.

- (d) The employee who was displaced (bumped) under paragraph "(c)" above will be laid off regardless of any position the employee may have previously held. Such laid off employee will be placed on a recall list by position in order of layoff.
- (d) Layoff in lieu of bump. In the event of a layoff an employee who does not wish to bump into a job held by a junior employee or fails to exercise his/her bump within four (4) working days from the date of Notice of Layoff, will be placed on a recall list.
- (e) Recall. Whenever a vacancy occurs in a class title within the County, employees who are on layoff in that class title shall be recalled in accordance with their class title seniority in the reverse order in which they were laid off. If a vacancy occurs in a class title where no employee in that class title in the County has recall rights, then the laid off employee with the most seniority will be recalled if he/she has the ability to do the work and if not, the next senior employee will be recalled.

Recall rights for employees on layoff will expire two (2) years from date of last layoff.

Section 32.3: It is agreed and understood that should a competitive class employee not wish to exercise any bump permitted under Civil Service Law or fail to so exercise within four (4) working days from the date of the Notice of Layoff, such employee will be placed on a preferred list pursuant to Civil Service Law.

Section 32.4: Notice of Layoff

The County will attempt to give fourteen (14) calendar days notice of layoff. This applies to employees who are initially laid off because their position has been abolished and not to any employees who are retrenched as a result of any applicable bumping procedure, whether under this Agreement or New York Civil Service law. If the County is unable to give the above notice, employees shall be either granted five (5) working days notice or five (5) days pay or an equivalent combination of both.

Section 32.5: Notice of Recall.

Notice of Recall offering reemployment shall be mailed by cer-

tified mail, return receipt requested, to the last known address of the employee and shall require his/her written acceptance to the Commissioner of Personnel within a seven (7) calendar day period from the date of such notice. If the employee refuses such offer of reemployment or if such remains unanswered at the end of the seven (7) day period, such offer of reemployment and the employee's recall rights and privileges shall be terminated.

Section 32.6:

- (a) The County will be liable for any error on a separation or layoff only from the date of the filing of a written grievance bringing said errors to the County's attention.
- (b) Concerning any errors in the recall of an employee, the County shall be liable only from the date of filing a written grievance bringing said error to its attention to the date the County notifies the employee to return to work.
- (c) A laid off employee who is recalled within two (2) years in any position will have any accumulated sick leave, personal leave and/or compensatory time credits restored.

ARTICLE XXXIII GRIEVANCES AND ARBITRATION

Section 33.1: General

1. It is the intent of this article to promote and provide a mutually satisfactory procedure for the settlement of grievances of employees arising out of the meaning, application or operation of this Agreement and any County rule or regulation as amended from time to time other than the Rules for the Classified Civil Service of the County of Erie.
2. The CSEA representative shall be permitted to participate in the activity and progress of any grievance in each stage through the final decision, all other labor organizations will be excluded from the grievance procedure involving the unit covered by this Agreement.
3. No provision in this Agreement shall be interpreted to require the CSEA to represent an employee in any stage of the grievance procedure if the CSEA considers the grievance to be without merit or in contradiction of any law or regulation.

Section 33.2: Definitions

1. "Grievance" shall mean any claimed violation, interpretation or inequitable application of this Agreement and any County rule or regulation as amended from time to time other than the Rules for the Classified Civil Service of the County of Erie. This term shall not include any matter involving any employee's rate of compensation (except merit increment increases), retirement benefits, or any other matter which is otherwise reviewable pursuant to law.
2. "Day" refers to calendar day and not workday.
3. "Work day" shall mean all days other than Saturdays, Sundays and legal holidays. Saturdays, Sundays and legal holidays shall be excluded in computing the number of legal days in which action must be taken in any stage of the grievance procedure.

Section 33.3: Rights of the Parties

1. The parties shall exchange any written statements or records used at the second step meeting provided for in this Article at the time of such meeting. Each party shall have access to written statements or records which are presented as evidence by the other party at an arbitration hearing at least five (5) working days in advance of such hearing.
2. The President of the Erie Unit shall receive a copy of any written grievance and any decision rendered in the grievance procedure.
3. The County, Union and/or grievant shall have the right to submit briefs to support or refute allegations of any party.
4. The Union may have an observer at the arbitration hearing, even though not a part thereof, and shall be granted reasonable notice of the date, time and place of the hearing.
5. The time limits set forth in this article are of the essence. They may, however, be extended by mutual agreement of the parties. The failure of the grievant to proceed within the time limit set forth shall terminate the grievance at that step. The failure of the County to answer within the time limits set forth will entitle the grievant to proceed to the next step of the grievance procedure.

6. The grievant covered by the terms of this Agreement shall have the right, if he/she so desires, to be represented by a CSEA unit representative at any step of the grievance procedure subject to the provisions contained in 33.1 (3) above.

Section 33.4: Grievance Procedure

Step 1. The employee aggrieved shall present his/her grievance in writing, on a form to be provided, setting forth the date, time and place of the alleged grievance, facts of the grievance, the particular section of the Collective Bargaining Agreement or personnel rules involved, and the relief sought to the employee's department head or designee within fifteen (15) working days from the occurrence of the grievance or when the employee knew or should have known of the fact situation giving rise to the grievance. At the written request of the employee the department head or designee, if such request is made simultaneously with the filing of the grievance, shall hold an informal hearing within ten (10) days after receiving such written request. The department head or his/her designee shall render a decision in writing within ten (10) working days of the receipt of the grievance or date of hearing, whichever is later.

Step 2. If the employee is not satisfied with the disposition of the grievance at the preceding step, it is agreed (a) that the employee may appeal the grievance within ten (10) working days of the department head's decision in Step 1 to be considered by the County Labor Relations Committee and the Union Committee. (b) That there shall be a regularly scheduled monthly meeting between the Union Committee and the County Labor Relations Committee on the first Wednesday of each month. (c) That such grievance or grievances will be submitted to the Director of Labor Relations of the County by the Labor Relations Specialist of the Union at least ten (10) days before the scheduled meeting reflecting such grievances which the union desires to be considered at the meeting. (d) That the Union Committee (as above mentioned) will consist of no more than two (2) representatives of the union to be designated by the union, that the County Labor Relations Committee will consist of no more than two (2) representatives to be designated by the County.

Section 33.5: Arbitration Procedure

1. If the Union Committee in Step 2 of the grievance procedure is not satisfied with the disposition of the grievance rendered by the County Labor Relations Committee at such second step meeting, such decision may be appealed to arbitration within sixty (60) days of disposition.
2. The arbitrator may be selected by mutual agreement between the parties.
3. In the event the parties fail to mutually agree upon an arbitrator, either party will have the right to request a list of the names of five (5) arbitrators from the New York State Public Employment Relations Board. Upon the receipt of such list, each party will strike two (2) names from the list and the remaining name will be the arbitrator to be designated to hear the grievance.
4. The arbitrator's decision shall be rendered within thirty (30) days of the hearing or within thirty (30) days of the receipt of the written position of both parties. As timely arbitration decisions are in the best interest of both parties, it is agreed that if a decision is not rendered within the above stated time limits, both parties will mutually contact the arbitrator to expedite the award.
5. The cost of any arbitration hearing will be borne equally by the parties to this Agreement.
6. The decision of the arbitrator shall be final and binding on both parties.

ARTICLE XXXIV DISCIPLINE AND DISCHARGE

The County shall follow a policy of progressive discipline; however, this progressiveness shall not preclude the County from advancing discipline and disciplinary penalties. If the County has any reason to reprimand an employee, it shall be done in a manner that will not unduly embarrass the employee before other employees or the public.

The following procedures shall be utilized for disciplinary and discharge matters for misconduct, or unsatisfactory work performance for all employees.

Section 34.1: An employee covered under the terms of this Agreement shall not be disciplined or discharged except for incompetency or misconduct while performing his/her duties. Any employee who is so disciplined or discharged shall have the right to seek review of the discipline or discharge including the penalty involved by initiating an appeal in accordance with the procedure contained in this article. The employee shall be entitled to representation by CSEA at each step of the procedure contained in this article. The employee shall be presumed innocent until proven guilty and the burden of proof on all matters shall rest on the employer.

Section 34.2: In any instance in which a representative of the Employer seeks to discipline or discharge an employee, a written notice of discipline or discharge shall be served upon the employee. The notice shall contain the reasons for the discipline or discharge including a description of the alleged acts and/or conduct and the dates, times and places such acts occurred. Said notice shall also include the penalty being imposed. A copy of the notice shall be served concurrently upon the Unit President or his/her designee. An employee who is discharged or suspended without pay shall be allowed to waive all steps of this procedure prior to arbitration and proceed directly to final and binding arbitration. An employee shall not be disciplined or discharged for acts which occurred more than one (1) year prior to the notice of discipline or discharge unless said acts of misconduct or incompetency would constitute a crime pursuant to the Laws of the State of New York. Furthermore, the employer shall not take into account any disciplinary action against the employee which occurred more than three (3) years prior to the date of the discipline. An employee who is disciplined shall have the right to seek review of the disciplinary matter by initiating an appeal in accordance with the procedures set forth in Section 34.3 of this article, except in those instances where an employee has been discharged or suspended. If the employer does impose either of the latter penalties, the employee shall be allowed to begin his/her appeal of the suspension or discharge at the second step of this section (34.3). If the employee is not satisfied with the determination of the representative of the employer at the first step of the procedure set forth herein the Union may proceed to final and binding arbitration at step two of such procedure. The employee shall have ten (10) working days exclusive of the date

the discipline, suspension or discharge action was effective to file a written appeal at the appropriate step of the disciplinary procedures.

Section 34.3: Procedure

Step 1. If a written appeal is filed, the Director of Labor Relations shall schedule a hearing within fifteen (15) working days of the date of receipt of the written appeal. The Director shall inform the affected employee and his/her Union representative in writing of the time and place the hearing is to be held. The employee and/or his/her Union representative shall be allowed to present any and all written information and oral argument concerning the proposed discipline matter. The Director of Labor Relations shall provide a written decision to the employee and his/her Union representative within ten (10) working days following the close of said hearing.

Step 2. If the Union is not satisfied with the decision of the Director of Labor Relations, the Labor Relations Specialist of the Union may request arbitration within sixty (60) working days from the date of receipt of the Step 1 decision by notifying the Director of Labor Relations that the Union is proceeding to final and binding arbitration. When the Union invokes its right to arbitration, the arbitrator whose name appears on the list of arbitrators jointly selected by the Union and the Employer to hear discipline cases below the name of the arbitrator who heard the last case shall be called. If the arbitrator called to hear a case indicated he/she cannot hear the case or issue a decision within the time period specified herein, the parties shall call the next arbitrator on the list until an arbitrator is called who can hear the case and issue a timely decision. An arbitrator who agrees to allow his/her name to be placed on the list shall hear the discipline or discharge cases within ten (10) working days from the date he/she is called and shall render an award and decision within ten (10) working days from the date post-hearing briefs are submitted to him/her. The decision of the arbitrator shall be final and binding on all parties to the proceeding. All fees and expenses of the arbitrator shall be shared equally by the employer and the Union.

Section 34.4: Selection of panel of arbitrators.

For the purpose of this article, ten (10) arbitrators shall be selected jointly by the Union and the employer to hear discipline cases. The Union and the employer shall review the list of arbi-

trators annually in January and shall jointly agree upon which arbitrators shall remain on the list and any new arbitrators to be placed on the list alphabetically who shall be called to hear discipline or discharge cases beginning with the name of the first arbitrator on the list and therefore moving down the list until it is exhausted. When this occurs, the parties shall return to the name of the first arbitrator on the list and the process shall be repeated. Either party shall have the right to unilaterally remove the names of any arbitrator from this list upon thirty (30) days written notice to the other party. However, such removal shall be limited to January of each year and shall take place during the annual review as provided in this section.

Section 34.5: Duties of the arbitrator in a discipline or discharge matter.

The duty of the arbitrator shall be to determine the guilt or innocence of any employee and the appropriateness of the proposed penalty. If the arbitrator finds the proposed penalty is inappropriate, he/she may devise a new remedy but shall not under any circumstances, increase the penalty sought by the employer. Disciplinary arbitrators shall neither add to, subtract from or modify the provisions of this agreement.

Section 34.6: Basic Principles

Offer of compromise and settlement at any meeting or conference prior to arbitration shall not be introduced at the arbitration hearing or accepted as evidence by the arbitrator.

Section 34.7: Service of Notice of Discipline

Service of the notice of discipline shall be made by personal service, if possible, and if such service cannot be effectuated by personal service, it shall be made by registered or certified mail, return receipt requested. A copy of the notice of discipline will be served simultaneously with the local / unit president. Service of the notice of discipline will be registered or certified mail or by personal service. The time limits for presenting a grievance as defined in this article will commence at the time of receipt of the notice of discipline.

ARTICLE XXXV PERSONNEL FILES

Section 35.1: The employee shall have the right to examine the contents of his/her personnel file and may be accompanied by an advisor of his/her choice. Each department head shall designate only one (1) official personnel file for each of his/her employees in which all material pertaining to discipline shall be filed.

Section 35.2: No materials will be placed in an employee's personnel file until the employee has been given the opportunity to read the contents and attach any comments he/she may desire. Each document shall be initialed by the employee before being placed in his/her file as evidence of his/her having read such document. This initialing shall not be deemed to constitute approval by the employee of the contents of such document. If the employee refuses to initial any document after having been given an opportunity to read the same, a statement to that effect should be affixed to the document. Upon written request, an employee should receive, at his/her own expense, a copy of any material in such employee's personnel file.

Section 35.3: The employee will be permitted to have included in his/her file any material which he/she feels is pertinent to his/her performance and personal qualifications including all internal reports generated in the department.

Section 35.4: Any material in the nature of a warning or reprimand which is not subject to Article 75 and 76 of the New York Civil Service Law or Article XXXIV of this agreement placed in the employee's personnel file will be subject to the grievance procedure.

Section 35.5: Derogatory material, except for employee performance evaluation and the record regarding the loss of pay due to a suspension or discharge shall be removed after a three (3) year period from the date the material was entered in the file.

ARTICLE XXXVI WAGES

The wages in effect during the terms of this Agreement for all bargaining unit employees except as provided below are set forth in Appendices B through D inclusive, which are attached hereto and made part thereof. Bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC) are not covered by this Article. ECMCC employees should reference

Appendix E for their wages, and their Salary Schedules in Appendices F through J inclusive, which are attached hereto and made part thereof.

Section 36.1: Effective January 1, 2007 through January 1, 2013 each employee covered under this contract shall receive an increase in pay of zero (0) percent as added to the salary schedule in effect in 2006. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

Section 36.2: Effective January 1, 2014, each employee covered under this contract shall receive an increase in pay of two (2) percent as added to the salary schedule in effect 2013. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

Section 36.3: Effective January 1, 2015, each employee covered under this contract shall receive an increase in pay of two (2) percent as added to the salary schedule in effect in 2014. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

Section 36.4: Effective January 1, 2016, each employee covered under this contract shall receive an increase in pay of two and one half (2.5) percent as added to the salary schedule in effect in 2015. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

Section 36.5: Contractual Signing Bonus

All bargaining unit employees on the payroll on July 30, 2014 shall receive a signing bonus of four hundred dollars (\$400) as soon as possible following the successful ratification of this agreement. Bargaining unit employees employed by the Erie Community College (ECC) shall receive their four hundred dollar (\$400) signing bonus during the pay period following September 1, 2014 in order to coincide with ECC's fiscal year. This provision does not apply to bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC). ECMCC employees should consult Appendix E of this agreement for their contractual signing bonus.

ARTICLE XXXVII REGULAR PART-TIME EMPLOYEES

Section 37.1: Regular part-time employees who work twenty (20) or more hours per week shall be entitled to receive all benefits provided to all full-time employees covered by this agreement, but on a pro-rated basis. It is understood that such regular part-time employees will be entitled to full coverage of hospitalization and medical expenses.

ARTICLE XXXVIII TRAVEL POLICIES AND PROCEDURES

Section 38.1: Transportation Reimbursement
The mileage reimbursement rate will be that which is established by the IRS. The minimum allowance for mileage shall be three (3) dollars a day. Toll charges will be reimbursed if supported by appropriate receipts.

Section 38.2: Travel Policies
The policies and procedures covering the expense for employees conducting official County business are reflected in the Rules and Regulations issued by and on file in the Budget Office of the County of Erie as amended by the Budget Office from time to time.

ARTICLE XXXIX GENERAL PROVISIONS

Section 39.1: Call-In Pay
Whenever an employee is requested to report for work outside his/her regular schedule shift or for emergency duty, he/she will receive a minimum of three (3) hours pay.

Section 39.2: Standby Pay

- (a) Any Employee at the Erie County Medical Center shall receive stand-by pay as defined in Memorandum of Agreement prepared November 15, 1993 for employees of the Erie County Medical Center (with exception of those covered by the 1990 OR [Operating Room] Agreement).
- (b) All other employees required to carry an electronic communication device shall be eligible for standby pay provided they meet the requirements set forth in Section c below. The reimbursements shall be thirty-five (\$35.00) per week.

(c) Such standby pay shall not be transferable and shall be paid only to the employee officially scheduled and approved by the Department Head. Should an employee not be available for call-in or respond to the call-in for any reason, standby pay shall be forfeited and shall not be paid for that week. For purposes of this Article, a complete week shall contain seven (7) consecutive calendar days. Payment of call-in pay shall not affect standby pay. Supervisors shall schedule employees for seven (7) consecutive calendar days.

(d) If the employer assigns additional employees or requires employees in other departments to be on standby and carry any electronic communication device as set forth in subdivisions (a) and (c), then, the employer shall pay such employees for standby service in accordance with this section 39.2.

Section 39.3: Grant Program

Any employee who notifies the department head that he/she is considering transferring to a grant program or who may be assigned within the confines of a grant program shall be notified of his/her rights under the Civil Service Law.

Section 39.4: Liability Insurance Coverage Committee

The County Department of Law and the Department of Insurance will meet with a committee of three CSEA members to discuss and attempt to work out liability insurance coverage as it applies to employees who are required to transport clients in their personal automobiles.

Section 39.5: ECC Tuition

Employees who work at ECC may be permitted to take courses at no cost on a space available basis upon application to and authorization from the Academic Dean.

Section 39.6: LPN Weekends Off

Weekends for the purpose of this clause at the Erie County Medical Center Network are defined as beginning at 11 p.m. Friday and ending at 11 p.m. Sunday. LPN's working on a night variable shift shall have the weekend defined as beginning Friday of a regularly scheduled shift through the completion of the end of their regularly scheduled weekend assignment. The Erie County Medical Center Network will grant LPN's twenty-six (26) weekends off in a calendar year. He/she shall receive a bonus

equal to three dollars (\$3.00) per hour for all such excess weekend hours. The Erie County Medical Center Network shall have the right to schedule an LPN to work up to a maximum of three weekends in a row. Calendar year begins upon date of implementation.

Section 39.7: Parks Housing

The maximum rent for Park Superintendents during the term of this agreement will be \$270 per month. These employees will pay for the utilities associated with their County owned housing.

Section 39.8: County Vehicles

It is understood that County owned vehicles are assigned for the efficient operation of County government. Twenty-four (24) hour a day assignment of such vehicles may be changed by management upon forty-eight (48) hours' notice to the employees and any such assignment shall not be considered a past practice.

Section 39.9: Dress Standards Committee

A joint committee of employees and management will be formed to make recommendations regarding dress standards in certain job titles or functions. However, no implementation of any dress code will occur without prior negotiations and agreement with the union.

Section 39.10: Contract Printing

The County will not share in the cost of printing the contract and will purchase any contracts it needs on a cost per copy basis.

Section 39.11: Worker's Compensation

1. Restoration of Sick Leave used in lieu of Workers' Compensation.

After an employee injured on the job has been awarded benefits by the New York State Workers' Compensation Board and if the injured employee had used "sick leave previously accumulated" a partial restoration of such used sick leave shall be computed as follows:

Amount of W.C. Weekly indemnity repaid to the Department divided by Actual Gross Salary for same period of time x the number of sick leave used = number of days to be restored via notification from Comptroller.

In certain cases where specific injuries or special awards as made on other than the normal 2/3rds of weekly wages (subject to maximum benefit prescribed by law) the same formula

la shall be applied after the formal award of such benefits has been presented to the County.

The Workers Compensation Law requires an employee to be off at least ten (10) working days after the date of injury to be eligible for full benefits thereunder.

2. Any employee absent from work due to a compensable injury certified by the New York State Workers' Compensation Board shall be granted extended sick leave under Section 17.4 if the employee meets the continuous service requirements. Upon exhausting all leave credits under Section 17.4, the County will extend health insurance benefits for a maximum of twelve (12) months, provided the employee continues to be certified as disabled by the NYS Workers' Compensation Board.
3. Employees will accumulate seniority and benefits, except personal leave days while off on certified worker's compensation. Employees may use any or all accumulated sick days at the employee's option.

ARTICLE XL ENTIRE MEMORANDUM OF AGREEMENT

Section 40.1: This Agreement constitutes the entire Agreement between the parties and no verbal statement shall supersede any of its provisions. Any amendment supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto. The parties further acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by the law from the areas of collective bargaining and that the understandings and agreement arrived at by the parties after the exercise of that right and the opportunity are set forth in the Agreement. Therefore, the County and the Union for the life of this Agreement, each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject may not have been within the knowledge and contemplating of either or both of the parties at the time that they negotiated or

signed this Agreement. Waiver of any breach of this Agreement by either party shall not constitute a waiver or any future breach of this Agreement.

ARTICLE XLI SAVINGS CLAUSE

Section 41.1: If the enactment of legislation, or a determination by a court of final jurisdiction (whether in a proceeding between the parties or in one based on a similar state of facts) invalidates any portion of this Agreement, it shall not affect the validity of the rest of this Agreement, which shall remain in full force according to its terms in the same manner and with the same effect as if such valid portion has not originally been included herein.

ARTICLE XLII EFFECTIVE DATE AND DURATION

Section 42.1: Unless otherwise specified, the provisions of this Agreement shall become effective as of January 1, 2007 and shall continue in full force and effect until midnight, December 31, 2016. For employees of the Erie County Medical Center Corporation (ECMCC), the Agreement shall continue in full force and effect until midnight, December 31, 2017.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the 10th day of July 2014.

COUNTY OF ERIE

Mark C. Poloncarz
Mark C. Poloncarz
County Executive

David A. Palmer
David A. Palmer
Commissioner of Personnel

Kristen Klesh Whiston
Kristen Klesh Whiston
Erie Community College
Member, Board of ECC Board of Trustees

Jeanine Boyle
Jeanine Boyle
Erie County Library

CSEA LOCAL 815

Danuse Geier Raymond
Danuse Geier Raymond
Unit President

Robert W. Mueller
Robert W. Mueller
Labor Relations Specialist

Agnes Malins
Agnes Malins
Committee Member

Rachel Casey
Rachel Casey
Committee Member

Kevin Kyrior
Kevin Kyrior
Committee Member

Judith A. Knight
Judith A. Knight
Committee Member

David Rosen-Brand
David Rosen-Brand
Committee Member

Jeffrey Haski
Jeffrey Haski
Committee Member

Gail T. Sharp Zawadzki
Gail T. Sharp Zawadzki
Committee Member

APPENDIX A – WHITE COLLAR TITLE LISTING

ABSENTEE SUPERVISOR-ELECTIONS	GRP 09
ACCOUNT CLERK	GRP 04
ACCOUNT CLERK (P.T.)	GRP 04
ACCOUNT CLERK TYPIST (PT)	GRP 04
ACCOUNT CLERK-TYPIST	GRP 04
ACCOUNT CLERK-TYPIST (REGULAR PART-TIME)	GRP 04
ACCOUNTANT	GRP 09
ACCOUNTANT AUDITOR	GRP 09
ACCOUNTING ANALYST	GRP 11
ADMINISTRATIVE AIDE-EMERGENCY MED SERV	GRP 06
ADMINISTRATIVE ASSISTANT	GRP 09
ADMINISTRATIVE ASSISTANT (MENTAL HEALTH)	GRP 09
ADMINISTRATIVE ASSISTANT PH LAB (RPT)	GRP 09
ADMINISTRATIVE ASSISTANT-BOARD OF EL RPT	GRP 09
ADMINISTRATIVE ASSISTANT-PUBLIC WORKS	GRP 09
ADMINISTRATIVE ASSISTANT-SOCIAL SERVICES	GRP 09
ADMINISTRATIVE ASST - EMERGENCY SVCS PT	GRP 10
ADMINISTRATIVE CLERK	GRP 07
ADMINISTRATIVE CLERK-LIBRARY	GRP 07
ADMINISTRATIVE COORDINATOR PH LAB	GRP 12
ADMINISTRATIVE COORDINATOR-MED EX OFFICE	GRP 12
ADMINISTRATIVE COORDINATOR-SERVICES	GRP 12
ADMINISTRATIVE DIRECTOR I	GRP 12
ADMINISTRATIVE DIRECTOR III	GRP 14
ADMINISTRATIVE DIRECTOR-SERVICES	GRP 13
AGING & DISABILITY RESOURCE REPRESENT	GRP 10
APPLICATION SYSTEMS SPECIALIST	GRP 14
ASBESTOS/AIR QUALITY COORDINATOR	GRP 12
ASSESSMENT CLERK	GRP 06
ASSISTANT ARCHITECT	GRP 14
ASSISTANT CIVIL ENGINEER	GRP 11
ASSISTANT CONFIDENTIAL AIDE DISTRICT ATT	GRP 04
ASSISTANT COORDINATOR MENTAL DISAB SERV	GRP 12
ASSISTANT COORDINATOR NEIGHBORHOOD SERV	GRP 10
ASSISTANT COORDINATOR QUALITY ASSURANCE	GRP 10
ASSISTANT COORDINATOR SIN PT AC SPAN	GRP 11
ASSISTANT COORDINATOR SINGLE PT OF ENTRY	GRP 11
ASSISTANT COORDINATOR-FIRE SAFETY	GRP 09

ASSISTANT COORDINATOR-STOP DWI (55A)	GRP 10
ASSISTANT CRIME ANALYST	GRP 11
ASSISTANT DIRECTOR FOR APPLICATION SVCS	GRP 15
ASSISTANT DIRECTOR OF ADMINISTRATION (HT	GRP 14
ASSISTANT DIRECTOR OF ENERGY PROGRAMS	GRP 10
ASSISTANT DIRECTOR OF INVESTIGATIONS	GRP 13
ASSISTANT DIRECTOR-CHILDREN SPECIAL NEED	GRP 10
ASSISTANT ELECTIONS OFFICE MANAGER	GRP 11
ASSISTANT ENERGY PROGRAM COORDINATOR	GRP 10
ASSISTANT EPIDEMIOLOGIST	GRP 11
ASSISTANT INFORMATION SYSTEMS SPECIALIST	GRP 11
ASSISTANT JUVENILE JUSTICE COUNSELOR	GRP 09
ASSISTANT LIBRARY ADMINISTRATIVE MANAGER	GRP 07
ASSISTANT LIBRARY DISPLAY ARTIST	GRP 05
ASSISTANT LONG TERM CARE COORDINATOR	GRP 10
ASSISTANT MAINTENANCE SUPERVISOR	GRP 10
ASSISTANT MECHANICAL ENGINEER	GRP 11
ASSISTANT PROJECT ADMINISTRATOR	GRP 09
ASSISTANT PROJECT DIR(NUTRITION PROG ELD	GRP 12
ASSISTANT PROJECT ENGINEER	GRP 09
ASSISTANT PUBLIC HEALTH ENGINEER	GRP 12
ASSISTANT SANITARY ENGINEER	GRP 12
ASSISTANT SERVICE OFFICER	GRP 08
ASSISTANT SEWER DISTRICT MANAGER	GRP 11
ASSISTANT SOCIAL SERVICES PROGRAM DIRECT	GRP 11
ASSISTANT SPECIAL INVESTIGATOR	GRP 07
ASSISTANT SUPERVISOR OF ACCOUNTS	GRP 08
ASSISTANT SUPERVISOR OF RECORDS	GRP 07
ASSISTANT VOTING MACHINE TECHNICIAN(BD E	GRP 06
ASSOCIATE CIVIL ENGINEER	GRP 15
ASSOCIATE COMMUNICATION MANAGER	GRP 12
ASSOCIATE EMPLOYMENT COUNSELOR	GRP 11
ASSOCIATE ENGINEER ENVIRONMENTAL COMPLIA	GRP 15
ASSOCIATE EPIDEMIOLOGIST	GRP 13
ASSOCIATE PUBLIC HEALTH ENGINEER	GRP 15
ASSOCIATE PUBLIC HEALTH SANITARIAN	GRP 14
ASSOCIATE PUBLIC HEALTH SANITARIAN (PT)	GRP 14
ASST COORD OF CHILDREN & YOUTH SVC INTEG	GRP 11
ASST DIRECTOR OF FORENSIC LABORATORY	GRP 14
BILLING ACCOUNT CLERK	GRP 06
BILLING COLLECTIONS SPECIALIST	GRP 10

BRANCH MANAGER-AUTO BUREAU	GRP 10
BUSINESS COORDINATOR, CHILDREN W/SP NEE	GRP 11
BUSINESS PROCESS ENGINEER (SAP)	GRP 13
BUYER	GRP 11
CASE ASSISTANT-SOCIAL SERVICES	GRP 06
CASE MANAGER (SPANISH SPEAKING) SEN SRV	GRP 07
CASE MANAGER EARLY INTERVENTION SERVICES	GRP 07
CASE MANAGER PRE-TRIAL SERV SPANISH SPK	GRP 07
CASE MANAGER-SENIOR SERVICES	GRP 07
CASEWORKER	GRP 07
CASEWORKER (SPANISH SPEAKING)	GRP 07
CASEWORKER EARLY INTERVENTION SERV 55A	GRP 07
CASHIER	GRP 06
CASHIER (P.T.)	GRP 06
CERTIFIED INSTRUCTOR COORDINATOR-EMS PT	GRP 15
CERTIFIED LABORATORY INSTRUCTOR-EMS PT	GRP 08
CHAPLAIN (PT)	GRP 11
CHIEF ACCOUNT CLERK	GRP 07
CHIEF ACCOUNTANT (HEALTH)	GRP 12
CHIEF CHILD SUPPORT INVESTIGATOR	GRP 11
CHIEF CONFIDENTIAL CRIMINAL INV ACCOUNT	GRP 14
CHIEF CONFIDENTIAL CRIMINAL INVESTIGATOR	GRP 13
CHIEF COUNTY TOXICOLOGIST	GRP 18
CHIEF DATA TAX CLERK	GRP 12
CHIEF DATA TAX CLERK (PT)	GRP 12
CHIEF DIETITIAN	GRP 12
CHIEF DOCUMENT CLERK	GRP 09
CHIEF ELECTION CLERK - CUSTODIAN	GRP 09
CHIEF ELECTION CLERK-CUSTODIAN (PT)	GRP 09
CHIEF FISCAL ANALYST	GRP 12
CHIEF MICROBIOLOGIST (PUBLIC HEALTH)	GRP 12
CHIEF MOLECULAR SCIENTIST	GRP 12
CHIEF OF MAINTENANCE-WASTEWATER TR PLANT	GRP 13
CHIEF PARALEGAL-CONTRACTS	GRP 12
CHIEF PAYROLL SUPERVISOR	GRP 13
CHIEF PRINCIPAL CLERK	GRP 09
CHIEF SOCIAL WELFARE EXAMINER	GRP 12
CHIEF STATIONARY ENGINEER	GRP 09
CHIEF SUPERVISING SOCIAL SERVICES TEAM W	GRP 09
CHIEF WASTEWATER TREATMENT PLANT OPER	GRP 12
CHIEF-FINANCIAL RECORD SERVICES	GRP 12
CHILD PROTECTIVE COORDINATOR	GRP 12

CHILD PROTECTIVE TEAM LEADER	GRP 11
CHILD PROTECTIVE WORKER	GRP 08
CHILD PROTECTIVE WORKER (PT)	GRP 08
CHILD PROTECTIVE WORKER (SPANISH SPK)	GRP 08
CHILD PROTECTIVE WORKER SP SPK (PT)	GRP 08
CHILD SUPPORT INVESTIGATOR	GRP 07
CHILD SUPPORT INVESTIGATOR (SPANISH SPK)	GRP 07
CHILD SUPPORT OPERATIONS MANAGER	GRP 13
CLAIMS ADMINISTRATION ASSISTANT	GRP 07
CLERK	GRP 01
CLERK (BD OF ELECTIONS) RPT	GRP 01
CLERK (P.T.)	GRP 01
CLERK (SOCIAL SERVICES) 55A	GRP 01
CLERK STENOGRAPHER	GRP 02
CLERK TYPIST	GRP 01
CLERK-TYPIST (PT)	GRP 01
CLINICAL SUPERVISOR PINS FAMILY SERVICE	GRP 12
COMMUNITY COALITION COORDINATOR	GRP 12
COMMUNITY COALITION COORDINATOR - CSP	GRP 12
COMMUNITY PLANNING COORDINATOR	GRP 16
COMMUNITY PLANNING COORDINATOR SENIOR SV	GRP 14
COMMUNITY RESOURCE TECHNICIAN	GRP 06
COMPUTER OPERATOR	GRP 07
COMPUTER OPERATOR-BOARD OF ELECTIONS	GRP 07
COMPUTER PROGRAMMER	GRP 08
COMPUTER PROGRAMMER PT	GRP 08
CONFIDENTIAL AIDE (COUNTY ATTORNEY)	GRP 06
CONFIDENTIAL AIDE (DISTRICT ATTORNEY)	GRP 08
CONFIDENTIAL AIDE- DISTRICT ATTORNEY	GRP 08
CONFIDENTIAL AIDE-SOCIAL SERVICES	GRP 06
CONFIDENTIAL CRIMINAL INVESTIGATOR	GRP 10
CONFIDENTIAL CRIMINAL INVESTIGATOR	GRP 12
CONFIDENTIAL CRIMINAL INVESTIGATOR (PT)	GRP 12
CONFIDENTIAL CRIMINAL INVEST-TASK FORCE	GRP 12
CONFIDENTIAL INVESTIGATOR (COUNTY ATTY)	GRP 17
CONSTRUCTION INSPECTOR	GRP 11
CONSTRUCTION PROJECT MANAGER	
(BUILDINGS)	GRP 14
CONTRACT MONITOR (SENIOR SERVICES)	GRP 11
CONTRACTS ADMINISTRATOR	GRP 11
CONTRACTS TECHNICIAN	GRP 06

COORD ADULT SINGLE POINT OF ACCESS & ACC	GRP 13
COORD OF JUVENILE DETENTION ALTER INITIA	GRP 13
COORDINATOR - PUBLIC HEALTH	GRP 12
COORDINATOR OF CHILD & YOUTH SVCS INTEGR	GRP 14
COORDINATOR OF INSURANCE OUTREACH & CO	GRP 11
COORDINATOR OF NEIGHBORHOOD SERVICES	GRP 13
COORDINATOR OF SUPPORT SERVICES	GRP 12
COORDINATOR OF VOLUNTEER TRAINING & DEV	GRP 08
COORDINATOR, DOMESTIC VIOLENCE (SOC SR	GRP 11
COORDINATOR, DRUG ABUSE SERVICES	GRP 14
COORDINATOR, INDUSTRIAL ASSISTANCE PROG	GRP 14
COORDINATOR, MENTAL DISABILITY SERVICES	GRP 14
COORDINATOR-ADVANCED LIFE SUPPORT SYSTEM	GRP 11
COORDINATOR-POLLUTION PREVENTION PROGRAM	GRP 15
COORDINATOR-REHABILITATION SERVICES YTH	GRP 12
COORDINATOR-SENIOR VOLUNTEERS-AGED	GRP 11
COORDINATOR-SEWER CONSTRUCTION PROJECTS	GRP 14
COUNSEL-SOCIAL SERVICES	GRP 14
DATA ENTRY OPERATOR	GRP 04
DATA ENTRY OPERATOR (PT)	GRP 04
DATA PROCESSING CONTROL CLERK	GRP 05
DATA PROCESSING CONTROL CLERK (RPT)	GRP 05
DATA TAX CLERK	GRP 09
DATABASE ADMINISTRATOR	GRP 14
DATABASE ADMINISTRATOR- CPS	GRP 13
DATABASE MANAGEMENT SUPERVISOR(BD OF EL)	GRP 12
DATABASE PROJECT COORDINATOR	GRP 13
DAY CARE PROGRAM COORDINATOR	GRP 11
DENTAL HYGIENIST	GRP 05
DEPUTY COUNTY SEALER	GRP 08
DEPUTY DIRECTOR OF INFORMATION SERVICES	GRP 15
DEPUTY DIRECTOR OF LAW ENFORCEMENT COMM	GRP 12
DETENTION HOME INTAKE WORKER	GRP 08
DETENTION HOME INTAKE WORKER (PT)	GRP 08
DETENTION RECREATION COORDINATOR	GRP 08
DETENTION SHIFT SUPERVISOR	GRP 10
DEVELOPMENT AND COMMUNICATIONS CLERK	GRP 05
DIETITIAN CONSULTANT	GRP 11
DIETITIAN CONSULTANT PT	GRP 11
DIR OF FISCAL ADMINISTRATION (MENTAL HEA	GRP 14
DIR OF SUPPLEMENTAL NUTRITION AST PROG	GRP 13

DIRECTOR OF BUSINESS ASSISTANCE	GRP 15
DIRECTOR OF CORRECTIONAL HEALTH SERVICES	GRP 16
DIRECTOR OF ENERGY DEVELOPMENT & MGT	GRP 15
DIRECTOR OF FORENSIC LABORATORY	GRP 15
DIRECTOR OF GEOGRAPHIC INFORMATION SRV	GRP 15
DIRECTOR OF INTENSIVE ADULT MENTAL HTH S	GRP 15
DIRECTOR OF LEGAL ASSISTANCE TO DISABLED	GRP 15
DIRECTOR OF PAYROLL SERVICES	GRP 15
DIRECTOR OF PLANNING AND EVALUATION	GRP 15
DIRECTOR OF SERVICES TO CHILDREN SP NDS	GRP 13
DIRECTOR OF TEMPORARY ASST & EMERGENCY S	GRP 13
DIRECTOR OF WEIGHTS AND MEASURES	GRP 13
DIRECTOR OF YOUTH BUREAU-SOCIAL SERVICES	GRP 12
DIRECTOR, EMPLOYMENT PROGRAMS	GRP 13
DISEASE INTERVENTION SPECIALIST	GRP 06
DOCUMENT CLERK	GRP 05
DOCUMENT CLERK 55A	GRP 05
ECONOMIC CRIME ANALYST	GRP 11
ELECTION CLERK	GRP 06
ELECTION CLERK (PT)	GRP 06
ELECTION CLERK RPT	GRP 06
ELECTION FINANCE CLERK PT	GRP 06
ELECTION INFORMATION SYSTEMS OPERATOR	GRP 07
ELECTION INFORMATION SYSTEMS SPEC PT	GRP 11
ELECTION WORKER (P.T.)	GRP 01
ELECTIONS OFFICE MANAGER	GRP 12
ELECTRONIC INSTRUMENTATION MECHANIC	GRP 07
ELECTRONICS TECHNICIAN-WASTEWATER FAC	GRP 09
ELECTRONICS TECHNICIAN-WASTEWATER FAC PT	GRP 09
ELIGIBLE LIST MAINTENANCE CLERK	GRP 06
EMERGENCY SERVICES COORDINATOR	GRP 09
EMPLOYER RELATIONS COORDINATOR	GRP 11
EMPLOYMENT COUNSELOR	GRP 09
EMPLOYMENT COUNSELOR (SPANISH SPEAKING)	GRP 09
EMPLOYMENT COUNSELOR SS 55A	GRP 09
EMS TRAINING CLERK PT	GRP 01
ENERGY CRISIS ASSISTANCE WKR #2 SPAN SPK	GRP 05
ENERGY CRISIS ASSISTANCE WKR 1 (SEAS)	GRP 02
ENERGY CRISIS ASSISTANCE WKR 2 (SEAS)	GRP 05
ENERGY CRISIS ASSISTANCE WORKER #1	GRP 02
ENERGY CRISIS ASSISTANCE WORKER #1 (PT)	GRP 02

ENERGY CRISIS ASSISTANCE WORKER #1 RPT	GRP 02
ENERGY CRISIS ASSISTANCE WORKER #2	GRP 05
ENERGY CRISIS ASSISTANCE WORKER #2	GRP 05
ENERGY CRISIS ASSISTANCE WORKER #2 (PT)	GRP 05
ENERGY CRISIS ASSISTANCE WORKER #2 RPT	GRP 05
ENERGY CRISIS ASSISTANCE WORKER #3	GRP 08
ENERGY CRISIS ASSISTANCE WORKER #4	GRP 09
ENERGY PROGRAM COORDINATOR	GRP 12
ENFORCEMENT OFFICER (PT)	GRP 15
ENGINEER ASSISTANT	GRP 04
ENVIRONMENTAL COMPLIANCE SPECIALIST	GRP 09
ENVIRONMENTAL EDU COORD DIV OF SEWER MGT	GRP 07
EQUAL EMPLOYMENT OPPORTUNITY INVEST	GRP 07
ERIE COUNTY COORDINATOR PH PREPARE GRT	GRP 10
ERP SUPPORT ANALYST	GRP 13
EXECUTIVE ASSISTANT (LABORATORY)	GRP 10
FAIR HEARING LIAISON	GRP 09
FIRE INSTRUCTOR (PT)	GRP 11
FIREARMS EXAMINER I	GRP 09
FIREARMS EXAMINER III	GRP 12
FIREARMS EXAMINER IV	GRP 13
FISCAL ANALYST	GRP 09
FITNESS TRAINER/MEDIA SPECIALIST-SR SRV	GRP 09
FORENSIC BIOLOGIST II	GRP 12
FORENSIC BIOLOGIST II PT	GRP 12
FORENSIC BIOLOGIST III	GRP 13
FORENSIC CHEMIST II	GRP 12
FORENSIC CHEMIST II PT	GRP 12
FORENSIC CHEMIST III	GRP 13
FORENSIC MENTAL HEALTH COMMUNITY DIS PLA	GRP 08
FORENSIC MENTAL HEALTH MICA SPECIALIST	GRP 12
FORENSIC MENTAL HEALTH SPEC I - CHILDREN	GRP 10
FORENSIC MENTAL HEALTH SPECIALIST I	GRP 10
FORENSIC MENTAL HEALTH SPECIALIST I(55A)	GRP 10
FORENSIC MENTAL HEALTH SPECIALIST II	GRP 12
FORENSIC MENTAL HEALTH SPECIALIST III	GRP 13
FORENSIC MH SPEC I - ADULT MENTAL HEALTH	GRP 10
FORENSIC MH SPEC I- ADULT MENTAL HEA RPT	GRP 10
GIS TECHNICIAN-RPTS	GRP 07
GRAND JURY STENOGRAPHER	GRP 13
GRANT PROCUREMENT SPECIALIST	GRP 11

HEAD SOCIAL WELFARE EXAMINER	GRP 10
HEALTH & WELLNESS COORDINATOR -SR SVC	GRP 08
HEALTH AND SAFETY COORDINATOR-DPW	GRP 08
HIV TRAINING ASSISTANT	GRP 06
HIV/AIDS PEER NAVIGATOR	GRP 03
HOMICIDE/WITNESS PROTECTION CASE MANAGER	GRP 11
HOUSING SPECIALIST	GRP 10
INDUSTRIAL WASTEWATER SPECIALIST	GRP 10
INFORMATION SYSTEMS SPECIALIST - BOE	GRP 11
INFORMATION TECHNOLOGY ENGINEER	GRP 11
INTERN (SEASONAL)	GRP 01
INTEROPERABLE EMERGENCY COMM CONSUL PT	GRP 14
INVESTIGATING PUBLIC HEALTH SANIT RPT	GRP 08
INVESTIGATING PUBLIC HEALTH SANITARIAN	GRP 08
INVESTIGATING PUBLIC HTH SANITARIAN (PT)	GRP 08
INVESTIGATIVE AIDE	GRP 07
JR ENVIRONMENTAL COMPLIANCE SPECIALIST	GRP 07
JUNIOR ACCOUNTANT	GRP 07
JUNIOR ADMINISTRATIVE ASSISTANT	GRP 07
JUNIOR APPLICATION SYSTEMS SPECIALIST	GRP 12
JUNIOR CASHIER	GRP 05
JUNIOR CASHIER - PROPERTY TAX SERVICE	GRP 05
JUNIOR EDUCATION SPECIALIST ENV HEALTH	GRP 07
JUNIOR ELECTION CLERK	GRP 04
JUNIOR ELECTION CLERK (PT)	GRP 04
JUNIOR ELECTION CLERK (RPT)	GRP 04
JUNIOR ENVIRONMENTAL EDUCATION SPECIAL	GRP 07
JUNIOR EPIDEMIOLOGIST	GRP 09
JUNIOR INFORMATION TECH ENGINEER	GRP 10
JUNIOR MOTOR VEHICLE CASHIER(PT)	GRP 05
JUNIOR PERMIT INSPECTOR	GRP 09
JUNIOR PERSONNEL SPECIALIST	GRP 09
JUNIOR PROGRAMMER ANALYST	GRP 11
JUNIOR SANITARY ENGINEER	GRP 10
JUNIOR TECHNICAL SUPPORT SRV SPECIALIST	GRP 10
JUVENILE JUSTICE COUNSELOR	GRP 10
LABORATORY ASSISTANT	GRP 05
LABORATORY TECHNICIAN ENVIRONMENTAL CHEM	GRP 07
LABORATORY TECHNOLOGIST (ENVIRO MICRO)	GRP 07
LABORATORY TECHNOLOGIST (PH) RPT	GRP 07
LABORATORY TECHNOLOGIST ENVIRONMENTAL CH	GRP 07

LABORATORY TECHNOLOGIST(PUBLIC HEALTH)	GRP 07
LABORATORY TECHNOLOGIST-PUBLIC HEALTH PT	GRP 07
LAN ADMINISTRATOR	GRP 13
LAW ENFORCEMENT COMMUNICATIONS ASSISTANT	GRP 06
LEGAL DATA SYSTEMS COORDINATOR	GRP 07
LEGAL SECRETARY	GRP 06
LIBRARY ASSOCIATE	GRP 05
LIBRARY CLERK	GRP 01
LIBRARY DISPLAY ARTIST	GRP 08
LIBRARY TECHNOLOGY CLERK	GRP 03
LICENSED PRACTICAL NURSE PT	GRP 06
LONG TERM CARE COORDINATOR	GRP 13
MACHINE TECHNICIAN	GRP 07
MACHINE TECHNICIAN PT	GRP 07
MACHINE TECHNICIAN RPT	GRP 07
MANAGEMENT AND ORGANIZATIONAL CONSULTANT	GRP 14
MANAGER OF INFORMATION PROCESSING	GRP 15
MEDICAID REFORM SPECIALIST	GRP 06
MEDICAL CARE ADMINISTRATOR	GRP 13
MEDICAL CASEWORKER	GRP 09
MEDICAL INVESTIGATOR-FORENSIC	GRP 10
MEDICAL OFFICE ASSISTANT	GRP 04
MEDICAL OFFICE ASSISTANT (RPT)	GRP 04
MEDICAL RECORD TECHNICIAN	GRP 06
MEDICAL TRANSCRIPTIONIST	GRP 05
MERS COORDINATOR	GRP 07
MOTOR VEHICLE REPRESENTATIVE	GRP 05
MOTOR VEHICLE REPRESENTATIVE CC 55A	GRP 05
MUNICIPAL PERSONNEL CONSULTANT	GRP 12
NUTRITION COORDINATOR	GRP 09
ON-GOING SERVICE COORDINATOR	GRP 07
ONGOING SERVICE COORDINATOR (SPANISH SPK)	GRP 07
OPERATIONS COMMUNICATIONS COORDINATOR	GRP 08
OUTREACH AIDE (SENIOR SERVICES)	GRP 06
OUTREACH AIDE (SENIOR SERVICES) PT	GRP 06
PARALEGAL	GRP 05
PARK SUPERINTENDENT	GRP 11
PASTE-UP ARTIST	GRP 04
PAYROLL & ROSTER CLERK	GRP 06
PAYROLL CLERK	GRP 05
PEER NAVIGATOR	GRP 03

PISTOL PERMIT SUPERVISOR	GRP 09
PLANNER	GRP 10
PLANNER RPT	GRP 10
PLANNER-GEOGRAPHIC INFORMATION SYSTEMS	GRP 11
POLICE COMPLAINT WRITER	GRP 06
POLICE COMPLAINT WRITER (PT)	GRP 06
POLICE COMPLAINT WRITER (SPANISH SPK)	GRP 06
PRACTICAL WORK INSTRUCTOR-EMS PT	GRP 01
PRINCIPAL ACCOUNT CLERK	GRP 07
PRINCIPAL CIVIL ENGINEER	GRP 16
PRINCIPAL CLERK	GRP 06
PRINCIPAL CLERK PT	GRP 06
PRINCIPAL CLERK TYPIST	GRP 06
PRINCIPAL DISPATCHER	GRP 06
PRINCIPAL ELECTION CLERK	GRP 08
PRINCIPAL ELECTION CLERK - AUDIT	GRP 08
PRINCIPAL ENGINEER ASSISTANT	GRP 08
PRINCIPAL ENVIRONMENTAL COMPLIANCE SPEC	GRP 14
PRINCIPAL LIBRARY CLERK	GRP 06
PRINCIPAL MEDICAID REFORM SPEC- SPAN SPK	GRP 10
PRINCIPAL PERSONNEL CLERK	GRP 08
PRINCIPAL PROBATION OFFICER	GRP 13
PRINCIPAL SECRETARIAL TYPIST	GRP 07
PRINCIPAL SECURITY OFFICER	GRP 09
PRINCIPAL STORES CLERK	GRP 07
PRINCIPAL SUPERVISOR ELECTIONS PT	GRP 09
PRINCIPAL TECHNICAL SUPPORT SVS SPEC	GRP 14
PRINTING SUPERVISOR - ELECTIONS	GRP 09
PROBATION ASSISTANT	GRP 07
PROBATION COMMUNITY SERVICE ASSISTANT	GRP 08
PROBATION OFFICER	GRP 11
PROBATION OFFICER (SPANISH SPEAKING)	GRP 11
PROBATION OFFICER/MINORITY GROUP SPEC	GRP 11
PROBATION SUPERVISOR	GRP 12
PROCESS CONTROL OPERATOR	GRP 11
PROGRAMMER ANALYST	GRP 12
PROJECT COORDINATOR (STOP DWI)	GRP 14
PROJECT COORDINATOR VIC/WITNESS PROGRAM	GRP 12
PROJECT COORDINATOR-SENIOR SERVICES	GRP 12
PROJECT ENGINEER CONSTRUCTION PUBLIC WOR	GRP 13
PROTECTIVE SERVICES INVESTIGATOR - PT	GRP 12

PROTECTIVE SERVICES INVESTIGATOR-RPT	GRP 12
PUBLIC HEALTH EDUCATOR	GRP 08
PUBLIC SAFETY DISPATCHER I	GRP 07
PUBLIC SAFETY INCIDENT RESPONSE MONITOR	GRP 10
QUALITY ASSURANCE COORDINATOR	GRP 13
RADIO TECHNICIAN	GRP 08
REAL PROPERTY SYSTEM COORDINATOR	GRP 09
RECEIVING AND DISTRIBUTION SUPERVISOR	GRP 07
RECEPTIONIST	GRP 03
RECEPTIONIST PT	GRP 03
RECORDS MANAGER	GRP 08
REGIONAL COORDINATOR-PH PREP GRANT	GRP 13
REGIONAL MEDICAL DIRECTOR (PT)	GRP 18
RESEARCH ANALYST	GRP 10
SABIS MANAGER	GRP 11
SAFETY MANAGER- SEWERAGE MANAGEMENT	GRP 11
SANITARY CHEMIST	GRP 10
SANITARY ENGINEER	GRP 14
SCANNER ACCURACY EXAMINER	GRP 08
SCENE INVESTIGATOR	GRP 08
SEARCHER	GRP 06
SECRETARIAL TYPIST	GRP 06
SENIOR ACCOUNT CLERK	GRP 06
SENIOR ACCOUNTING ANALYST	GRP 13
SENIOR ADMIN CLERK (SPANISH SPEAKING)	GRP 09
SENIOR ADMINISTRATIVE CLERK	GRP 08
SENIOR APPLICATION SYSTEMS SPECIALIST	GRP 15
SENIOR APPOINTMENT CONTROL CLERK	GRP 11
SENIOR AUDITOR	GRP 13
SENIOR BASIS ADMINISTRATOR (SAP)	GRP 14
SENIOR BILLING ACCOUNT CLERK	GRP 08
SENIOR BUDGET EXAMINER-PROBATION	GRP 13
SENIOR BUILDING GUARD	GRP 06
SENIOR CASE MANAGER - CSP	GRP 09
SENIOR CASE MANAGER - EIS	GRP 09
SENIOR CASE MANAGER- PRESCHOOL PROGRAM	GRP 09
SENIOR CASE MANAGER-SENIOR SERVICES	GRP 09
SENIOR CASEWORKER	GRP 09
SENIOR CASEWORKER-DOMESTIC VIOLENCE	GRP 09
SENIOR CHIEF STATIONARY ENGINEER (RPT)	GRP 11
SENIOR CHIEF, CONF CRIMINAL INVESTIGATOR	GRP 14

SENIOR CHILD PROTECTIVE WORKER	GRP 10
SENIOR CHILD SUPPORT INVESTIGATOR	GRP 08
SENIOR CIVIL ENGINEER	GRP 14
SENIOR CLERK	GRP 03
SENIOR CLERK RPT	GRP 03
SENIOR CLERK TYPIST (REGULAR PART TIME)	GRP 04
SENIOR CLERK TYPIST (SPANISH SPEAKING)	GRP 04
SENIOR CLERK-STENOGRAPHER	GRP 04
SENIOR CLERK-TYPIST	GRP 04
SENIOR CLERK-TYPIST (P.T.)	GRP 04
SENIOR COMPUTER OPERATOR	GRP 08
SENIOR COMPUTER OPERATOR (BD OF ELECT)	GRP 08
SENIOR COMPUTER OPERATOR RPT	GRP 08
SENIOR CONFIDENTIAL AIDE-SOCIAL SERVICES	GRP 09
SENIOR CONSTRUCTION PROJECT MGR BLDGS	GRP 16
SENIOR CONTRACT MONITOR-COMMUNITY DEV	GRP 13
SENIOR CONTRACTS ADMININSTRATOR-PW	GRP 12
SENIOR COORDINATOR-SEWER CONSTRUCTION	GRP 15
SENIOR COUNSEL - SOCIAL SERVICES	GRP 15
SENIOR DATA PROCESSING CONTROL CLERK	GRP 07
SENIOR DEPUTY COUNTY SEALER	GRP 09
SENIOR DISEASE INTERVENTION SPECIALIST	GRP 08
SENIOR DOCUMENT CLERK	GRP 06
SENIOR ELECTION CLERK	GRP 07
SENIOR ELECTION CLERK (PT)	GRP 07
SENIOR ELECTION CLERK (RPT)	GRP 07
SENIOR ELECTRONICS TECHNICIAN WASTEWTF A	GRP 10
SENIOR ELIGIBLE MAINTENANCE CLERK	GRP 07
SENIOR EMPLOYMENT COUNSELOR	GRP 10
SENIOR ENGINEER ASSISTANT - MECHANICAL	GRP 06
SENIOR ENVIRONMENTAL EDUCATION SPEC RPT	GRP 11
SENIOR ERP SUPPORT ANALYST	GRP 14
SENIOR EVIDENCE CLERK	GRP 08
SENIOR HIGHWAY MAINTENANCE ENGINEER	GRP 13
SENIOR HOUSING INSPECTOR	GRP 10
SENIOR HOUSING SPECIALIST	GRP 13
SENIOR INFORMATION SYSTEMS SPECIALIST	GRP 13
SENIOR INFORMATION TECHNOLOGY ENGINEER	GRP 12
SENIOR INVESTIGATING PH SANITARIAN	GRP 10
SENIOR LIBRARY CLERK	GRP 04
SENIOR MEDICAID REFORM SPECIALIST	GRP 08

SENIOR MERS COORDINATOR	GRP 08
SENIOR METHODS & PROCEDURES ANALYST	GRP 12
SENIOR MOTOR VEHICLE REPRESENTATIVE	GRP 07
SENIOR PARALEGAL	GRP 07
SENIOR PAYROLL AND ROSTER CLERK	GRP 07
SENIOR PAYROLL CLERK	GRP 07
SENIOR PERSONNEL CLERK	GRP 07
SENIOR PLANNER	GRP 12
SENIOR PLANNER-GEOGRAPHIC INFO SYSTEMS	GRP 12
SENIOR POLICE COMPLAINT WRITER	GRP 08
SENIOR PROGRAMMER ANALYST	GRP 14
SENIOR PROJECT ENGINEER	GRP 13
SENIOR PROJECT MANAGER FEDERAL AIDE PRJ	GRP 14
SENIOR PUBLIC HEALTH ENGINEER	GRP 14
SENIOR PUBLIC HEALTH SANITARIAN	GRP 12
SENIOR RADIO TECHNICIAN	GRP 10
SENIOR RECORDS INVENTORY CLERK	GRP 08
SENIOR SANITARY CHEMIST	GRP 12
SENIOR SANITARY ENGINEER	GRP 15
SENIOR SOCIAL SERVICES TEAM WORKER	GRP 07
SENIOR SOCIAL WELFARE EXAMINER	GRP 07
SENIOR SPECIAL INVESTIGATOR	GRP 10
SENIOR STATISTICAL CLERK	GRP 06
SENIOR STATISTICAL CLERK (RPT)	GRP 06
SENIOR STORES CLERK	GRP 05
SENIOR SYSTEMS ACCOUNTANT	GRP 13
SENIOR TAX ACCOUNT CLERK	GRP 10
SENIOR TAX MAP TECHNICIAN	GRP 07
SENIOR TECHNICAL SUPPORT SERV SPECIALIST	GRP 13
SENIOR TELEPHONE OPERATOR	GRP 05
SENIOR VICTIM/WITNESS CASE AIDE	GRP 07
SEWER REPAIR SUPERVISOR	GRP 10
SOCIAL CASE SUPERVISOR	GRP 12
SOCIAL CASE SUPERVISOR (SENIOR SERVICES)	GRP 11
SOCIAL CASE SUPERVISOR UNIT	GRP 11
SOCIAL CASEWORKER I	GRP 08
SOCIAL CASEWORKER II	GRP 10
SOCIAL SERVICES CLINICAL SPECIALIST	GRP 11
SOCIAL SERVICES LOGISTICS COORDINATOR	GRP 08
SOCIAL SERVICES NETWORK ADMINISTRATOR	GRP 11
SOCIAL SERVICES PROGRAMS ANALYST	GRP 12

SOCIAL SERVICES TEAM WORKER	GRP 05
SOCIAL WELFARE EXAMINER	GRP 06
SOCIAL WELFARE EXAMINER (SOMALIAN SPEAK)	GRP 06
SOCIAL WELFARE EXAMINER SPANISH SPEAKING	GRP 06
SOCIAL WELFARE EXAMINER SS 55A	GRP 06
SOCIAL WORKER - DOMESTIC VIOLENCE	GRP 10
SOLID WASTE RECYCLING SPECIALIST	GRP 12
SPECIAL ASSISTANT TO MANAGEMENT-SOC SVC	GRP 05
SPECIAL ASSISTANT TO THE COUNTY CLERK	GRP 10
SPECIAL INVESTIGATOR	GRP 08
SR COMMUNICATIONS SYSTEMS SPECIALIST PT	GRP 14
SR PROTECTIVE SERVICES INVESTIGATOR-RPT	GRP 14
SR SUPERVISOR OF CLAIMS ADMINISTRATION	GRP 11
STAFF AUDITOR	GRP 11
STAFF DEVELOPMENT COORDINATOR	GRP 12
STAFF DEVELOPMENT DIRECTOR	GRP 13
SUPERVISING ACCOUNTANT	GRP 11
SUPERVISING CHIEF ACCOUNT CLERK	GRP 09
SUPERVISING CHIEF STATIONARY ENGINEER	GRP 10
SUPERVISING CHILD SUPPORT INVESTIGATOR	GRP 10
SUPERVISING DATA PROC CONTROL CLERK	GRP 10
SUPERVISING MAINTENANCE MECHANIC	GRP 09
SUPERVISING MAINTENANCE MECHANIC (RPT)	GRP 09
SUPERVISING PARALEGAL	GRP 09
SUPERVISING PUBLIC HEALTH SANITARIAN	GRP 11
SUPERVISOR OF ACCOUNTS	GRP 09
SUPERVISOR OF BALLOT DESIGN-BD OF ELECT	GRP 12
SUPERVISOR OF CLAIMS ADMINISTRATION	GRP 10
SUPERVISOR OF DATA PROCESSING CTY CLERK	GRP 13
SUPERVISOR OF DETENTION FACILITIES	GRP 12
SUPERVISOR OF GRANTS ADMINISTRATION	GRP 14
SUPERVISOR OF RECORDS	GRP 10
SUPERVISOR OF SOCIAL WORK	GRP 11
SUPERVISOR OF VOTER REGISTRATION (BD OF	GRP 09
SUPERVISOR OF VOTING MACHINE SERVICE(BD	GRP 09
SUPV DISEASE INTERVENTION SPECIALIST	GRP 10
SYSTEM CIRCULATION MANAGER	GRP 07
SYSTEMS ACCOUNTANT	GRP 11
SYSTEMS ACCOUNTANT-BUDGET	GRP 11
SYSTEMS ACCOUNTANT-BUDGET PT	GRP 11
SYSTEMS SUPPORT SPECIALIST-DISS	GRP 11

TARGET CRIME INITIATIVE CASE COORDINATOR	GRP 13
TAX ACCOUNTANT	GRP 10
TAX MAP TECHNICIAN	GRP 06
TECHNICAL SPECIALIST/COMPUTERS	GRP 10
TECHNICAL SPECIALIST-COMMUNICATIONS	GRP 07
TECHNICAL SPECIALIST-COMMUNICATIONS	GRP 07
TECHNICAL SUPPORT SERVICES SPECIALIST	GRP 12
TOXICOLOGIST I	GRP 09
TOXICOLOGIST II	GRP 10
TOXICOLOGIST III	GRP 12
TRAFFIC SAFETY ENGINEER	GRP 14
TRAINING COORDINATOR-PH PREPAREDNESS GRT	GRP 08
TRAINING SPECIALIST-CRIMINAL JUSTICE SYS	GRP 08
VICTIM ADVOCATE	GRP 06
VICTIM ADVOCATE	GRP 06
VICTIM WITNESS CASE AIDE SPANISH SPK	GRP 05
VICTIM WITNESS CASE MANAGER	GRP 08
VICTIM/WITNESS CASE AIDE	GRP 05
VOTING MACHINE TECHNICIAN (BD ELECTIONS)	GRP 07
VOTING MACHINE TECHNICIAN (BD OF EL) RPT	GRP 07
VOTING SYSTEMS TECHNICIAN	GRP 07
WEB COMMUNICATIONS SPECIALIST	GRP 10
WEB PAGE MASTER	GRP 07
WORKFORCE DEVELOPMENT SPECIALIST	GRP 10
WORKFORCE TRAINER	GRP 09

APPENDIX B - SALARY SCHEDULE - 2014

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	23202 892.40 11,155	24685 949.44 11,968	25605 984.80 12,310	26543 1020.88 12,761	28396 1092.16 13,652	27471 1056.56 13,207	29856 1109.84 13,873	29324 1127.84 14,098	29784 1145.52 14,319	30249 1163.44 14,543	30707 1181.04 14,763
GRP 02	23654 909.76 11,372	25162 967.76 12,097	26137 1005.28 12,566	27094 1042.08 13,026	29020 1116.16 13,952	28063 1079.36 13,492	29499 1134.56 14,182	29996 1153.68 14,421	30466 1171.76 14,647	30946 1190.24 14,878	31429 1208.80 15,110
GRP 03	24532 943.52 11,794	26094 1003.60 12,545	27109 1042.64 13,033	28126 1081.76 13,522	30166 1160.24 14,503	29132 1120.48 14,006	30672 1179.68 14,746	31196 1199.84 14,998	31695 1219.04 15,238	32207 1238.72 15,484	32712 1258.16 15,727
GRP 04	25584 964.00 12,300	27221 1046.96 13,087	28292 1088.16 13,602	29370 1129.60 14,120	31547 1213.36 15,167	30460 1171.52 14,644	32092 1234.32 15,429	32616 1254.48 15,681	33168 1275.68 15,946	33706 1296.40 16,205	34243 1317.04 16,463
GRP 05	27065 1040.96 13,012	28791 1107.36 13,842	29989 1153.44 14,418	31158 1198.40 14,980	33544 1290.16 16,127	32356 1244.48 15,556	34187 1314.88 16,436	34836 1339.84 16,748	35487 1364.88 17,061	36134 1389.76 17,372	36779 1414.56 17,682
GRP 06	29072 1118.16 13,977	30925 1189.44 14,868	32340 1243.84 15,548	33740 1297.68 16,221	36558 1406.08 17,576	35588 1351.52 16,894	37386 1437.92 17,974	38210 1469.60 18,370	39012 1500.48 18,756	39834 1532.08 19,151	40652 1563.52 19,544
GRP 07	31198 1199.92 14,999	33188 1276.48 15,956	34913 1342.80 16,785	36639 1409.20 17,615	40077 1541.44 19,268	38384 1475.52 18,444	41016 1577.52 19,719	41947 1613.36 20,167	42885 1649.44 20,618	43817 1685.28 21,066	44757 1721.44 21,518

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GRP 08	33500 1288 48 16 106	35637 1370 64 17.133	37654 1448 24 18.103	39674 1525 92 19 074	41677 1602 96 20 037	43678 1679 92 20 999	44714 1719 76 21.497	45741 1759 28 21 991	46773 1798 96 22.487	47809 1838 80 22 985	48845 1878 64 23.483
GRP 09	35992 1384.32 17.304	38297 1472 96 18.412	40554 1559 76 19.497	42804 1646 32 20 579	45049 1732 64 21.658	47305 1819.44 22.743	48431 1862.72 23 284	49560 1906 16 23.827	50677 1949.12 24 364	51800 1992 32 24.904	52926 2035 60 25.445
GRP 10	38642 1486 24 18 578	41107 1581 04 19.763	43568 1675 68 20.946	46010 1768 60 22 120	48462 1863 92 23 299	50927 1958 72 24 484	52160 2006 16 25 077	53379 2053 04 25 663	54615 2100 56 26 257	55842 2147 76 26 847	57071 2195 04 27.438
GRP 11	42709 1642 64 20 533	45431 1747 36 21 842	48073 1848 96 23.112	50750 1951 92 24 399	53387 2053 36 25 667	56044 2155 52 26 944	57377 2206 80 27 585	58704 2257 84 28 223	60027 2308 72 28 859	61354 2359 76 29 497	62681 2410 80 30 135
GRP 12	45775 1760 56 22.007	48695 1872 88 23 411	51636 1986 00 24 825	54583 2099 36 26 242	57514 2212 08 27.651	60453 2325 12 29.064	61928 2381 84 29.773	63390 2438 08 30 476	64869 2494 96 31 187	66337 2551 44 31 893	67814 2608 24 32.603
GRP 13	50095 1926 72 24.084	53292 2049 68 25 621	56507 2173 36 27.167	59738 2297 60 28 720	62972 2422 00 30 275	66181 2545 44 31 818	67796 2607 52 32 594	69414 2669 76 33 372	71032 2732 00 34 150	72654 2794 40 34 930	74273 2856 64 35.708
GRP 14	56000 2153 84 26 923	59575 2291 36 28 642	63211 2431 20 30 390	66820 2570 00 32 125	70429 2708 80 33 860	74060 2848 48 35.606	75866 2917 92 36 474	77686 2987 92 37 349	79514 3058 24 38 228	81332 3128 16 39.102	83148 3198 00 39 975
GRP 15	62175 2391 36 29 892	66142 2543 92 31.799	70185 2699 44 33.743	74225 2854 80 35.685	78270 3010 40 37.630	82314 3165 92 39 574	84336 3243 68 40 546	86357 3321 44 41.518	88383 3399 36 42 492	90405 3477 12 43 464	92425 3554 80 44.435
GRP 16	68821 2646 96 33.087	73212 2815 84 35.198	77682 2987 76 37.347	82172 3160 48 39 506	86649 3332 64 41.658	91112 3504 32 43 804	93352 3590 48 44 881	95599 3676 88 45 961	97847 3763 36 47.042	100092 3849 68 48.121	102338 3936 08 49 201

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GRP 17	75392 2899 68 36 246	80201 3084 64 38.558	85134 3274 40 40 930	90085 3464 80 43.310	95025 3654 80 45 685	99975 3845 20 48 065	102442 3940 08 49 251	104921 4035 44 50 443	107386 4130 24 51.628	109857 4225 28 52.816	112328 4320 32 54 004
GRP 18	82252 3163 52 39 544	87508 3365 60 42 070	92916 3573 68 44 671	98326 3781 76 47 272	103728 3989 52 49 869	109142 4197 76 52 472	111848 4301 84 53 773	114556 4406 00 55.075	117268 4510 32 56 379	119979 4614 56 57 682	122691 4718 88 58 986
GRP 19	89789 3453 44 43 168	95526 3674 08 45 926	101427 3901 04 48 763	107355 4129 04 51 613	113256 4356 00 54 450	119176 4583 68 57 296	122136 4697 52 58 719	125079 4810 72 60.134	128047 4924 88 61.561	131007 5038 72 62.984	133967 5152 56 64.407
GRP 20	97398 3746 08 46 826	103615 3985 20 49 815	110069 4233 44 52 918	116509 4481 12 56 014	122955 4729 04 59 113	129420 4977 68 62 221	132623 5100 88 63 761	135851 5225 04 65 313	139073 5348 96 66 862	142297 5472 96 68 412	145519 5596 88 69 961
GRP 21	105011 4038 88 50 486	111711 4296 56 53 707	118693 4565 12 57 064	125657 4832 96 60 412	132644 5101 68 63 771	139612 5369 68 67 121	143094 5503 60 68 795	146588 5638 00 70 475	150064 5771 68 72.146	153548 5905 68 73 821	157034 6039 76 75.497
GRP 22	112054 4309 76 53 872	119205 4584 80 57 310	126641 4870 80 60 885	134077 5156 80 64 460	141498 5442 24 68 028	148930 5728 08 71 601	152647 5871 04 73 388	156366 6014 08 75.176	160091 6157 36 76 967	163804 6300 16 78 752	167523 6443 20 80 540

APPENDIX C - SALARY SCHEDULE - 2015

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	23666 910.24 11.378	25178 968.40 12.105	26116 1004.48 12.556	27073 1041.28 13.016	28020 1077.68 13.471	28964 1114.00 13.925	29432 1132.00 14.150	29910 1150.40 14.380	30378 1168.40 14.605	30855 1186.72 14.834	31321 1204.64 15.058
GRP 02	24126 927.92 11.599	25665 987.12 12.339	26659 1025.36 12.817	27637 1062.96 13.287	28625 1100.96 13.762	29600 1138.48 14.231	30089 1157.28 14.466	30595 1176.72 14.709	31075 1195.20 14.940	31566 1214.08 15.176	32057 1232.96 15.412
GRP 03	25022 962.40 12.030	26616 1023.68 12.796	27652 1063.52 13.294	28687 1103.36 13.792	29715 1142.88 14.286	30769 1183.44 14.793	31285 1203.28 15.041	31820 1223.84 15.298	32329 1243.44 15.543	32852 1263.52 15.794	33387 1283.36 16.042
GRP 04	26096 1003.68 12.546	27766 1067.92 13.349	28858 1109.92 13.874	29956 1152.16 14.402	31069 1194.96 14.937	32178 1237.60 15.470	32735 1259.04 15.738	33270 1279.60 15.995	33831 1301.20 16.265	34380 1322.32 16.529	34927 1343.36 16.792
GRP 05	27606 1061.76 13.272	29368 1129.52 14.119	30588 1176.48 14.706	31782 1222.40 15.280	33003 1269.36 15.867	34216 1316.00 16.450	34871 1341.20 16.765	35533 1366.64 17.083	36196 1392.16 17.402	36856 1417.52 17.719	37515 1442.88 18.036
GRP 06	29655 1140.56 14.257	31543 1213.20 15.165	32987 1268.72 15.859	34414 1323.60 16.545	35843 1378.56 17.232	37290 1434.24 17.928	38133 1466.64 18.333	38973 1498.96 18.737	39792 1530.48 19.131	40831 1562.72 19.534	41465 1594.80 19.935
GRP 07	31822 1223.92 15.299	33852 1302.00 16.275	35612 1369.68 17.121	37371 1437.36 17.967	39131 1505.04 18.813	40878 1572.24 19.653	41835 1609.04 20.113	42786 1645.60 20.570	43742 1682.40 21.030	44693 1718.96 21.487	45652 1755.84 21.948
GRP 08	34170 1314.24	36350 1398.08	38407 1477.20	40466 1556.40	42511 1635.04	44552 1713.52	45608 1754.16	46656 1794.48	47709 1834.96	48766 1875.60	49822 1916.24

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	16.428	17.476	18.465	19.455	20.438	21.419	21.927	22.431	22.937	23.445	23.953
GRP 09	36712 1412.00 17.850	39062 1502.40 18.780	41365 1590.96 19.887	43681 1679.28 20.991	45949 1767.28 22.091	48252 1855.84 23.198	49400 1900.00 23.750	50552 1944.32 24.304	51690 1988.08 24.851	52836 2032.16 25.402	53984 2076.32 25.954
GRP 10	39416 1518.00 18.950	41929 1612.64 20.158	44439 1709.20 21.365	46929 1804.96 22.562	49431 1901.20 23.765	51946 1997.92 24.974	53204 2046.32 25.579	54446 2094.08 26.176	55707 2142.56 26.782	56959 2190.72 27.384	58213 2238.96 27.987
GRP 11	43564 1875.52 20.944	46340 1962.32 22.279	49034 2049.92 23.574	51765 2137.36 24.887	54454 2224.80 26.180	57165 2312.24 27.483	58525 2350.96 28.137	59877 2398.96 28.787	61227 2486.40 29.436	62581 2573.76 30.087	63935 2660.80 30.738
GRP 12	46690 1795.76 22.447	49668 1910.32 23.879	52670 2025.76 25.322	55675 2141.36 26.767	58664 2256.32 28.204	61662 2371.60 29.645	63165 2429.44 30.368	64659 2486.88 31.086	66167 2544.88 31.811	67664 2602.48 32.531	69170 2660.40 33.255
GRP 13	51097 1965.28 24.566	54357 2090.64 26.133	57637 2216.80 27.710	60932 2343.52 29.294	64232 2470.48 30.881	67504 2596.32 32.454	69152 2659.68 33.246	70801 2723.12 34.039	72453 2786.54 34.833	74108 2850.32 35.629	75758 2913.76 36.422
GRP 14	57119 2196.88 27.461	60767 2337.20 29.215	64476 2479.84 30.998	68157 2621.44 32.768	71837 2762.96 34.537	75541 2905.44 36.318	77382 2976.24 37.203	79240 3047.68 38.096	81105 3119.44 38.993	82959 3190.72 39.884	84812 3262.00 40.775
GRP 15	63419 2439.20 30.490	67465 2594.80 32.435	71589 2753.44 34.418	75710 2911.92 36.399	79837 3070.64 38.383	83959 3229.20 40.365	86023 3308.56 41.357	88084 3387.84 42.348	90151 3467.36 43.342	92213 3546.64 44.333	94274 3625.92 45.324
GRP 16	70198 2699.92 33.749	74676 2872.16 35.902	79236 3047.52 38.094	83816 3223.68 40.296	88381 3399.28 42.491	92934 3574.40 44.680	95220 3662.32 45.779	97510 3750.40 46.880	99805 3838.64 47.983	102093 3926.64 49.083	104385 4014.80 50.185
GRP 17	76900	81804	86838	91886	96926	101974	104491	107020	109535	112054	114575

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	2957.68 36.971	3146.32 39.329	3339.92 41.749	3534.08 44.176	3727.92 46.599	3922.08 49.026	4018.88 50.236	4116.16 51.452	4212.88 52.661	4309.76 53.872	4406.72 55.084
GRP 18	83897 3225.80 40.335	89255 3432.88 42.911	94773 3645.12 45.564	100291 3857.36 48.217	105801 4069.28 50.866	111324 4281.68 53.521	114084 4387.84 54.848	116848 4494.16 56.177	119615 4600.56 57.507	122379 4706.88 58.836	125145 4813.28 60.166
GRP 19	91584 3522.48 44.031	97438 3747.60 46.845	103455 3979.04 49.738	109502 4211.60 52.645	115521 4443.12 55.539	121559 4675.36 58.442	124577 4791.44 59.893	127581 4908.96 61.337	130607 5023.36 62.792	133628 5139.52 64.244	136646 5255.60 65.695
GRP 20	99347 3821.04 47.763	105667 4064.88 50.811	112270 4318.08 53.976	118839 4570.72 57.134	125414 4823.60 60.295	132007 5077.20 63.465	135275 5202.88 65.036	138568 5329.52 66.619	141854 5455.92 68.199	145142 5582.40 69.780	148429 5708.80 71.360
GRP 21	107112 4119.68 51.496	113944 4382.48 54.781	121066 4656.40 58.205	128170 4929.60 61.620	135296 5203.68 65.046	142403 5477.04 68.463	145956 5613.68 70.171	149521 5750.80 71.885	153065 5887.12 73.589	156618 6023.76 75.297	160175 6160.56 77.007
GRP 22	114294 4395.92 54.949	121588 4676.48 58.456	129174 4968.24 62.103	136758 5259.92 65.749	144329 5551.12 69.389	151909 5842.64 73.033	155700 5988.48 74.856	159494 6134.40 76.680	163292 6280.48 78.506	167080 6426.16 80.327	170874 6572.08 82.151



APPENDIX D - SALARY SCHEDULE - 2016

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	24257 932.96 11.662	25809 992.64 12.408	26770 1029.60 12.870	27749 1067.28 13.341	28721 1104.64 13.808	29688 1141.84 14.273	30168 1160.32 14.504	30659 1179.20 14.740	31138 1197.60 14.970	31626 1216.40 15.205	32103 1234.72 15.434
GRP 02	24729 951.12 11.889	26306 1011.76 12.647	27325 1050.96 13.137	28328 1089.52 13.619	29340 1128.48 14.106	30341 1166.96 14.587	30842 1186.24 14.828	31360 1206.16 15.077	31853 1225.12 15.314	32354 1244.40 15.555	32858 1263.76 15.797
GRP 03	25648 986.48 12.331	27281 1049.28 13.116	28342 1090.08 13.626	29405 1130.96 14.137	30457 1171.44 14.643	31539 1213.04 15.163	32067 1233.36 15.417	32614 1254.40 15.680	33139 1274.56 15.932	33673 1295.12 16.189	34201 1315.44 16.443
GRP 04	26749 1028.80 12.860	28461 1094.64 13.683	29580 1137.68 14.221	30705 1180.96 14.762	31845 1224.80 15.310	32983 1268.56 15.857	33552 1290.48 16.131	34102 1311.60 16.395	34678 1333.76 16.672	35239 1355.36 16.942	35801 1378.96 17.212
GRP 05	28296 1088.32 13.604	30102 1157.76 14.472	31354 1205.92 15.074	32577 1252.96 15.662	33829 1301.12 16.264	35071 1348.88 16.861	35743 1374.72 17.184	36421 1400.80 17.510	37101 1426.96 17.837	37777 1452.96 18.162	38453 1478.96 18.487
GRP 06	30395 1169.04 14.613	32332 1243.52 15.544	33810 1300.40 16.255	35275 1356.72 16.959	36739 1413.04 17.663	38222 1470.08 18.376	39085 1503.28 18.791	39946 1536.40 19.205	40787 1568.72 19.609	41646 1601.76 20.022	42501 1634.64 20.433
GRP 07	32616 1254.48 15.681	34699 1334.56 16.682	36502 1403.92 17.549	38305 1473.28 18.416	40109 1542.64 19.283	41900 1611.52 20.144	42881 1649.28 20.616	43855 1686.72 21.084	44836 1724.48 21.556	45810 1761.92 22.024	46794 1799.76 22.497
GRP 08	35025 1347.12	37259 1433.04	39368 1514.16	41477 1595.28	43574 1675.92	45664 1756.32	46748 1798.00	47823 1839.36	48901 1880.80	49984 1922.48	51068 1964.16

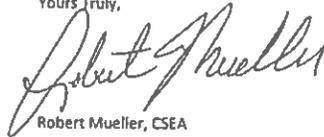
	16.839	17.913	18.927	19.941	20.949	21.954	22.475	22.992	23.510	24.031	24.552
GRP 09	37629 1447.28 18.091	40040 1540.00 19.250	42399 1630.72 20.384	44753 1721.28 21.516	47097 1811.44 22.643	49458 1902.24 23.778	50636 1947.52 24.344	51817 1992.96 24.912	52982 2037.76 25.472	54157 2082.96 26.037	55334 2128.24 26.603
GRP 10	40402 1553.92 19.424	42977 1652.96 20.662	45550 1751.92 21.899	48102 1850.08 23.126	50667 1948.72 24.359	53244 2047.84 25.598	54533 2097.44 26.218	55806 2146.40 26.830	57100 2196.16 27.452	58384 2245.52 28.069	59669 2294.96 28.687
GRP 11	44653 1717.44 21.468	47499 1826.88 22.836	50259 1933.04 24.163	53059 2040.72 25.509	55817 2146.80 26.835	58594 2253.60 28.170	59987 2307.20 28.840	61375 2360.56 29.507	62758 2413.76 30.172	64145 2467.12 30.839	65532 2520.48 31.506
GRP 12	47857 1840.64 23.008	50910 1958.08 24.476	53986 2076.40 25.955	57067 2194.88 27.436	60131 2312.72 28.909	63203 2430.88 30.386	64744 2490.16 31.127	66275 2549.04 31.863	67820 2608.48 32.606	69356 2667.52 33.344	70899 2726.88 34.086
GRP 13	52374 2014.40 25.180	55715 2142.88 26.786	59078 2272.24 28.403	62454 2402.08 30.026	65838 2532.24 31.653	69191 2661.20 33.285	70880 2726.16 34.077	72571 2791.20 34.890	74264 2856.32 35.704	75962 2921.60 36.520	77653 2986.64 37.333
GRP 14	58548 2251.84 28.148	62286 2395.60 29.945	66088 2541.84 31.773	69861 2686.96 33.587	73632 2832.00 35.400	77430 2978.08 37.226	79317 3050.64 38.133	81220 3123.84 39.048	83133 3197.44 39.968	85032 3270.48 40.881	86932 3343.52 41.794
GRP 15	65004 2500.16 31.252	69152 2659.68 33.246	73378 2822.24 35.278	77603 2984.72 37.309	81833 3147.44 39.343	86058 3309.92 41.374	88173 3391.28 42.391	80287 3472.56 43.407	92406 3554.08 44.426	94517 3635.28 45.441	96631 3716.56 46.457
GRP 16	71953 2767.44 34.593	76544 2944.00 36.800	81216 3123.68 39.046	85910 3304.24 41.303	90590 3484.24 43.553	95258 3663.76 45.797	97600 3753.84 46.923	99948 3844.16 48.052	102301 3934.64 49.183	104645 4024.80 50.310	106995 4115.20 51.440
GRP 17	78822	83849	89009	94182	99349	104524	107103	109695	112274	114856	117439

	3031.60 37.895	3224.96 40.312	3423.44 42.793	3622.40 45.280	3821.12 47.764	4020.16 50.252	4119.36 51.482	4219.04 52.738	4318.24 53.978	4417.52 55.219	4516.88 56.461
GRP 18	85993 3307.44 41.343	91487 3518.72 43.984	97142 3736.24 46.703	102798 3953.76 49.422	108447 4171.04 52.138	114107 4388.72 54.859	116936 4497.52 56.219	119768 4606.48 57.581	122606 4715.60 58.945	125439 4824.56 60.307	128274 4933.60 61.670
GRP 19	93875 3610.56 45.132	99873 3841.28 48.016	106040 4078.48 50.981	112239 4316.88 53.961	118408 4554.16 56.927	124598 4792.24 59.903	127691 4911.20 61.390	130770 5029.60 62.870	133873 5148.96 64.362	136988 5268.00 65.850	140061 5386.96 67.337
GRP 20	101831 3916.56 48.957	108328 4166.48 52.081	115076 4426.00 55.325	121809 4684.96 58.562	128548 4944.16 61.802	135308 5204.16 65.052	138657 5332.96 66.662	142031 5462.72 68.284	145400 5592.32 69.904	148772 5722.00 71.525	152140 5851.52 73.144
GRP 21	109789 4222.64 52.783	116794 4492.08 56.151	124093 4772.80 59.660	131375 5052.88 63.161	138678 5333.76 66.672	145964 5614.00 70.175	149604 5754.00 71.925	153259 5894.56 73.682	156892 6034.32 75.429	160532 6174.32 77.179	164179 6314.56 78.932
GRP 22	117152 4505.84 56.323	124627 4793.36 59.917	132404 5092.48 63.656	140177 5391.44 67.393	147938 5689.92 71.124	155707 5988.72 74.859	159592 6138.16 76.727	163482 6287.76 78.597	167376 6437.52 80.469	171257 6586.80 82.335	175146 6736.40 84.205

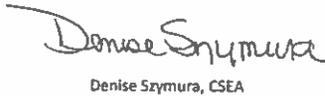
APPENDIX E – ECMCC SUB BARGAINING AGREEMENT

This Agreement dated 2/22/2013 was ratified effective 3/7/2013. The CSEA 815 and ECMCC agreement represents an agreement affecting only those employees who are employed and become employed with ECMCC in CSEA positions. The terms that have been altered within are the only ones altered and items remaining in the larger contract, County of Erie and CSEA for years 2004-2006, remain the same. Attached is the CSEA and ECMCC agreement and wage scales for contract years 2013-2017.

Yours Truly,



Robert Mueller, CSEA



Denise Szymura, CSEA



Carla DiCarlo-Clarke, ECMCC



David Palmer, County of Erie

Wages

The wages below apply only to those employees who are currently on the payroll as of the date of ratification, and for each subsequent year.

January 1, 2007—December 31, 2012= 0% (This amount supercedes any settlement of back years, including a legislative imposition)

Effective January 1, 2013: Signing Bonus \$5000= \$2000 lump sum plus \$3000 added to base
Effective January 1, 2014: 2%
Effective January 1, 2015: 2%
Effective January 1, 2016: 2%
Effective January 1, 2017: 2%

CREATION OF A Sub- BARGAINING UNIT

The County of Erie, CSEA and ECMCC agree to create a sub-bargaining unit, which represents the Erie County Medical Center Corporation employees only. The provisions below apply only to the staff at ECMCC as they modify the current collective bargaining agreement. Provisions not modified will remain as they are within the larger agreement. Should such larger agreement change, only sections not changed within would apply to the staff at ECMCC. No subsequent wage proposal from the County of Erie will affect the staff at ECMCC.

Summer Hours

Modify Section 13.2 to eliminate summer hours effective upon ratification.

Paid Holidays

Modify Section 14.1 effective 1/1/14 eliminate Columbus Day and Election Day as paid holidays. For only those current employees at ratification who receive the two paid holidays above, they will receive in exchange one floating holiday. The floating holiday is to be used as soon as possible but not later than December 31 of each year of the contract after which will default to sick bank. An opportunity for a 90 day extension to use the time may be granted for staff who were unable to utilize the time.

Lunch Periods

Modify Section 13.3 to reduce the one hour paid lunch period to ½ hour paid lunch, effective upon ratification. Employees will receive no compensation for the reduction in terms of monetary sum or compensatory meal days.

Vacation Sell Back

Vacation Sell-Back. Supplement Article XV by adding the following as Section "15.10":

Commencing upon ratification, employees shall be permitted to sell back forty (40) hours of accrued and unused vacation leave at the employee's rate of pay. Employees must have been on the Employer's payroll for the entirety of the year of sale and must have a minimum of eighty (80) hours accrued and unused vacation leave at the time of sale. Employees must notify their supervisor by September 1st of each year they wish to sell vacation hours. Payment shall be made by Payroll Period No. 24 of the same.

Extended Sick Leave

Eliminate ten (10) year extended sick leave. Amend Section 17.4 by deleting, "Ten (10) continuous years of service – three (3) months".

Reporting Time Section 17.5

Modify (a) to increase time for reporting absences from ¼ hour to 1 hour prior to the start of the assigned shift.

Modify the language in (i) to read: No sick time is allowed without an accompanying Doctor's certificate if an employee calls in sick on the day prior to and/or day after the day on which the holiday is celebrated. Only whole sick days are included in this policy and it shall not apply to partial days or hours, extended leaves, or multiple sick days of less than five (5) days. It is understood, however, that management's right to investigate sick leave of any duration is not affected by this section.

Payment for Health Insurance: Section 25.3

Payment for Health Insurance, as follows:

1. Effective January 1, 2013 employees hired prior to ratification of this agreement shall pay 15% of the Core Plan premium. Employee's annual contribution toward the premium cost for the Core Plan shall be capped as follows:

Year	Single	Family
2013	950	2600
2014	1100	3000
2015	1250	3500
2016	1450	4000
2017	1450	4000

a) In addition, employees who choose the Enhanced Plan shall pay the difference in the cost between the Core Plan and the Enhanced Plan. The employee will bear the expense, through bi-weekly payroll deductions, of any amount in excess of the employer contribution.

b) For employees who choose the Value Plan, the employer shall reduce their percentage contribution (15% of the Core Plan premium) by an amount equal to fifty percent (50%) of the difference in the monthly premium cost, single or family, based on the employee's enrollment status, between the Core Plan and the Value Plan.

2. Employees hired after ratification of this Agreement shall have the Value Plan as their base plan and shall contribute 15% of the Value Plan premium. Section 25.3 (c) shall not apply to employees hired after ratification.

- a. In addition, new employees who choose either the Core Plan or the Enhanced Plan shall pay the difference in the cost between the Value Plan and the Core Plan or Enhanced Plan. The employee will bear the expense, through bi-weekly payroll deductions, of any amount in excess of the employer contribution.
- b. Employees who file and actually retire within 30 days of contract ratification will receive retiree health insurance benefits as provided under the previous contract provisions.

3. 25.3(e) Open Enrollment: Employees may select from among the insurance plans, annually, during the open enrollment period. The open enrollment period will take place after the annual rates are received from the insurance provider.

4. The parties agree that in the event that the Erie County Fiscal Control Board suspends or nullifies pay increases, or step/increment increases contained in the collective bargaining agreement, and can legally do the same onto ECMCC, the premium amounts employees contribute toward their health insurance shall immediately freeze at the amount in effect at the time of such action and remain frozen until such time that the pay increases, or step/increment increases have been restored.

5. The negotiated provisions of the collective bargaining agreement regarding dental coverage will remain in effect.

6. Waiver, replace Section 25.9:

Effective January 1, 2013, employees who waive insurance coverage shall be eligible for a monthly stipend as follows:

a) Employees eligible for single coverage shall receive \$150 to be paid in two equal installments of \$75 each.

b) Employees eligible for family coverage shall receive \$300 to be paid in two equal installments of \$150 each.

*NOTE: However, where such employee is eligible to be covered by another County employee, no waiver payments shall be due. Employees are required to notify the Employer within 30 days of the occurrence of an event leading to this situation.

*NOTE: After retirement, employees, their spouses and any qualified legal dependents covered by the Employer Plans are required to enroll in Medicare Parts A and B when first eligible.

Retiree Health Insurance Section 25.5 modify as follows:

1. Pre-Medicare Retirees: Employees hired prior to ratification of this Agreement, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so prior to December 31, 2017, shall have their retiree health insurance paid as follows:

The Employer shall pay one hundred percent (100%) of the monthly premium single rate for the Core Plan for eligible employees who retire from County/ECMCC service until age 65/Medicare Eligibility. The Employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65/Medicare Eligibility, upon written proof of family status.

2. Pre-Medicare Retirees: Employees hired prior to ratification of this Agreement, with ten (10) years of County/ECMCC service, who are eligible to retire and do so on or before December 31, 2017 shall pay 50% of the Monthly Premium for the Pre-Medicare Core (POS 203) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre-Medicare retiree may choose the Pre-Medicare Option D (Core PPO 812) Plan. Pre-Medicare retirees who choose Option D shall pay 50% of the Core (POS 203) Plan Monthly Premium plus the difference in cost between the Pre-Medicare Core (POS 203) Plan and Pre-Medicare Option D (Core PPO 812) premiums.

3. Pre-Medicare Retirees: Employees hired prior to ratification of this Agreement, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so on or after December 31, 2017 shall pay 15% of the Monthly Premium for the Pre-Medicare Core (POS 203) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre-Medicare retiree may choose the Pre-Medicare Option D (Core PPO 812) Plan. Pre-Medicare retirees who choose Option D shall pay 15% of the Core (POS 203) Plan Monthly Premium plus the difference in cost between the Pre-Medicare Core (POS 203) Plan and Pre-Medicare Option D (Core PPO 812) premiums.

4. Post-Medicare Retirees: Employees hired prior to ratification of this Agreement, with fifteen (15) years of County service, who are eligible to retire and retire prior to December 31, 2017 shall have their retiree health insurance paid as follows:

Employees and their eligible spouses shall be required to select the designated Medicare Advantage Plan or the equivalent, that includes prescription drug coverage and basic out-of-network benefits, when first eligible. Any employee who retires under this Agreement, and his or her eligible spouse (and eligible child/children if applicable) who are under age 65, will be provided with a single or family Pre-Medicare Core (POS 203) Plan for the non-age 65 member(s). A Post-Medicare/Medicare eligible retiree, and his or her eligible spouse aged 65/Medicare eligible, may choose from Option A or B (Medicare Advantage HMO plans), or C (Medicare Advantage PPO plan). Both members must select the same option, and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a Post-Medicare eligible retiree who chooses Option D (Commercial PPO) shall pay the difference in the cost between the highest premium of Option A, B, or C and the Option D (Commercial PPO) premium. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

5. Post-Medicare Retirees: Employees hired prior to ratification of this Agreement, with ten (10) years of County service, who are eligible to retire and retire prior to December 31, 2017 shall have their retiree health insurance paid as follows:

Employees and their eligible spouses shall be required to select the designated Medicare Advantage Plan or the equivalent, that includes prescription drug coverage and basic out-of-network benefits, when first eligible. Any employee who retires under this

Agreement, and his or her eligible spouse (and eligible child/children if applicable) who are under age 65, will be provided with a single or family Pre-Medicare Core (POS 203) Plan for the non-age 65 member(s). A Post-Medicare/Medicare eligible retiree, and his or her eligible spouse aged 65/Medicare eligible, may choose from Option A or B (Medicare Advantage HMO plans), or C (Medicare Advantage PPO plan). Both members must select the same option, and the employer will pay fifty (50%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a Post-Medicare eligible retiree who chooses Option D (Commercial PPO) shall pay the difference in the cost between the highest premium of Option A, B, or C and the Option D (Commercial PPO) premium. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

6. Post-Medicare Retirees: Employees hired prior to ratification of this Agreement with fifteen (15) years of County service, eligible to retire and do so on or after December 31, 2017 shall have their retiree health insurance paid as follows:

Employees and their eligible spouses shall be required to select the designated Medicare Advantage Plan or the equivalent, that includes prescription drug coverage and the basic out-of-network benefits, when first eligible. Any employee who retires under this Agreement, and his or her eligible spouse (and eligible child/children if applicable) who are under age 65, will be provided with a single or family Pre-Medicare Core (POS 203) Plan for the non-age 65 member(s). The employee shall pay 15% of Monthly Premium for the Pre-Medicare Core (POS 203) Plan, single, double or family premium rate until Age 65 or Medicare Eligibility. A Post-Medicare retiree and his or her eligible spouse aged 65/Medicare eligible may choose from Option A or B (Medicare Advantage HMO plans) or C (Medicare Advantage PPO plan). Both members must select the same option, and shall pay 15% of Monthly Premium for the selected Plan (delete the employer will pay the same amount as current employees of the monthly premium) for the single or double rate for Options A, B or C. In addition, a Post-Medicare eligible retiree may choose Option D (Commercial PPO). A retiree who chooses Option D (Commercial PPO) shall pay 15% of the Monthly Premium of the highest cost Plan (Options A, B or C) plus the difference in Cost between the highest cost Plan (Options A, B or C) and Post-65 Option D (Core PPO 812) premium. Health care coverage will be provided for the lifetime of the retiree. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

*NOTE: Employees hired after ratification of this Agreement shall not receive retiree health insurance paid by the employer.

Sick Leave Buyout at Retirement Add to Article XXV, Section 25.6 as follows:

Add #4 – Employees hired after ratification of this agreement, who retire from County service with fifteen (15) years of actual County service, shall be eligible for the following:

(a) Employees who have a minimum of 1200 hours accumulated sick leave as of the date of retirement shall receive \$5,000 towards insurance coverage provided by the County. These monies shall be placed in an HRA account.

(b) Employees who have a minimum of 1800 hours accumulated sick leave as of the date of retirement shall receive \$8,000 towards insurance coverage provided by the County. These monies shall be placed in an HRA account.

(c) Employees who have a minimum of 2400 hours accumulated sick leave as of the date of retirement shall receive \$10,000 towards insurance coverage provided by the County. These monies shall be placed in an HRA account.

PART TIME AND PER DIEM EMPLOYEES (new section)

The Employer will create both part-time and per diem positions which may be designated to the bargaining unit. These positions will be used only to supplement existing RPT and FT positions. Notice of the creation of these positions will be sent to the unit president. The employer will be limited to creation of no more PT or per diem positions than represent 10% of the ECMC CSEA bargaining unit. Positions on the payroll as of ratification are not to be included in this percentage. The employer will provide a listing of those titles. Should the need arise to augment the number of PT or per diem positions above the agreed percentage, the parties will meet and discuss a temporary solution. Every effort will be made to fill with Full Time or Regular Part Time positions before using Per Diem or Part Time.

IN WITNESS WHEREOF the representative of both parties hereunto set their hand this day of Februar 12, 2013

FOR CSEA:

Joan Bender

Joan Bender
President, CSEA Local 815

FOR ECMCC and the County of Erie:

Jody Lomeo

Jody Lomeo
CEO, Erie County Medical Center Corporation

Janel Bulger

Janel Bulger
ECMCC Section President

Carla DiCiano-Clarke

Carla DiCiano-Clarke
Employment Law Specialist

Robert Mueller

Robert Mueller
CSEA Staff Representative

David Palmer

David Palmer
Commissioner of Labor Relations, County of Erie

Approved as to form:

VP of Human Resources

APPENDIX F - ECMCC TITLE LISTINGS

YOUTH SERVICES PLANNING COORDINATOR GRP 08

APPENDIX F - ECMCC TITLE LISTINGS

Account Clerk Typist	5
Accounts Payable Clerk	8
Accounts Payable Specialist	9
Administrative Aide ECMC	5
Administrative Assistant	9
Administrative Assistant RPT	9
Administrative Clerk	7
Administrative Clerk (HIM)	7
Administrative Clerk Plastic & Reconst Surgery	7
Administrative Clerk (Operating Room)	7
Administrative Control Clerk	4
Administrative Control Clerk RPT	4
Administrative Psychologist - Addiction Services	15
Alcoholism Counselor	9
Alcoholism Counselor Intern	1
Alcoholism Counselor RPT	9
Alcoholism Counselor Spanish Speaking	9
Anatomic Pathology Assistant	7
Asst. Director Ambulatory Services	15
Asst. Director Clinical Pathology	18
Asst. Director Health Info Mgmt.	11
Asst. Director of Imaging Services	14
Asst. Director of Social Work Behavioral Health	14
Asst. Information Systems Specialist	11
Asst. Super. Trans. & Electric	12
Asst. Supv. Of Cleaning Services	10
Benefit Analyst	7
Benefits Clerk	4
Blood Bank Supervisor	12
Buyer	11
Case Aide	6
Case Management Coordinator-Rural Clinics	10
Caseworker-AIDS Center HIV	7
Central Specimen Receiving & Processing Coordinator	10
Certified Medical Office Asst	4
Certified Medical Office Asst RPT	4
Cert. Occupational Therapy Asst. RPT REHAB6REHAB	6
Cert. Occupational Therapy Asst. (COTA) REHAB	6
Chaplain	11
Chaplain RPT	11
Charge Capture Analyst	10
Charge Capture Clerk	5-3
Chemical Dependency Licensed Clinical Social Worker	11

Chief Account Clerk	7
Chief Account Clerk RPT	7
Chief Biochemist	13
Chief Hematologist	13
Chief Hematology Tech	11
Chief Histotechnologist	11
Chief Microbiology Technologist	11
Chief Public Safety Officer	12
Chief Serologist	13
Clerk	1
Clerk ECMC RPT	1
Clerk Typist	1
Clinician Psychologist (ECMC) RPT	12
Clinical Coordinator - Pharmacy Services	18-A
Clinical Informatics Educator	14
Clinical Laboratory Quality Coordinator RPT	14
Clinical Perfusionist	15-5
Clinical Pharmacy Specialist	18-A
Clinical Psychologist (ECMC)	12
Clinical Systems Analyst	14
Code Compliance Manager	15
Comm Mental Health Specialist	10
Comm Mental Health Technician Behavioral Health	6
Computed Tomography Technologist	RAD3
Computed Tomography Technologist RPT	RAD3
Computer Support Technician	10
Control Clerk ECMC	4
Coord Violence & Victimization Program	9
Coord. Respiratory Therapy Services	13
Coordinator of Volunteer Training & Development	8
Coordinator-Rehabilitation Services (Youth)	12
Cytotechnologist	10
Data Management Clerk	5
Database Administrator	14
Denial Prevention Manager	9
Denials Preventional Analyst	6
Dental Hygienist	7
Dental laboratory Technician	7
Director of Special Therapy Programs	14
Director of Environmental Services	14
Director of Info Systems Development	16
Director of Managed Care	16
Director of Medical Records (ECMC)	15
Director of Pastoral Care RPT	13
Director of Public Relations & Communications	15
Director of Recreational Activities	10
Director of Recreational Activities - LTC	8
Director of Rehabilitation Services (ECMC)	16

Director of Social Work LTC	12
Director of Special Therapy Programs	14
Discharge Planner	7
Discharge Planner- Rehabilitation Services	7
Discharge Planner RPT	7
Drug Counselor	9
Drug Counselor Aids Center	9
Echocardiograph Tech	13-3
Echocardiograph Tech RPT	13
Electrocardiograph Technician (EKG)	5
Electrocardiograph Technician RPT	5
Electroencephalograph Special Procedures Technician	11
Electroencephalographic Tech (EEG Tech)	10
Electroencephalographic Tech RPT (EEG Tech)	10
Electronic Medical Records Specialist	10
Emergency Preparedness Coord	13
Emergency Room Technician	4
Executive Asst Administration ECMC	10
Executive Director Institutional Advancement	19
Expediter	8
Grant Coordinator	11
Health Information MGT Clerk	3
Health Information MGT Clerk RPT	3
Health Information MGT Tech	7-3
Health Information Mgt Tech II	8
Health Information Mgt Tech III	9
Healthcare Business Systems Analyst	14
Healthcare Information Reporting Manager	14
Healthcare Information Reporting Specialist	10
Histotechnologist	9
HIV/AIDS Peer Navigator	3
HIV Counselor	6
Hospital Account Collector	5
Hospital Budget Clerk	6
Hospital Cashier	4
Hospital Collections Manager	6
Hospital Insurance Clerk	4
Hospital Insurance Clerk RPT	4
Hospital Public Safety Investigator	9
Hospital Social Worker	10
Hospital Social Worker Aide	4
Hospital Utilization Review Clerk	4
Information Systems Analyst	14
Information Systems Assistant	8
Information Systems Asst RPT	8
Job Training Specialist (VRRP)	6
Jr. Admin. Asst.	7
Jr. Admin. Asst. I	7

Jr. Buyer	9
Jr. Clinical Systems Analyst	12
Jr. Graphic Design Tech	6
Jr. PACS Administrator	12
Jr. Systems Analyst	12
Lab Assistant	5
Lab Information System (LIS) Specialist	8
Lab Information Systems Manager ECMC	12
Lab Tech (Chemistry)	9
Lab Tech (Hemo & Blood Bank)	9
Lab Tech (Hemo/BB) RPT	9
Lab Tech (Micro)	9
Lab Tech (Micro) RPT	9
Lab Technologist	9
Lab Technologist RPT	9
Lead Electrocardiograph Tech	6
Lead Physical Therapist	REHAB
Licensed Mental Health Counselor BH	10
Licensed Mental Health Counselor BH RPT	10
LPN	6-3
LPN RPT	6-3
Magnetic Resonance Imaging (MRI) Technologist	RAD3
Magnetic Resonance Imaging (MRI) Technologist RPT	RAD3
Mail Clerk	1
Maintenance Supervisor Hospital	12
Mammography Technologist	9-5
Mammography Technologist RPT	9
Manager Charge Master & Code Maintenance	14
Medical Librarian RPT	9
Medical Office Assistant	4
Medical Office Assistant RPT	4
Medical Social Worker	9
Medical Social Worker RPT	9
Medical Social Worker-AIDS Center	9
Medical Specialist	17-5
Medical Specialist RPT	17-5
Monitor Systems Technician	11
Network Analyst	14
Network Manager	15-1
Nuclear Medicine Technologist	RAD4
Nursing Staffing Office Clerk	4
Nursing Staffing Office Clerk RPT	4
Nursing Staffing Office Specialist	9
Occupational Therapist	REHAB
Occupational Therapist Early Intervention and Preschool RPT	10
Occupational Therapist RPT	REHAB
Office Manager-Rehab Medicine	8
Operating Rm Tech RPT	7

Operating Room Technician	7
Paralegal Collections	7
Patient Access Coordinator	9
Patient Access Financial Counselor	5
Patient Access Financial Svcs Specialist	5
Patient Access Financial Svcs Specialist RPT	5
Patient Access Services Manager	10
Patient Access Services Representative	5
Patient Access Services Representative RPT	5
Patient Advocate	7
Patient Financial Services Systems Analyst	11
Patient Flow Coordinator	13
Payroll Specialist	7
Personnel Clerk	6
Pharmaceutical Inventory Clerk ECMC RPT	4
Pharmaceutical Stores Clerk	7
Pharmacist (ECMC)	17-A
Pharmacist (ECMC) RPT	17-A
Pharmacy Resident	8-3
Phlebotomist	3
Phlebotomist (RPT)	3 hourly
Physical Therapist	REHAB
Physical Therapist Early Int & Preschool RPT	11-3
Physical Therapist RPT	REHAB
Physical Therapy Assistant	REHAB
Practice Coordinator	8
Principal Clerk	6
Principal Health Info Mgmt Tech	8
Principal Personnel Clerk ECMCC	9
Professional Services Billing Specialist	7
Program Coordinator-Dept of Immunodeficiency Services	11
Program Manager-AIDS Center	12
Program Manager-Primary Care	12
Project Manager	14
Psychiatric Social Worker	10
Psychiatric Social Worker RPT	10
Psychiatric Social Worker-Chemical Dependency	10
Psychiatric Social Worker-Clinic	11
Purchasing Supervisor	12
Radiologic Technologist	RAD1
Radiologic Technologist RPT	RAD1
Receptionist	3
Receptionist RPT	3
Recreation Leader	6
Recreational Therapist	9
Rehab Counselor	9
Rehabilitation Technician	4
Respiratory Care Practitioner	8-2

Respiratory Care Practitioner RPT	8-2
Revenue Cycle Supervisor-Denial Prevention	8
Revenue Cycle Systems Liaison	5
Revenue Cycle Systems Liaison RPT	5
RFP/IFB Coordinator	8
Secretarial Stenographer	7
Social Casework Manager AIDS Ctr	11
Social Work Assistant	8
Social Work Assistant (long Term Care)	8
Social Work Assistant (long Term Care) RPT	8
Social Work Supervisor	13
SPD Supervisor	8
Special Procedures Technologist	RAD1
Special Procedures Technologist- Angiographer	RAD2
Speech Pathologist	REHAB
Speech Pathologist RPT	REHAB
Sr. Accounting Analyst	13
Sr. Bacteriology Technologist	10
Sr. Biochemist	12
Sr. Biochemistry Technologist	10
Sr. Biochemistry Technologist RPT	10
Sr. Biomedical Technician	12
Sr. Caseworker	9
Sr. Clerk	3
Sr. Clerk Steno RPT	4
Sr. Clerk Stenographer	4
Sr. Clerk Typist	4
Sr. Clerk Typist RPT	4
Sr. Data Entry Operator	5
Sr. Environmental Services Supervisor	7
Sr. Environmental Services Supervisor RPT	7
Sr. Health Information Management Clerk	5
Sr. Hematology Tech	10
Sr. Hematology Tech RPT	10
Sr. Hosp Insurance Clerk	5
Sr. Hospital Account Collector	7
Sr. Hospital Cashier	5
Sr. Hospital Public Safety Officer	10
Sr. Info Sys Specialist	13
Sr. Info Sys Specialist RPT	13
Sr. Inpatient Billing Clerk	5
Sr. Magnetic Resonance Imaging Technologist	13-5
Sr. Medical Secretary	4
Sr. Medical Secretary RPT	4
Sr. Nuclear Medicine Technologist	RAD5
Sr. Occupational Therapist	REHAB
Sr. Paralegal-Collections	9
Sr. Patient Access Services Representative	6

Sr. Patient Access Services Supervisor	8
Sr. Payroll Specialist	8
Sr. Pharmacist ECMC	18-A
Sr. Physical Therapist	REHAB
Sr. Physical Therapist RPT	REHAB
Sr. Radiologic Technologist	RAD3
Sr. Radiologic Technologist Imaging Specialist	RAD7
Sr. Radiologic Technologist RPT	RAD3
Sr. Respiratory Care Practitioner	9-3 VAR MIN
Sr. Serology Technician	10
Sr. Special Procedures Tech	RAD6
Sr. Speech Pathologist	REHAB
Sr. Speech Pathologist Plastic & Reconstructive Surgery RPT	REHAB
12	
Sr. Stationary Engineer	12
Sr. Technical Asst Info Systems	7
Sr. Technical Asst Info Systems RPT	7
Sr. Technical Support Specialist	10
Sr. Telephone Operator	7
Sr. Transplant Assistant	7
Supervising Administrative Control Clerk	7
Supervising Alco Counselor	11
Supervising Alco Counselor RPT	11
Supervising Drug Counselor	11
Supervisor General Ledger Accounts RPT	10
Supervising Hospital Cashier	7
Supervising Medical Office Assistant	7
Supervising Phlebotomist	7
Supervising Psychiatric Discharge Planner	8
Supervising Psychiatric Social Worker	11
Supervising Transcriptionist	5
Supervisor General ledger Accounts (ECMC)	10
Supervisor of Bldg Construction & Maintenance	12
Supervisor of Design	15
Supervisor HVAC Systems	12
Supervisor of Supplies	8
Surgical Service Product Manager	11
Systems Administrator	15
Technical Assistant-Information Systems	6
Technical Dir Echocardiography RPT	14
Technical Specialist/Computers	10
Technical Support Manager	14
Technical Support Services Analyst	14
Telephone Operator	3
Transplant Assistant	5
Transplant & Renal Services Financial Specialist	7
Ultra-Sonographer	12-4
Vocational Case Manager -VRRP	8

APPENDIX G - ECMCC SALARY SCHEDULE - 2013

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	25747	27201	28104	29023	29932	30839	31290	31750	32199	32657	33106
	\$ 990.27	\$ 1,048.19	\$ 1,080.92	\$ 1,116.27	\$ 1,151.23	\$ 1,186.12	\$ 1,203.46	\$ 1,221.15	\$ 1,238.42	\$ 1,256.04	\$ 1,273.31
	\$ 12.378	\$ 13.077	\$ 13.511	\$ 13.953	\$ 14.390	\$ 14.826	\$ 15.043	\$ 15.264	\$ 15.480	\$ 15.700	\$ 15.916
GRP 02	26190	27669	28626	29564	30512	31450	31920	32407	32869	33339	33813
	\$ 1,007.31	\$ 1,064.19	\$ 1,101.00	\$ 1,137.08	\$ 1,173.54	\$ 1,209.62	\$ 1,227.69	\$ 1,246.42	\$ 1,264.19	\$ 1,282.27	\$ 1,300.50
	\$ 12.591	\$ 13.302	\$ 13.762	\$ 14.213	\$ 14.669	\$ 15.120	\$ 15.346	\$ 15.580	\$ 15.802	\$ 16.028	\$ 16.258
GRP 03	27051	28582	29576	30575	31560	32576	33071	33584	34073	34574	35072
	\$ 1,040.42	\$ 1,099.31	\$ 1,137.54	\$ 1,175.96	\$ 1,213.85	\$ 1,252.92	\$ 1,271.96	\$ 1,291.69	\$ 1,310.50	\$ 1,329.77	\$ 1,348.92
	\$ 13.005	\$ 13.741	\$ 14.219	\$ 14.699	\$ 15.173	\$ 15.661	\$ 15.899	\$ 16.146	\$ 16.381	\$ 16.622	\$ 16.861
GRP 04	28083	29666	30737	31793	32863	33930	34462	34978	35517	36045	36571
	\$ 1,080.12	\$ 1,141.77	\$ 1,182.19	\$ 1,222.81	\$ 1,263.96	\$ 1,305.00	\$ 1,325.46	\$ 1,345.31	\$ 1,368.04	\$ 1,386.35	\$ 1,406.58
	\$ 13.501	\$ 14.272	\$ 14.777	\$ 15.285	\$ 15.799	\$ 16.312	\$ 16.568	\$ 16.816	\$ 17.075	\$ 17.329	\$ 17.582
GRP 05	29535	31228	32401	33547	34722	35887	36517	37154	37790	38424	39057
	\$ 1,135.96	\$ 1,201.08	\$ 1,246.19	\$ 1,290.27	\$ 1,335.46	\$ 1,380.27	\$ 1,404.50	\$ 1,429.00	\$ 1,453.46	\$ 1,477.85	\$ 1,502.19
	\$ 14.199	\$ 15.013	\$ 15.577	\$ 16.128	\$ 16.693	\$ 17.253	\$ 17.558	\$ 17.862	\$ 18.168	\$ 18.473	\$ 18.777
GRP 06	31502	33318	34705	36078	37451	38840	39854	40461	41247	42052	42855
	\$ 1,211.62	\$ 1,281.46	\$ 1,334.81	\$ 1,387.62	\$ 1,440.42	\$ 1,493.85	\$ 1,525.15	\$ 1,556.19	\$ 1,586.42	\$ 1,617.38	\$ 1,648.27
	\$ 15.145	\$ 16.018	\$ 16.685	\$ 17.345	\$ 18.005	\$ 18.673	\$ 19.064	\$ 19.452	\$ 19.830	\$ 20.217	\$ 20.603
GRP 07	33586	35537	37228	38922	40611	42291	43211	44126	45045	45958	46880
	\$ 1,291.77	\$ 1,366.81	\$ 1,431.85	\$ 1,497.00	\$ 1,561.96	\$ 1,626.58	\$ 1,661.96	\$ 1,697.15	\$ 1,732.50	\$ 1,767.62	\$ 1,803.08
	\$ 16.147	\$ 17.085	\$ 17.898	\$ 18.712	\$ 19.524	\$ 20.332	\$ 20.774	\$ 21.214	\$ 21.656	\$ 22.095	\$ 22.538
GRP 08	35843	37938	39916	41896	43860	45821	46836	47845	48856	49871	50886
	\$ 1,378.58	\$ 1,459.15	\$ 1,535.23	\$ 1,611.38	\$ 1,686.92	\$ 1,762.35	\$ 1,801.38	\$ 1,840.19	\$ 1,879.08	\$ 1,918.12	\$ 1,957.23
	\$ 17.232	\$ 18.239	\$ 19.190	\$ 20.142	\$ 21.086	\$ 22.029	\$ 22.517	\$ 23.002	\$ 23.488	\$ 23.976	\$ 24.465
GRP 09	38287	40546	42759	44964	47165	49378	50480	51589	52683	53785	54888
	\$ 1,472.58	\$ 1,559.46	\$ 1,644.58	\$ 1,729.38	\$ 1,814.04	\$ 1,899.15	\$ 1,941.54	\$ 1,984.19	\$ 2,026.27	\$ 2,068.65	\$ 2,111.08
	\$ 18.407	\$ 19.493	\$ 20.557	\$ 21.617	\$ 22.675	\$ 23.739	\$ 24.289	\$ 24.802	\$ 25.328	\$ 25.858	\$ 26.388

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GRP 10	40885	43300	45713	48107	50511	52928	54137	55333	56543	57748	58952
	\$ 1,572.50	\$ 1,665.38	\$ 1,758.19	\$ 1,850.27	\$ 1,942.73	\$ 2,035.69	\$ 2,082.19	\$ 2,128.19	\$ 2,174.73	\$ 2,221.08	\$ 2,267.38
	\$ 19.658	\$ 20.817	\$ 21.977	\$ 23.128	\$ 24.284	\$ 25.446	\$ 26.027	\$ 26.602	\$ 27.184	\$ 27.763	\$ 28.342
GRP 11	44870	47541	50131	52756	55341	57945	59252	60554	61849	63152	64452
	\$ 1,725.77	\$ 1,828.50	\$ 1,928.12	\$ 2,029.08	\$ 2,128.50	\$ 2,228.65	\$ 2,278.92	\$ 2,329.00	\$ 2,378.81	\$ 2,428.92	\$ 2,478.92
	\$ 21.572	\$ 22.856	\$ 24.101	\$ 25.363	\$ 26.606	\$ 27.858	\$ 28.486	\$ 29.112	\$ 29.735	\$ 30.361	\$ 30.986
GRP 12	47876	50740	53623	56512	59387	62288	63713	65148	66596	68037	69485
	\$ 1,841.38	\$ 1,951.54	\$ 2,062.42	\$ 2,173.54	\$ 2,284.12	\$ 2,394.92	\$ 2,450.50	\$ 2,505.62	\$ 2,561.38	\$ 2,616.81	\$ 2,672.50
	\$ 23.017	\$ 24.394	\$ 25.780	\$ 27.169	\$ 28.551	\$ 29.936	\$ 30.631	\$ 31.320	\$ 32.017	\$ 32.710	\$ 33.406
GRP 13	52113	55248	58399	61567	64736	67884	69466	71053	72638	74230	75817
	\$ 2,004.35	\$ 2,124.92	\$ 2,246.12	\$ 2,367.96	\$ 2,489.85	\$ 2,610.92	\$ 2,671.77	\$ 2,732.81	\$ 2,793.77	\$ 2,855.00	\$ 2,916.04
	\$ 25.054	\$ 26.561	\$ 28.076	\$ 29.599	\$ 31.123	\$ 32.636	\$ 33.397	\$ 34.160	\$ 34.922	\$ 35.687	\$ 36.450
GRP 14	57902	61406	64972	68510	72048	75609	77379	79163	80954	82737	84517
	\$ 2,227.00	\$ 2,361.77	\$ 2,498.92	\$ 2,635.00	\$ 2,771.08	\$ 2,908.04	\$ 2,976.12	\$ 3,044.73	\$ 3,113.62	\$ 3,182.19	\$ 3,250.65
	\$ 27.837	\$ 29.522	\$ 31.236	\$ 32.937	\$ 34.638	\$ 36.350	\$ 37.201	\$ 38.059	\$ 38.920	\$ 39.777	\$ 40.633
GRP 15	63956	67844	71808	75769	79735	83700	85882	87664	89651	91633	93613
	\$ 2,459.85	\$ 2,609.38	\$ 2,761.85	\$ 2,914.19	\$ 3,066.73	\$ 3,219.23	\$ 3,295.46	\$ 3,371.69	\$ 3,448.12	\$ 3,524.35	\$ 3,600.50
	\$ 30.748	\$ 32.617	\$ 34.523	\$ 36.427	\$ 38.334	\$ 40.240	\$ 41.193	\$ 42.146	\$ 43.101	\$ 44.054	\$ 45.006
GRP 16	70471	74777	79159	83560	87949	92326	94522	96725	98930	101128	103331
	\$ 2,710.42	\$ 2,876.04	\$ 3,044.58	\$ 3,213.85	\$ 3,382.65	\$ 3,551.00	\$ 3,635.46	\$ 3,720.19	\$ 3,805.00	\$ 3,889.54	\$ 3,974.27
	\$ 33.880	\$ 35.950	\$ 38.057	\$ 40.173	\$ 42.283	\$ 44.387	\$ 45.443	\$ 46.502	\$ 47.562	\$ 48.619	\$ 49.678
GRP 17	76913	81628	86464	91319	96161	101016	103433	105864	108281	110702	113126
	\$ 2,958.19	\$ 3,139.54	\$ 3,325.54	\$ 3,512.27	\$ 3,698.50	\$ 3,885.23	\$ 3,978.19	\$ 4,071.69	\$ 4,164.65	\$ 4,257.77	\$ 4,351.00
	\$ 36.977	\$ 39.244	\$ 41.569	\$ 43.903	\$ 46.231	\$ 48.565	\$ 49.727	\$ 50.896	\$ 52.058	\$ 53.222	\$ 54.387
GRP 18	83640	88790	94094	99398	104693	110001	112656	115310	117970	120626	123284
	\$ 3,216.92	\$ 3,415.00	\$ 3,619.00	\$ 3,823.00	\$ 4,026.65	\$ 4,230.81	\$ 4,332.92	\$ 4,435.00	\$ 4,537.31	\$ 4,639.46	\$ 4,741.69
	\$ 40.211	\$ 42.687	\$ 45.237	\$ 47.787	\$ 50.333	\$ 52.885	\$ 54.161	\$ 55.437	\$ 56.716	\$ 57.993	\$ 59.271
GRP 19	91030	96652	102439	108250	114035	119840	122741	125626	128536	131438	134340
	\$ 3,501.15	\$ 3,717.38	\$ 3,939.96	\$ 4,163.46	\$ 4,385.96	\$ 4,609.23	\$ 4,720.81	\$ 4,831.77	\$ 4,943.69	\$ 5,055.31	\$ 5,166.92
	\$ 43.764	\$ 46.467	\$ 49.249	\$ 52.043	\$ 54.824	\$ 57.615	\$ 59.010	\$ 60.397	\$ 61.798	\$ 63.191	\$ 64.586

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GRP 20	98489	104583	110910	117225	123544	129882	133023	136187	139346	142508	145665
	\$ 3,768.04	\$ 4,022.42	\$ 4,265.77	\$ 4,508.65	\$ 4,751.69	\$ 4,995.46	\$ 5,116.27	\$ 5,237.96	\$ 5,359.46	\$ 5,481.08	\$ 5,602.50
	\$ 47,350	\$ 50,280	\$ 53,322	\$ 56,358	\$ 59,396	\$ 62,443	\$ 63,953	\$ 65,474	\$ 66,993	\$ 68,513	\$ 70,031
GRP 21	105952	112520	119366	126192	133044	139874	143288	146713	150120	153538	156955
	\$ 4,075.08	\$ 4,327.69	\$ 4,591.00	\$ 4,853.54	\$ 5,117.08	\$ 5,379.77	\$ 5,511.08	\$ 5,642.81	\$ 5,773.85	\$ 5,905.31	\$ 6,036.73
	\$ 50,938	\$ 54,096	\$ 57,387	\$ 60,669	\$ 63,963	\$ 67,247	\$ 68,888	\$ 70,535	\$ 72,173	\$ 73,816	\$ 75,459
GRP 22	112857	119867	127157	134448	141724	149010	152654	158300	159953	163593	167239
	\$ 4,340.65	\$ 4,610.27	\$ 4,890.65	\$ 5,171.08	\$ 5,450.92	\$ 5,731.15	\$ 5,871.31	\$ 6,011.54	\$ 6,152.04	\$ 6,292.04	\$ 6,432.27
	\$ 54,258	\$ 57,628	\$ 61,133	\$ 64,638	\$ 68,136	\$ 71,639	\$ 73,391	\$ 75,144	\$ 76,900	\$ 78,650	\$ 80,403

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APPENDIX H - ECMCC SALARY SCHEDULE - 2014

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	26261.84 \$ 1,010.07 12.626	27745.02 \$ 1,067.12 13.339	28668.08 \$ 1,102.54 13.782	29603.48 \$ 1,138.59 14.232	30530.64 \$ 1,174.26 14.678	31455.78 \$ 1,209.84 15.123	31915.80 \$ 1,227.53 15.344	32385.00 \$ 1,245.58 15.570	32842.98 \$ 1,263.19 15.790	33310.14 \$ 1,281.16 16.014	33768.12 \$ 1,298.77 16.235
GRP 02	26713.8 \$ 1,027.45 12.843	28222.38 \$ 1,085.48 13.568	29198.52 \$ 1,123.02 14.038	30155.28 \$ 1,159.82 14.498	31122.24 \$ 1,197.01 14.963	32079 \$ 1,233.81 15.423	32558.4 \$ 1,252.25 15.653	33055.14 \$ 1,271.35 15.892	33526.38 \$ 1,289.48 16.118	34005.78 \$ 1,307.91 16.349	34489.26 \$ 1,326.51 16.581
GRP 03	27592.02 \$ 1,061.23 13.285	29153.64 \$ 1,121.29 14.016	30167.52 \$ 1,160.29 14.504	31186.5 \$ 1,199.48 14.984	32191.2 \$ 1,238.12 15.477	33227.52 \$ 1,277.98 15.975	33732.42 \$ 1,297.40 16.218	34255.88 \$ 1,317.53 16.469	34754.46 \$ 1,338.71 16.709	35265.48 \$ 1,358.36 16.955	35773.44 \$ 1,375.90 17.199
GRP 04	28644.86 \$ 1,101.72 13.771	30279.72 \$ 1,164.60 14.558	31351.74 \$ 1,205.84 15.073	32428.66 \$ 1,247.26 15.591	33520.26 \$ 1,289.24 16.116	34608.6 \$ 1,331.10 16.639	35151.24 \$ 1,351.97 16.900	35877.58 \$ 1,372.21 17.153	36227.34 \$ 1,393.38 17.417	36765.9 \$ 1,414.07 17.676	37302.42 \$ 1,434.71 17.934
GRP 05	30125.7 \$ 1,158.68 14.484	31852.56 \$ 1,225.10 15.314	33049.02 \$ 1,271.12 15.888	34217.94 \$ 1,316.07 16.451	35416.44 \$ 1,362.17 17.027	36604.74 \$ 1,407.87 17.598	37247.34 \$ 1,432.59 17.907	37897.08 \$ 1,457.58 18.220	38545.8 \$ 1,482.53 18.532	39192.48 \$ 1,507.40 18.843	39838.14 \$ 1,532.24 19.153
GRP 06	32132.04 \$ 1,235.85 15.448	33984.36 \$ 1,307.09 16.339	35399.1 \$ 1,361.50 17.019	36798.56 \$ 1,415.37 17.692	38200.02 \$ 1,469.23 18.365	39616.8 \$ 1,523.72 19.047	40447.08 \$ 1,555.68 19.446	41270.22 \$ 1,587.32 19.841	42071.94 \$ 1,618.15 20.227	42893.04 \$ 1,649.73 20.622	43712.1 \$ 1,681.23 21.015
GRP 07	34257.72 \$ 1,317.90 16.470	36247.74 \$ 1,394.14 17.427	37972.56 \$ 1,460.48 18.256	39700.44 \$ 1,526.94 19.087	41423.22 \$ 1,593.20 19.915	43136.82 \$ 1,659.11 20.739	44075.22 \$ 1,695.20 21.180	45008.52 \$ 1,731.10 21.639	45945.9 \$ 1,767.15 22.089	46877.16 \$ 1,802.97 22.537	47817.6 \$ 1,839.14 22.989
GRP 08	36559.86 \$ 1,406.15 17.577	38696.76 \$ 1,488.34 18.604	40714.32 \$ 1,565.94 19.574	42733.92 \$ 1,643.81 20.545	44737.2 \$ 1,720.66 21.508	46737.42 \$ 1,797.59 22.470	47772.72 \$ 1,837.41 22.968	48601.9 \$ 1,877.00 23.462	49833.12 \$ 1,918.66 23.958	50868.42 \$ 1,956.48 24.456	51905.76 \$ 1,996.38 24.955
GRP 09	39052.74 \$ 1,502.03 18.775	41356.92 \$ 1,590.65 19.883	43614.18 \$ 1,677.47 20.968	45863.28 \$ 1,763.97 22.050	48108.3 \$ 1,850.32 23.129	50365.56 \$ 1,937.14 24.214	51489.6 \$ 1,980.37 24.755	52620.78 \$ 2,023.88 25.298	53736.66 \$ 2,066.79 25.835	54860.7 \$ 2,110.03 26.375	55985.76 \$ 2,153.30 26.916

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XMO Pg 118, 119,
120, 121

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GRP 10	41702.7 \$ 1,603.95 20.048	44166 \$ 1,698.69 21.234	46627.26 \$ 1,793.36 22.417	49068.14 \$ 1,887.27 23.591	51521.22 \$ 1,981.59 24.770	53986.56 \$ 2,076.41 25.955	55219.74 \$ 2,123.84 26.548	56439.66 \$ 2,170.76 27.134	57673.86 \$ 2,218.23 27.728	58902.96 \$ 2,265.50 28.319	60131.04 \$ 2,312.73 28.909
GRP 11	45767.4 \$ 1,760.28 22.004	48491.82 \$ 1,865.07 23.313	51133.62 \$ 1,966.88 24.583	53811.12 \$ 2,069.66 25.871	56447.82 \$ 2,171.07 27.138	59103.9 \$ 2,273.23 28.415	60437.04 \$ 2,324.50 29.056	61765.08 \$ 2,375.58 29.695	63085.98 \$ 2,426.38 30.330	64415.04 \$ 2,477.50 30.969	65741.04 \$ 2,528.50 31.606
GRP 12	48833.52 \$ 1,878.21 23.478	51754.8 \$ 1,990.57 24.882	54695.46 \$ 2,103.67 26.296	57642.24 \$ 2,217.01 27.713	60574.74 \$ 2,329.80 29.122	63513.36 \$ 2,442.82 30.535	64987.26 \$ 2,499.51 31.244	66448.92 \$ 2,555.73 31.947	67927.92 \$ 2,612.61 32.658	69397.74 \$ 2,669.14 33.364	70874.7 \$ 2,725.95 34.074
GRP 13	53155.26 \$ 2,044.43 25.555	56352.96 \$ 2,167.42 27.093	59568.98 \$ 2,291.04 28.638	62798.34 \$ 2,415.32 30.192	86030.72 \$ 2,539.64 31.746	69241.68 \$ 2,663.14 33.289	70855.32 \$ 2,725.20 34.065	72474.06 \$ 2,787.46 34.843	74090.76 \$ 2,849.64 35.621	75714.6 \$ 2,912.10 36.401	77333.34 \$ 2,974.36 37.179
GRP 14	59060.04 \$ 2,271.54 28.394	62634.12 \$ 2,409.00 30.113	66271.44 \$ 2,548.80 31.861	69880.2 \$ 2,687.70 33.598	73488.96 \$ 2,826.50 35.331	77121.18 \$ 2,966.20 37.077	78926.58 \$ 3,035.64 37.945	80746.26 \$ 3,105.83 38.820	82573.06 \$ 3,175.89 39.699	84391.74 \$ 3,245.84 40.573	86207.34 \$ 3,315.87 41.446
GRP 15	65235.12 \$ 2,509.04 31.363	69200.88 \$ 2,661.57 33.270	73244.16 \$ 2,817.08 35.214	77284.38 \$ 2,972.48 37.156	81329.7 \$ 3,128.07 39.101	85374 \$ 3,283.62 41.045	87395.64 \$ 3,361.37 42.017	89417.28 \$ 3,439.13 42.989	91444.02 \$ 3,517.08 43.963	93465.66 \$ 3,594.83 44.935	95485.26 \$ 3,672.51 45.906
GRP 16	71880.42 \$ 2,764.63 34.558	76272.54 \$ 2,933.56 36.669	80742.18 \$ 3,105.47 38.818	85231.2 \$ 3,278.12 40.977	89707.98 \$ 3,450.31 43.129	94172.52 \$ 3,622.02 45.275	96412.44 \$ 3,708.17 46.352	98659.5 \$ 3,794.60 47.432	100908.6 \$ 3,881.10 48.514	103150.56 \$ 3,967.33 49.592	105397.62 \$ 4,053.75 50.672
GRP 17	78451.26 \$ 3,017.36 37.717	83260.56 \$ 3,202.33 40.029	88193.28 \$ 3,392.05 42.401	93145.38 \$ 3,582.51 44.781	98084.22 \$ 3,772.47 47.158	103036.32 \$ 3,962.94 49.537	105501.66 \$ 4,057.76 50.722	107981.28 \$ 4,153.13 51.914	110446.62 \$ 4,247.95 53.099	112916.04 \$ 4,342.92 54.287	115388.52 \$ 4,438.02 55.475
GRP 18	85312.6 \$ 3,281.26 41.016	90565.8 \$ 3,463.30 43.541	95975.88 \$ 3,691.38 46.142	101385.96 \$ 3,899.46 48.743	106786.86 \$ 4,107.19 51.340	112201.02 \$ 4,315.42 53.943	114909.12 \$ 4,419.58 55.245	117616.2 \$ 4,523.70 56.546	120329.4 \$ 4,628.05 57.851	123038.52 \$ 4,732.25 59.153	125749.68 \$ 4,836.53 60.457
GRP 19	92850.6 \$ 3,571.16 44.640	98585.04 \$ 3,791.73 47.397	104487.78 \$ 4,018.76 50.235	110415 \$ 4,246.73 53.084	116315.7 \$ 4,473.68 55.921	122236.8 \$ 4,701.42 58.768	125195.82 \$ 4,815.22 60.190	128138.52 \$ 4,928.40 61.605	131106.72 \$ 5,042.57 63.032	134066.76 \$ 5,156.41 64.455	137026.8 \$ 5,270.26 65.878

GRP 20	100458.78 \$ 3,883.80 48.297	106674.68 \$ 4,102.87 51.286	113128.2 \$ 4,351.08 54.369	119569.5 \$ 4,598.83 57.485	126014.88 \$ 4,846.73 60.584	132479.64 \$ 5,095.37 63.692	135883.46 \$ 5,218.59 65.232	136910.74 \$ 5,342.72 66.784	142132.92 \$ 5,468.65 68.333	145358.16 \$ 5,590.70 69.884	148578.3 \$ 5,714.55 71.432
GRP 21	108071.04 \$ 4,156.58 51.957	114770.4 \$ 4,414.25 55.178	121753.32 \$ 4,682.82 58.535	128715.84 \$ 4,950.61 61.883	135704.88 \$ 5,219.42 65.243	142671.48 \$ 5,487.36 68.592	148153.76 \$ 5,821.30 70.268	149647.26 \$ 5,755.66 71.946	153122.4 \$ 5,889.32 73.617	156808.76 \$ 6,023.41 75.293	160094.1 \$ 6,157.47 76.968
GRP 22	115114.14 \$ 4,427.47 55.343	122264.34 \$ 4,702.47 58.781	129700.14 \$ 4,988.47 62.356	137138.96 \$ 5,274.50 65.931	144558.48 \$ 5,559.94 69.499	151990.2 \$ 5,845.78 73.072	155707.08 \$ 5,988.73 74.859	159426 \$ 6,131.77 76.647	163152.06 \$ 6,275.08 78.438	166864.86 \$ 6,417.88 80.223	170583.78 \$ 6,560.91 82.011

APPENDIX I – ECMCC SALARY SCHEDULE – 2015

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	26787.18 1030.28 12.878	28299.92 1088.46 13.608	29239.40 1124.59 14.057	30195.53 1161.37 14.517	31141.25 1197.74 14.972	32084.80 1234.03 15.425	32554.12 1252.08 15.851	33032.70 1270.49 15.881	33499.84 1288.46 16.108	33976.34 1306.78 16.335	34443.48 1324.75 16.559
GRP 02	27248.08 1048.00 13.100	28788.83 1107.18 13.840	29782.49 1145.48 14.319	30758.39 1183.01 14.768	31744.88 1220.95 15.262	32720.58 1258.48 15.731	33209.57 1277.29 15.966	33716.24 1296.78 16.210	34196.91 1315.27 16.441	34685.80 1334.07 16.876	35179.05 1353.04 16.913
GRP 03	28143.68 1082.46 13.531	29738.71 1143.72 14.296	30770.87 1183.50 14.794	31810.23 1223.47 15.293	32835.02 1262.89 15.786	33892.07 1303.54 16.294	34407.07 1323.35 16.542	34940.79 1343.68 16.798	35449.55 1363.44 17.043	35970.79 1383.49 17.294	36488.91 1403.42 17.543
GRP 04	29217.55 1123.75 14.047	30885.31 1187.90 14.849	31978.77 1229.95 15.374	33077.44 1272.21 15.903	34190.67 1315.03 16.438	35300.77 1357.72 16.872	35854.28 1379.01 17.238	36391.11 1399.66 17.496	36951.89 1421.23 17.765	37501.22 1442.35 18.029	38048.47 1463.40 18.293
GRP 05	30728.21 1181.85 14.773	32469.61 1249.60 15.620	33710.00 1298.54 16.207	34902.30 1342.40 16.780	36124.77 1389.41 17.368	37336.83 1436.03 17.950	37992.29 1461.24 18.266	38655.02 1486.73 18.584	39316.72 1512.18 18.902	39978.33 1562.88 19.219	40634.90 1582.88 19.536
GRP 06	32774.88 1260.56 15.757	34664.05 1333.23 16.665	36107.08 1388.73 17.359	37535.55 1443.68 18.046	38964.02 1498.62 18.733	40409.14 1554.20 19.427	41258.02 1586.77 19.835	42095.62 1619.06 20.238	42913.38 1650.51 20.631	43750.90 1682.73 21.034	44586.34 1714.86 21.436
GRP 07	34942.87 1343.96 16.799	36972.69 1422.03 17.775	38732.01 1489.69 18.621	40494.45 1557.48 19.468	42251.68 1625.06 20.313	43999.56 1692.29 21.154	44956.72 1729.10 21.614	45908.69 1765.72 22.071	46864.62 1802.49 22.531	47814.70 1839.03 22.988	48773.95 1875.92 23.449
GRP 08	37291.06 1434.27 17.928	39470.70 1518.10 18.976	41528.61 1597.25 19.966	43588.60 1676.48 20.956	45631.94 1755.07 21.938	47672.17 1833.54 22.919	48728.17 1874.16 23.427	49777.94 1914.54 23.932	50829.78 1954.99 24.437	51885.79 1995.61 24.945	52943.88 2036.30 25.454
GRP 09	39833.79 1532.07 19.151	42184.06 1622.46 20.281	44486.46 1711.02 21.388	46760.55 1799.25 22.491	49070.47 1887.33 23.592	51372.87 1975.68 24.698	52519.39 2019.98 25.250	53873.20 2064.35 25.804	54811.39 2108.13 26.352	55957.91 2152.23 26.903	57105.48 2196.36 27.455

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GRP 10	42538.75 1636.03 20.450	45049.32 1732.67 21.658	47559.81 1829.22 22.865	50050.52 1925.02 24.063	52551.64 2021.22 25.265	55068.29 2117.93 26.474	56324.13 2166.31 27.079	57568.45 2214.17 27.677	58827.34 2262.59 28.282	60081.02 2310.81 28.885	61333.66 2358.99 29.487
GRP 11	46862.75 1795.49 22.444	49461.66 1902.37 23.780	52156.29 2006.01 25.075	54867.34 2111.05 26.388	57576.78 2214.49 27.681	60285.98 2318.69 28.984	61845.78 2370.99 29.637	63000.38 2423.09 30.289	64347.70 2474.91 30.936	65703.34 2527.05 31.588	67055.68 2579.07 32.238
GRP 12	49810.19 1915.78 23.947	52789.90 2030.38 25.380	55789.37 2145.74 26.822	58795.08 2261.35 28.267	61766.23 2376.39 29.705	64783.83 2491.66 31.146	66287.01 2549.50 31.869	67777.90 2606.84 32.586	69286.48 2664.86 33.311	70785.69 2722.53 34.032	72292.19 2780.47 34.756
GRP 13	54218.37 2085.32 26.067	57480.02 2210.77 27.635	60758.32 2336.66 29.211	64054.31 2463.83 30.795	67351.33 2590.44 32.380	70628.51 2716.40 33.955	72272.43 2779.71 34.746	73923.54 2843.21 35.540	75572.58 2906.64 36.333	77228.89 2970.34 37.129	78880.01 3033.85 37.923
GRP 14	60241.24 2316.97 28.962	63886.90 2457.18 30.715	67596.87 2599.88 32.498	71277.80 2741.45 34.268	74958.74 2883.03 36.038	78663.60 3025.52 37.819	80505.11 3096.35 38.704	82381.19 3167.74 39.597	84224.54 3239.41 40.483	86079.57 3310.75 41.384	87931.49 3381.98 42.275
GRP 15	66539.82 2559.22 31.990	70584.90 2714.90 33.935	74709.04 2873.42 35.918	78830.07 3031.93 37.899	82956.29 3190.63 39.863	87081.48 3349.29 41.866	89143.55 3426.60 42.857	91205.63 3507.91 43.849	93272.90 3567.42 44.843	95334.97 3668.73 45.834	97394.97 3745.96 46.825
GRP 16	73318.03 2819.92 35.249	77797.89 2992.23 37.403	82357.02 3167.58 39.595	86935.82 3343.69 41.796	91502.14 3519.31 43.991	96055.97 3694.46 46.181	98340.69 3782.33 47.279	100632.69 3870.49 48.381	102926.77 3958.72 49.484	105213.57 4046.66 50.583	107505.57 4134.83 51.685
GRP 17	80020.29 3077.70 38.471	84925.77 3266.38 40.830	89957.15 3459.89 43.249	95008.29 3654.16 45.877	100045.90 3847.82 48.099	105097.05 4042.19 50.527	107611.69 4138.91 51.736	110140.91 4236.19 52.952	112655.55 4332.91 54.161	115174.36 4429.78 55.372	117696.29 4526.78 56.585
GRP 18	87019.06 3346.89 41.836	92377.12 3552.97 44.412	97895.40 3765.21 47.065	103413.68 3977.45 49.718	108922.80 4189.33 52.367	114445.04 4401.73 55.022	117207.30 4507.97 56.350	119968.52 4614.17 57.677	122735.99 4720.61 59.008	125499.29 4833.26 60.336	128264.67 4933.26 61.666
GRP 19	94707.61 3642.60 45.533	100556.74 3887.57 48.345	106577.54 4099.14 51.239	112623.30 4331.67 54.146	118642.01 4563.15 57.039	124681.54 4795.44 59.943	127699.74 4911.53 61.394	130701.29 5026.97 62.837	133728.85 5143.42 64.293	136748.10 5259.54 65.744	139767.34 5375.67 67.196

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GRP 20	102467.96 3941.08 49.283	108808.15 4184.93 52.312	115390.76 4438.11 55.476	121960.89 4690.80 58.635	128535.18 4943.66 61.796	135129.23 5197.28 64.966	138397.13 5322.97 68.537	141688.95 5449.58 68.120	144975.58 5575.98 69.700	148265.32 5702.51 71.281	151549.87 5828.84 72.861
GRP 21	110232.46 4239.71 52.996	117065.81 4502.53 56.282	124188.39 4776.48 59.706	131290.18 5049.62 63.120	138418.98 5323.81 66.548	145524.91 5597.11 69.964	149076.84 5733.72 71.672	152640.21 5870.78 73.385	156184.85 6007.11 75.089	159740.94 6143.88 76.799	163295.98 6280.61 78.508
GRP 22	117416.42 4516.02 56.450	124709.63 4796.52 59.957	132294.14 5088.24 63.903	139879.70 5379.99 67.250	147449.65 5671.14 70.889	155030.00 5962.69 74.534	158821.22 6108.51 76.356	162614.52 6254.40 78.180	166415.10 6400.58 80.007	170202.16 6546.24 81.628	173895.46 6692.13 83.652

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APPENDIX J - ECMCC SALARY SCHEDULE - 2016

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	27322.92 1050.88 13.136	28865.92 1110.23 13.878	29824.19 1147.08 14.339	30799.44 1184.59 14.807	31764.08 1221.70 15.271	32726.59 1258.72 15.734	33205.20 1277.12 15.964	33693.35 1295.90 16.199	34189.84 1314.22 16.428	34655.87 1332.92 16.661	35132.35 1351.24 16.891
GRP 02	27793.04 1068.96 13.362	29362.56 1129.33 14.117	30378.14 1168.39 14.605	31373.55 1206.88 15.083	32379.58 1245.37 15.567	33374.99 1283.65 16.046	33873.76 1302.84 16.285	34390.57 1322.71 16.534	34880.85 1341.57 16.770	35379.61 1360.75 17.009	35882.63 1380.10 17.251
GRP 03	28706.74 1104.11 13.801	30331.45 1168.59 14.582	31386.29 1207.16 15.090	32446.43 1247.94 15.599	33491.72 1288.14 16.102	34589.91 1329.61 16.620	35095.21 1349.82 16.873	35839.61 1370.75 17.134	36156.54 1390.71 17.384	36890.21 1411.16 17.640	37218.69 1431.49 17.894
GRP 04	29801.90 1146.23 14.328	31503.02 1211.65 15.146	32618.35 1254.55 15.682	33738.99 1297.65 16.221	34874.48 1341.33 16.767	36006.79 1384.88 17.311	36571.35 1406.59 17.582	37118.93 1427.65 17.848	37690.92 1449.65 18.121	38251.24 1471.20 18.390	38809.44 1492.67 18.658
GRP 05	31342.78 1205.49 15.069	33139.40 1274.59 15.932	34384.20 1322.47 16.531	35600.34 1369.24 17.116	36847.26 1417.20 17.715	38083.57 1464.75 18.309	38752.13 1490.47 18.631	39428.12 1516.47 18.956	40103.05 1542.43 19.280	40775.86 1568.30 19.604	41447.60 1594.14 19.927
GRP 06	33430.17 1285.78 16.072	35357.33 1359.90 16.999	36829.22 1418.51 17.706	38286.26 1472.55 18.407	39743.30 1528.59 19.107	41217.32 1585.28 19.816	42081.14 1618.51 20.231	42937.54 1651.44 20.643	43771.85 1683.52 21.044	44625.92 1716.38 21.455	45478.07 1749.16 21.864
GRP 07	35641.73 1370.84 17.135	37712.15 1450.47 18.131	39506.65 1519.49 18.994	41304.34 1588.63 19.858	43096.72 1657.57 20.720	44879.55 1726.14 21.577	45855.86 1763.69 22.046	48826.86 1801.03 22.513	47802.11 1838.54 22.982	48771.00 1875.81 23.448	49749.43 1913.44 23.918
GRP 08	38036.68 1462.96 18.287	40260.11 1548.47 19.356	42359.18 1629.20 20.365	44460.37 1710.01 21.375	46544.58 1790.18 22.377	48625.61 1870.22 23.378	49702.74 1911.64 23.896	50773.50 1952.83 24.410	51846.38 1994.09 24.926	52923.50 2035.52 25.444	54002.75 2077.03 25.963
GRP 09	40630.47 1562.71 19.534	43027.74 1654.91 20.868	45378.19 1745.24 21.815	47716.16 1835.24 22.940	50051.88 1925.07 24.063	52400.33 2015.40 25.192	53569.78 2060.38 25.755	54746.66 2105.64 26.321	55907.62 2150.29 26.879	57077.07 2195.27 27.441	58247.58 2240.29 28.004

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GRP 10	43387.49 1688.75 20.859	45950.31 1787.32 22.091	48511.00 1865.81 23.323	51051.53 1963.52 24.544	53602.68 2061.64 25.771	56187.82 2160.29 27.004	57450.62 2209.64 27.620	58719.82 2258.45 28.231	60003.88 2307.84 28.848	61282.64 2357.02 29.463	62560.33 2406.17 30.077
GRP 11	47816.40 1831.40 22.893	50450.89 1940.42 24.255	53199.42 2046.13 25.577	55985.09 2153.27 26.916	58726.31 2258.78 28.235	61491.70 2365.07 29.563	62878.70 2418.41 30.230	64260.39 2471.55 30.894	65634.65 2524.41 31.555	67017.41 2577.59 32.220	68396.98 2630.65 32.883
GRP 12	50806.39 1954.09 24.426	53845.69 2070.99 25.887	56905.16 2168.66 27.358	59970.99 2306.58 28.832	63021.96 2423.92 30.299	66079.30 2541.51 31.769	67812.75 2600.49 32.506	69133.46 2658.98 33.237	70672.21 2718.16 33.977	72201.41 2776.98 34.712	73738.04 2836.08 35.451
GRP 13	55302.73 2127.03 26.588	58629.62 2254.99 28.187	61973.49 2383.60 29.795	65335.39 2512.90 31.411	68698.36 2642.24 33.028	72039.04 2770.73 34.634	73717.87 2835.30 35.441	75402.01 2900.08 36.251	77084.03 2964.77 37.060	78773.47 3029.75 37.872	80457.61 3094.52 38.682
GRP 14	61446.07 2363.31 29.541	65164.54 2506.33 31.329	68948.81 2651.68 33.146	72703.36 2799.28 34.954	76457.91 2940.69 36.759	80236.88 3086.03 38.575	82115.21 3158.28 39.478	84008.41 3231.09 40.389	85909.03 3304.19 41.302	87801.17 3376.97 42.212	89690.12 3449.62 43.120
GRP 15	67870.62 2610.41 32.630	71996.60 2789.10 34.614	76203.22 2930.89 36.636	80406.67 3092.56 38.657	84615.42 3254.44 40.680	88823.11 3418.27 42.703	90926.42 3497.17 43.715	93029.74 3578.07 44.726	95136.36 3659.17 45.740	97241.67 3740.06 46.751	99342.86 3820.68 47.761
GRP 16	74784.39 2678.32 35.954	79353.95 3052.06 38.151	84004.16 3230.93 40.387	88874.54 3410.58 42.632	93332.18 3589.70 44.871	97977.09 3768.35 47.104	100307.50 3857.98 48.225	102645.34 3947.90 49.348	104985.31 4037.90 50.474	107317.64 4127.61 51.595	109655.68 4217.53 52.719
GRP 17	81620.69 3139.26 39.241	86624.29 3331.70 41.646	91756.29 3529.09 44.114	96908.45 3727.25 46.591	102048.82 3924.88 49.061	107198.89 4123.04 51.538	109763.93 4221.69 52.771	112343.72 4320.91 54.011	114908.66 4419.56 55.245	117477.85 4518.38 56.480	120050.22 4617.32 57.716
GRP 18	88759.44 3413.62 42.673	94224.66 3624.03 45.300	99853.31 3840.51 48.006	105481.95 4057.00 50.712	111101.05 4273.12 53.414	116733.94 4489.77 56.122	119551.45 4598.13 57.477	122387.89 4706.46 58.831	125190.71 4815.03 60.188	128009.28 4923.43 61.543	130829.97 5031.92 62.899
GRP 19	96601.76 3715.45 46.443	102567.88 3944.92 49.311	108709.09 4181.12 52.264	114875.77 4418.30 55.229	121014.85 4654.42 58.160	127175.17 4891.35 61.142	130253.73 5009.76 62.622	133315.32 5127.51 64.094	136403.43 5246.29 65.579	139483.06 5364.73 67.059	142562.68 5483.18 68.540



GRP 20	104517.31 4019.90 50.249	110984.32 4268.63 53.358	117696.58 4526.87 56.566	124400.11 4784.62 59.808	131105.88 5042.53 63.032	137831.82 5301.22 66.265	141165.07 5429.43 67.668	144522.73 5558.57 69.482	147875.09 5687.50 71.094	151230.63 5816.56 72.707	154580.86 5945.42 74.318
GRP 21	112437.11 4324.50 54.056	119407.12 4592.58 57.407	126872.15 4872.01 60.900	133915.96 5150.61 64.383	141187.36 5430.28 67.879	148435.41 5709.05 71.363	152058.37 5848.40 73.105	155893.01 5988.19 74.852	159308.54 6127.25 76.591	162935.75 6266.76 78.334	166561.90 6406.23 80.078
GRP 22	119764.75 4606.34 57.579	127203.82 4892.45 61.156	134940.03 5190.00 64.875	142677.29 5487.59 68.595	150398.64 5784.56 72.307	158130.60 6081.95 76.024	161997.85 6230.68 77.663	165866.61 6379.49 79.744	169743.40 6528.59 81.607	173608.20 6677.16 83.465	177475.36 6825.96 85.325

APPENDIX K - ECMCC SALARY SCHEDULE - 2017

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	27869.38 1071.90 13.399	29443.24 1132.43 14.155	30420.67 1170.03 14.625	31415.43 1208.29 15.104	32399.36 1246.13 15.577	33381.13 1283.89 16.049	33869.30 1302.67 16.293	34367.22 1321.82 16.523	34853.23 1340.51 16.756	35348.99 1359.58 16.995	35835.00 1378.27 17.228
GRP 02	28348.90 1090.34 13.629	29949.82 1151.92 14.399	30985.70 1191.76 14.897	32001.02 1230.81 15.385	33027.17 1270.28 15.878	34042.49 1309.33 16.367	34551.23 1328.89 16.611	35078.38 1349.17 16.865	35578.46 1368.40 17.105	36087.21 1387.97 17.350	36600.28 1407.70 17.596
GRP 03	29280.87 1126.19 14.077	30938.08 1189.93 14.874	32014.01 1231.31 15.391	33095.36 1272.90 15.911	34181.56 1313.91 16.424	35261.31 1356.20 16.953	35797.11 1376.81 17.210	36352.40 1398.17 17.477	36881.71 1418.53 17.732	37424.01 1439.38 17.992	37963.06 1460.12 18.251
GRP 04	30397.94 1169.15 14.614	32133.08 1235.89 15.449	33270.72 1279.64 15.998	34413.77 1323.61 16.545	35571.97 1368.15 17.102	36726.92 1412.57 17.657	37302.78 1434.72 17.934	37881.31 1456.20 18.203	38444.74 1478.64 18.463	39016.27 1500.63 18.758	39585.63 1522.52 19.032
GRP 05	31969.63 1229.60 15.370	33802.19 1300.08 16.251	35071.88 1348.92 16.861	36312.35 1396.63 17.458	37584.21 1445.55 18.069	38845.24 1494.05 18.676	39527.18 1520.28 19.003	40216.88 1548.80 19.335	40905.11 1573.27 19.668	41591.37 1599.67 19.996	42276.55 1626.02 20.325
GRP 06	34098.78 1311.49 16.394	36064.47 1387.10 17.339	37565.81 1444.84 18.060	39051.99 1502.00 18.775	40538.17 1559.16 19.490	42041.67 1616.99 20.212	42922.76 1650.88 20.636	43796.29 1684.47 21.056	44647.08 1717.20 21.465	45518.44 1750.71 21.884	46387.63 1784.14 22.302
GRP 07	36354.57 1398.25 17.478	38466.39 1479.48 18.493	40296.78 1549.88 19.373	42130.42 1620.40 20.255	43958.65 1690.72 21.134	45777.14 1760.66 22.008	46772.98 1798.96 22.487	47763.40 1837.05 22.963	48758.16 1875.31 23.441	49746.42 1913.32 23.917	50744.42 1951.71 24.396
GRP 08	38797.62 1492.22 18.653	41065.31 1579.44 19.743	43206.36 1681.78 20.772	45349.58 1744.21 21.803	47475.47 1825.98 22.825	49598.12 1907.62 23.845	50696.79 1949.88 24.373	51788.97 1991.88 24.899	52883.31 2033.97 25.425	53981.97 2076.23 25.953	55082.81 2118.57 26.482
GRP 09	41443.08 1593.86 19.925	43888.29 1688.01 21.100	46283.72 1780.14 22.252	48670.48 1871.94 23.399	51052.91 1963.57 24.545	53448.34 2055.71 25.696	54641.18 2101.58 26.270	55841.59 2147.75 26.847	57025.77 2193.30 27.416	58218.61 2239.18 27.990	59412.54 2285.10 28.564

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GRP 10	44255.24 1702.12 21.277	46869.31 1802.67 22.533	49481.22 1903.12 23.789	52072.56 2002.79 25.035	54674.73 2102.87 26.266	57290.97 2203.50 27.544	58589.83 2253.83 28.173	59894.22 2303.62 28.795	61203.96 2354.00 29.425	62508.29 2404.17 30.052	63811.54 2454.29 30.679
GRP 11	48588.73 1868.03 23.350	51459.91 1979.23 24.740	54263.41 2087.05 26.088	57104.79 2198.34 27.454	59902.88 2303.96 28.799	62721.53 2412.37 30.155	64136.27 2466.78 30.835	65545.60 2520.98 31.512	66947.35 2574.90 32.186	68357.76 2629.14 32.864	69784.92 2683.27 33.541
GRP 12	51822.52 1993.17 24.915	54922.61 2112.41 26.405	58043.26 2232.43 27.905	61170.41 2352.71 29.409	64282.40 2472.40 30.905	67400.89 2592.34 32.404	68965.00 2652.50 33.156	70516.13 2712.16 33.902	72085.65 2772.53 34.657	73645.44 2832.52 35.406	75212.80 2892.80 36.160
GRP 13	56408.79 2169.57 27.120	59802.21 2300.09 28.751	63212.96 2431.27 30.391	66642.10 2563.16 32.039	70072.33 2695.09 33.669	73479.82 2826.15 35.327	75192.23 2892.01 36.150	76910.05 2958.08 36.976	78625.71 3024.07 37.801	80348.94 3090.34 38.629	82066.76 3156.41 39.455
GRP 14	62674.99 2410.58 30.132	66467.83 2556.45 31.956	70327.78 2704.91 33.811	74157.43 2852.21 35.653	77987.07 2999.50 37.494	81841.61 3147.75 39.347	83757.52 3221.44 40.268	85688.58 3295.71 41.199	87627.21 3370.28 42.128	89557.19 3444.51 43.056	91483.92 3518.61 43.983
GRP 15	69228.03 2662.62 33.283	73438.53 2824.48 35.306	77727.29 2989.51 37.369	82014.80 3154.42 39.430	86307.73 3319.53 41.494	90599.57 3484.60 43.557	92744.95 3567.11 44.589	94890.33 3649.63 45.620	97041.13 3732.35 46.654	99186.51 3814.87 47.686	101329.72 3897.30 48.716
GRP 16	76280.08 2933.85 36.673	80941.03 3113.12 38.914	85684.25 3295.55 41.194	90448.03 3478.77 43.485	95198.83 3661.49 45.769	99938.63 3843.72 48.046	102313.65 3935.14 49.189	104698.25 4026.86 50.336	107085.01 4118.65 51.483	109464.20 4210.16 52.627	111848.80 4301.88 53.773
GRP 17	83253.10 3202.04 40.026	88358.77 3398.34 42.479	93591.41 3599.67 44.996	98846.62 3801.79 47.522	104087.76 4003.38 50.042	109342.97 4205.50 52.569	111959.21 4306.12 53.827	114590.80 4407.33 55.092	117208.64 4507.96 56.349	119827.40 4608.75 57.609	122451.22 4709.66 58.871
GRP 18	90534.63 3482.10 43.526	96109.15 3686.51 46.206	101850.37 3917.32 48.967	107591.59 4138.14 51.727	113323.07 4358.58 54.482	119068.82 4579.56 57.245	121942.48 4690.10 58.626	124815.25 4800.59 60.007	127694.52 4911.33 61.392	130569.46 5021.90 62.774	133446.57 5132.56 64.157
GRP 19	98533.80 3789.76 47.372	104619.23 4023.82 50.298	110883.27 4264.74 53.309	117173.28 4506.66 56.333	123435.15 4747.51 59.344	129718.67 4989.18 62.365	132858.81 5109.95 63.874	135981.62 5230.06 65.376	139131.50 5351.21 66.890	142272.72 5472.03 68.400	145413.94 5592.84 69.911

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GRP 20	106807.66	113204.00	120052.55	126888.11	133728.00	140588.45	143988.37	147413.19	150832.59	154255.24	157672.48
	4100.29	4354.00	4617.41	4880.31	5143.38	5407.25	5538.01	5669.74	5801.25	5932.89	6064.33
	51.254	54.425	57.718	61.004	64.292	67.591	69.225	70.872	72.516	74.161	75.804
GRP 21	114685.85	121795.27	129205.80	136594.28	144011.10	151404.12	155099.54	158806.87	162494.72	166194.47	169893.14
	4410.99	4684.43	4969.45	5253.83	5538.89	5823.24	5965.37	6107.96	6249.80	6392.09	6534.35
	55.137	58.555	62.118	65.670	69.236	72.790	74.567	76.349	78.122	79.901	81.679
GRP 22	122160.05	129747.90	137838.83	145530.84	153408.82	161293.22	165237.80	169184.15	173138.27	177078.32	181024.87
	4898.46	4990.30	5293.80	5597.34	5900.25	6203.59	6355.29	6507.08	6659.16	6810.70	6962.50
	58.731	62.379	66.173	69.967	73.753	77.545	79.441	81.339	83.240	85.134	87.031

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2013

COTA/PTA

COTA/PTA	0	1	2	3	4	5	A	B	C	D	E
	31502	33318	34705	36078	37451	41440.10	42254.00	43061.00	43847.00	44652.00	45455.00
	\$ 1,211.62	\$ 1,281.46	\$ 1,334.81	\$ 1,387.62	\$ 1,440.42	1593.85	1625.15	1656.19	1686.42	1717.38	1748.27
	\$ 15.145	\$ 16.018	\$ 16.685	\$ 17.345	\$ 18.005	19.923	20.314	20.702	21.080	21.467	21.853

2014

COTA/PTA

COTA/PTA	0	1	2	3	4	5	A	B	C	D	E
	\$32,132.04	\$33,984.36	\$35,399.10	\$36,799.56	\$38,200.02	\$42,268.90	\$43,099.08	\$43,922.22	\$44,723.94	\$45,545.04	\$46,364.10
	\$ 1,235.85	\$ 1,307.09	\$ 1,361.50	\$ 1,415.37	\$ 1,469.23	\$ 1,625.73	\$ 1,657.66	\$ 1,689.32	\$ 1,720.15	\$ 1,751.73	\$ 1,783.23
	\$ 15.448	\$ 16.339	\$ 17.019	\$ 17.692	\$ 18.365	\$ 20.322	\$ 20.721	\$ 21.116	\$ 21.502	\$ 21.897	\$ 22.290

2015

COTA/PTA

COTA/PTA	0	1	2	3	4	5	A	B	C	D	E
	\$32,774.68	\$34,664.05	\$36,107.08	\$37,535.55	\$38,964.02	\$43,114.28	\$43,961.06	\$44,800.66	\$45,618.42	\$46,455.94	\$47,291.38
	1260.56	1333.23	1388.73	1443.68	1498.62	1658.24	1690.81	1723.10	1754.55	1786.77	1818.90
	15.757	16.665	17.359	18.046	18.733	20.728	21.135	21.539	21.932	22.335	22.736

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COTA/PTA \$33,430.17 \$35,357.33 \$36,829.22 \$38,286.26 \$39,743.30 \$43,976.57 \$44,840.28 \$45,696.68 \$46,530.79 \$47,385.06 \$48,237.21
 \$ 1,285.78 \$ 1,359.90 \$ 1,416.51 \$ 1,472.55 \$ 1,528.59 \$ 1,691.41 \$ 1,724.63 \$ 1,789.65 \$ 1,789.65 \$ 1,822.50 \$ 1,855.28
 16.072 16.959 17.706 18.407 19.107 21.143 21.558 21.970 22.371 22.781 23.191

COTA/PTA 34098.8 36064.5 37565.8 39052 40538.2 44856.1 45737.1 46610.6 47461.4 48332.8 49202
 1311.49 1387.10 1444.84 1502.00 1559.16 1725.23 1759.12 1792.72 1825.44 1858.95 1892.38
 16.394 17.339 18.060 18.775 19.490 21.565 21.989 22.409 22.818 23.237 23.655

	0	1	2	3	4	5	A	B	C	D	E
Year	6 months	1 year	2 years	3 years	4 years	5 years					
Step 1 -											
Professional/Technical Radiology Technologist and Special Procedures Tech											
47900.000	49450.000	49410.000	50407.100	51419.578	52443.818	53391.805	54293.431	55245.603	56212.452	57196.119	
1816.573	1863.462	1900.791	1938.745	1977.320	2017.021	2052.761	2088.286	2124.811	2162.015	2199.851	
22.817	23.791	23.759	24.734	24.713	25.713	25.655	26.194	26.560	27.017	27.498	
Step 2 -											
Professional/Technical special procedures angiographer											
51500.000	52930.000	53380.000	54652.212	55743.216	56864.161	57713.064	58778.790	59457.441	60349.301	61254.542	
1980.710	2070.181	2060.750	2104.008	2144.048	2186.929	2219.733	2253.079	2286.807	2321.127	2355.944	
24.700	25.253	25.760	26.275	26.801	27.337	27.747	28.163	28.581	29.014	29.449	
Step 3 -											
Professional/Technical - CT Tech - Sr. Radiological Tech.											
33000.000	34060.000	34141.700	36144.024	37368.904	38516.281	39394.027	40284.937	41189.211	42107.049	43038.653	
1038.462	1070.231	1070.813	1169.232	1208.496	1250.626	1284.186	1318.651	1353.431	1388.713	1424.564	
25.481	25.890	26.510	27.040	27.581	28.131	28.515	28.963	29.418	29.859	30.307	
Step 4 -											
Professional/Technical Nuclear Med Tech											
56000.000	57170.000	58242.400	59427.648	60616.201	61818.016	62715.953	63697.292	64652.792	65622.543	66606.861	
1111.000	2196.971	2140.862	2185.679	2231.392	2278.020	2413.890	2449.896	2496.846	2543.944	2591.803	
26.921	27.482	28.074	28.571	29.142	29.725	30.171	30.624	31.081	31.549	32.023	
Step 5 -											
Professional/Technical Senior Nuclear Medicine Technologist											
68000.000	69670.000	69863.400	72080.648	73322.281	74598.727	75557.536	76540.921	77559.266	78603.651	79683.052	
2710.000	2794.000	2740.900	2887.716	2935.472	2984.182	2921.445	2959.266	2987.651	2986.651	2976.189	
2013.000	28.135	28.688	29.161	29.646	30.443	31.052	31.116	31.991	32.471	33.958	33.492
Step 6 -											
Professional/Technical Senior Special Procedures Technologist											
81500.000	82730.000	83984.000	85264.291	86569.578	87900.869	88919.484	89953.276	91002.575	92067.614	93148.628	
2245.981	2411.881	2462.946	2510.165	2560.368	2613.576	2650.749	2690.511	2730.868	2771.831	2813.409	
29.587	30.139	30.782	31.377	32.000	32.641	33.134	33.631	34.136	34.648	35.168	
Step 7 -											
Professional/Technical Senior Radiologist											
65000.000	66300.000	67616.000	68978.570	70358.096	71765.714	72841.791	73934.357	75043.322	76169.021	77311.536	
2500.000	2510.000	2601.000	2619.000	2704.000	2750.702	2801.695	2843.624	2886.284	2929.178	2972.521	
31.210	31.875	32.519	33.141	33.816	34.501	35.000	35.543	36.079	36.607	37.169	
Step 8 -											
Assistant Director											
79000.000	79860.000	79549.700	77468.184	79017.948	80597.899	81906.867	83033.970	84279.480	85449.671	86826.627	
2807.992	2863.846	2821.171	2979.546	3039.116	3099.919	3146.418	3193.614	3241.518	3290.141	3339.493	
35.096	35.798	36.114	37.244	37.989	38.749	39.390	39.970	40.519	41.127	41.744	
Step 9 -											
Director											
93000.000	94860.000	96757.700	98682.344	100646.191	102679.915	104219.707	105783.003	107369.748	108980.294	110614.999	
3178.971	3848.462	3721.431	3795.859	3871.777	3949.211	4008.450	4068.572	4129.806	4191.510	4254.423	
44.712	45.606	46.518	47.448	48.387	49.365	50.106	50.857	51.670	52.294	53.190	

	Hrs	6 months	1 year	2 years	3 years	4 years	5 years	A	B	C	D	E
GP Rad 1- Professional/Technical Radiology Technologist and Special procedures Technician	49419.0000	49419.0000	59907.3000	51415.528	52443.838	51992.715	54428.817	51581.342	56158.215	57336.630	58240.241	
	1845.452	1909.731	1838.743	1827.502	2012.021	2012.412	2095.417	2126.052	2167.378	2205.216	2243.899	
	23.273	23.759	24.235	24.719	25.213	25.719	26.244	26.801	27.392	27.999	28.624	
GP Rad 2- Professional/Technical- special procedures encompassing	52330.0000	52330.0000	64552.212	53745.236	54860.184	57997.293	59947.325	59730.331	60648.500	61594.289	62479.633	
	2070.385	2090.792	2103.009	2144.049	2196.529	2270.640	2364.138	2479.090	2604.361	2747.590	2903.052	
	23.253	23.749	24.271	24.801	25.332	25.863	26.394	26.924	27.454	27.984	28.514	
GP Rad 3- Professional/Technical- CT Tech, Sr.	44900.0000	44900.0000	54244.024	47358.904	49315.283	52946.609	55981.907	51990.635	52412.293	53228.120	54299.438	
	2079.237	2120.813	2162.232	2205.999	2250.849	2295.679	2340.477	2385.224	2430.000	2474.807	2519.635	
	25.970	26.326	26.671	27.001	27.321	27.631	27.931	28.231	28.531	28.831	29.131	
GP Rad 4- Professional/Technical of Radiology Tech Each	37170.0000	37170.0000	45427.844	40616.201	41878.521	43963.293	46011.622	42971.218	43955.207	44945.979	45939.013	
	2156.511	2240.862	2283.679	2331.262	2378.030	2423.381	2467.864	2498.029	2536.377	2574.541	2612.523	
	27.264	28.011	28.371	28.743	29.114	29.475	29.836	30.197	30.558	30.919	31.280	
GP Rad 5- Professional/Technical Senior Nuclear Medicine Technologist	58670.0000	58670.0000	67000.659	63322.281	64588.727	61890.102	63268.729	62971.744	64889.216	65923.192	67077.010	
	2279.000	2340.900	2387.719	2433.527	2464.192	2523.963	2571.877	2618.491	2664.608	2710.312	2755.621	
	28.848	29.261	29.645	29.993	30.314	30.617	30.911	31.205	31.499	31.793	32.087	
GP Rad 6- Professional/Technical at Senior Special Procedures Technologist	61730.0000	61730.0000	61264.751	66559.178	67900.949	69256.899	70627.874	71352.242	72422.827	73208.969	74011.601	
	2012.872	2468.246	2316.163	2540.339	2617.174	2683.807	2759.764	2745.321	2793.496	2872.264	2958.677	
	30.133	30.784	31.377	32.021	32.643	33.246	33.797	34.309	34.818	35.241	35.671	
GP Rad 7- Professional/Technical at Senior Rad Technologist Imaging Technician	64300.0000	64300.0000	80928.520	70318.090	71763.212	73200.517	74738.364	75413.044	78244.240	79592.401	78817.789	
	2330.000	2491.000	2433.020	2706.990	2759.004	2813.096	2871.827	2900.302	2944.092	2988.159	3032.392	
	33.873	34.713	35.344	36.819	37.351	37.879	38.406	38.934	39.461	39.989	40.517	
Rad 8-Assistant Director	74460.0000	73849.2000	77458.184	72917.448	80922.822	82705.617	88443.004	84584.850	83953.065	87236.343	88346.361	
	2894.828	2921.141	2979.548	3039.236	3099.819	3161.216	3223.291	3277.447	3324.359	3373.214	3424.281	
	35.791	36.116	36.441	36.766	37.091	37.416	37.741	38.066	38.391	38.716	39.041	

2015

Radiology

	D	1	2	3	4	5	A	B	C	D	E
2015 Outline	6 months	1 year	2 years	3 years	4 years	5 years	9 years				
GP Rad 1- Professional/Technical Rad Technologist and Sp procedures Techs	49419.0000	49419.0000	59907.3000	51415.528	52443.838	51992.715	54428.817	51581.342	56158.215	57336.630	58240.241
	1845.452	1909.731	1838.743	1827.502	2012.021	2012.412	2095.417	2126.052	2167.378	2205.216	2243.899
	23.273	23.759	24.235	24.719	25.213	25.719	26.244	26.801	27.392	27.999	28.624
GP Rad 2- Professional/Technical-spe procedures encompassing	52330.0000	52330.0000	64552.212	53745.236	54860.184	57997.293	59947.325	59730.331	60648.500	61594.289	62479.633
	2070.385	2090.792	2103.009	2144.049	2196.529	2270.640	2364.138	2479.090	2604.361	2747.590	2903.052
	23.253	23.749	24.271	24.801	25.332	25.863	26.394	26.924	27.454	27.984	28.514
GP Rad 3- Professional/Technical- CT Tech, Sr. Radiological	44900.0000	44900.0000	54244.024	47358.904	49315.283	52946.609	55981.907	51990.635	52412.293	53228.120	54299.438
	2079.237	2120.813	2162.232	2205.999	2250.849	2295.679	2340.477	2385.224	2430.000	2474.807	2519.635
	25.970	26.326	26.671	27.001	27.321	27.631	27.931	28.231	28.531	28.831	29.131
GP Rad 4- Professional/Technical Nuclear Med Tech	58670.0000	58670.0000	67000.659	63322.281	64588.727	61890.102	63268.729	62971.744	64889.216	65923.192	67077.010
	2279.000	2340.900	2387.719	2433.527	2464.192	2523.963	2571.877	2618.491	2664.608	2710.312	2755.621
	28.848	29.261	29.645	29.993	30.314	30.617	30.911	31.205	31.499	31.793	32.087
GP Rad 5- Professional/Technical of Sr Nuclear Medicine Tech	60863.0000	60863.0000	63322.281	64588.727	65880.500	67198.112	68206.083	69229.174	70267.612	71321.626	72391.4
	2340.900	2387.719	2435.472	2484.182	2533.865	2584.543	2623.311	2662.641	2702.600	2743.139	2784.31
	29.281	29.846	30.443	31.052	31.673	32.307	32.926	33.583	34.283	34.983	35.683
GP Rad 6- Professional/Technical Senior Special Procedure Technologist	67984.0000	67984.0000	80928.520	70318.090	71763.212	73200.517	74738.364	75413.044	78244.240	79592.401	78817.789
	2330.000	2491.000	2433.020	2706.990	2759.004	2813.096	2871.827	2900.302	2944.092	2988.159	3032.392
	33.873	34.713	35.344	36.819	37.351	37.879	38.406	38.934	39.461	39.989	40.517
Rad 8-Assistant Director	74460.0000	73849.2000	77458.184	72917.448	80922.822	82705.617	88443.004	84584.850	83953.065	87236.343	88346.361
	2894.828	2921.141	2979.548	3039.236	3099.819	3161.216	3223.291	3277.447	3324.359	3373.214	3424.281
	35.791	36.116	36.441	36.766	37.091	37.416	37.741	38.066	38.391	38.716	39.041
Rad 9-Director	73949.0000	73949.0000	79017.548	79017.548	80597.899	82209.817	83854.054	85111.865	86288.543	87684.371	88999.616
	2921.129	2979.546	3039.819	3099.819	3161.216	3223.291	3277.447	3324.359	3373.214	3424.281	3474.41
	36.514	37.244	37.989	38.749	39.524	40.314	40.919	41.533	42.156	42.788	43.43
Rad 9-Director	96757.0000	96757.0000	100666.344	100666.344	101026.793	101047.331	101068.277	101084.300	101100.561	101117.077	101133.831
	3721.431	3795.819	3871.777	3949.212	4028.196	4108.760	4170.392	4232.949	4296.442	4360.888	4426.31
	46.518	47.448	48.397	49.365	50.352	51.360	52.130	52.912	53.706	54.511	55.32

2016

Radiology

2016 D1k1e 0 1 2 3 4 5 A B C D E
6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad 1-

Professional/Technical Rad
Technologist and Spec
procedures Techs

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad 1-.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad 2-

Professional/Technical spe
procedures and spec

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad 2-.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad 3-

Professional/Technical - CI
Tech, Sr Radiologist

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad 3-.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad

Professional/Technical
Nuclear Med Tech

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad #5-

Professional/Technical Sr
Nuclear Medicine Tech

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad #5-.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

LMP Rad

Professional/Technical
Senior Special Procedure
Technologist

Table with 11 columns (D1k1e to E) and 4 rows of salary data for LMP Rad.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

LMP Rad

Professional/Technical
Senior Rad Technology
Imaging Spec

Table with 11 columns (D1k1e to E) and 4 rows of salary data for LMP Rad.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

Rad #8- Assistant director

Table with 11 columns (D1k1e to E) and 4 rows of salary data for Rad #8- Assistant director.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

Rad #9- Director

Table with 11 columns (D1k1e to E) and 4 rows of salary data for Rad #9- Director.

2017

Radiology

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad 1-

Professional/Technical Rad
Technologist and Spec
procedures Techs

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad 1-.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad 2-

Professional/Technical spe
procedures and spec

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad 2-.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad 3-

Professional/Technical - CI
Tech, Sr Radiologist

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad 3-.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad

Professional/Technical
Nuclear Med Tech

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

GRP Rad #5-

Professional/Technical Sr
Nuclear Medicine Tech

Table with 11 columns (D1k1e to E) and 4 rows of salary data for GRP Rad #5-.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

LMP Rad

Professional/Technical
Senior Special Procedure
Technologist

Table with 11 columns (D1k1e to E) and 4 rows of salary data for LMP Rad.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

LMP Rad

Professional/Technical
Senior Rad Technology
Imaging Spec

Table with 11 columns (D1k1e to E) and 4 rows of salary data for LMP Rad.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

Rad #8- Assistant director

Table with 11 columns (D1k1e to E) and 4 rows of salary data for Rad #8- Assistant director.

0 1 2 3 4 5 A B C D E
Here 6 months 1 year 2 years 3 years 4 years 5 years 9 years

Rad #9- Director

Table with 11 columns (D1k1e to E) and 4 rows of salary data for Rad #9- Director.

REHAB 2013 WAGE SCALE										
O	1	2	3	4	5	A	B	C	D	E
Hire	6 months									
\$58,000.00	59,160.00	60,343.20	61,550.06	62,781.07	64,036.69	66,678.20	67,678.37	68,693.55	69,723.95	70,769.81
\$2,230.77	2,275.38	2,320.89	2,367.31	2,414.66	2,462.95	2,564.55	2,603.01	2,642.06	2,681.69	2,721.92
27.885	28.442	29.011	29.591	30.183	30.787	32.057	32.538	33.026	33.521	34.024
OT/PT/SLP										

O	1	2	3	4	5	A	B	C	D	E
Hire	6 months									
\$61,000.00	62,220.00	63,464.40	64,733.69	66,028.36	67,348.93	70,666.69	72,080.02	73,521.62	74,992.06	76,116.94
\$2,346.15	2,393.08	2,440.94	2,489.76	2,539.55	2,590.34	2,717.95	2,772.31	2,827.75	2,884.31	2,927.57
29.327	29.913	30.512	31.122	31.744	32.379	33.974	34.654	35.347	36.054	36.595
LEAD/Senior titles										

O	1	2	3	4	5	A	B	C	D	E
Hire	6 months									
\$63,500.00	64,770.00	66,065.40	67,386.71	68,734.44	70,109.13	76,015.96	77,536.28	79,087.00	80,668.74	81,878.78
\$2,442.31	2,491.15	2,540.98	2,591.80	2,643.63	2,696.51	2,923.69	2,982.16	3,041.81	3,102.64	3,149.18
30.529	31.139	31.762	32.397	33.045	33.706	36.546	37.277	38.023	38.783	39.365
Supervisors										

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2014 Wage Scale										
O	1	2	3	4	5	A	B	C	D	E
Hire	6 months									
\$59,160.00	60,343.20	61,550.06	62,781.07	64,036.69	65,317.42	68,011.76	69,031.94	70,067.42	71,118.43	72,185.21
\$2,275.38	2,320.89	2,367.31	2,414.66	2,462.95	2,512.21	2,615.84	2,655.07	2,694.90	2,735.32	2,776.35
28.442	29.011	29.591	30.183	30.787	31.403	32.698	33.188	33.686	34.192	34.704
OT/PT/SLP										

O	1	2	3	4	5	A	B	C	D	E
Hire	6 months									
\$62,220.00	63,464.40	64,733.69	66,028.36	67,348.93	68,695.91	72,080.02	73,521.62	74,992.06	76,491.90	77,639.28
\$2,393.08	2,440.94	2,489.76	2,539.55	2,590.34	2,642.15	2,772.31	2,827.75	2,884.31	2,942.00	2,986.13
29.913	30.512	31.122	31.744	32.379	33.027	34.654	35.347	36.054	36.775	37.327
LEAD/Senior titles										

O	1	2	3	4	5	A	B	C	D	E
Hire	6 months									
\$64,770.00	66,065.40	67,386.71	68,734.44	70,109.13	71,511.31	77,536.28	79,087.00	80,668.74	82,282.12	83,516.35
\$2,491.15	2,540.98	2,591.80	2,643.63	2,696.51	2,750.44	2,982.16	3,041.81	3,102.64	3,164.70	3,212.17
31.139	31.762	32.397	33.045	33.706	34.380	37.277	38.023	38.783	39.559	40.152
Supervisors										

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2017 Wage Scale

0	1	2	3	4	5	A	B	C	D	E
Hire	6 months									
\$62,781.07	64,036.69	65,317.42	66,623.77	67,956.24	69,315.37	72,174.63	73,257.25	74,356.11	75,471.45	76,603.52
\$2,414.66	2,462.95	2,512.21	2,562.45	2,613.70	2,665.98	2,775.95	2,817.59	2,859.85	2,902.75	2,946.29
30.183	30.787	31.403	32.031	32.671	33.325	34.699	35.220	35.748	36.284	36.829
OT/PT/SLP										

0	1	2	3	4	5	A	B	C	D	E
Hire	6 months									
\$66,028.36	67,348.93	68,695.91	70,069.83	71,471.22	72,900.65	76,491.90	78,021.74	79,582.17	81,173.81	82,391.42
\$2,539.55	2,590.34	2,642.15	2,694.99	2,748.89	2,803.87	2,942.00	3,000.84	3,060.85	3,122.07	3,168.90
31.744	32.379	33.027	33.687	34.361	35.048	36.775	37.510	38.261	39.026	39.611
LEAD/Senior titles										

0	1	2	3	4	5	A	B	C	D	E
Hire	6 months									
\$68,734.44	70,109.13	71,511.31	72,941.54	74,400.37	75,888.38	82,282.12	83,927.76	85,606.32	87,318.44	88,628.22
\$2,643.63	2,696.51	2,750.44	2,805.44	2,861.55	2,918.78	3,164.70	3,227.99	3,292.55	3,358.40	3,408.78
33.045	33.706	34.380	35.068	35.769	36.485	39.559	40.350	41.157	41.980	42.610
Supervisors										