

AGREEMENT

by and between the

COUNTY OF SCHENECTADY

and the

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

Local 1000, AFSCME, AFL-CIO

Schenectady County Unit  
Schenectady County Local 885

January 1, 2021 – December 31, 2025

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## **PREAMBLE**

## **MANAGEMENT RIGHTS**

Except as limited by other provisions of this Agreement or by law, all of the authority, rights and responsibilities possessed by the **County** are retained by it.

## **ARTICLE I.**

### **APPLICABLE LAW**

The Public Employment Act, the other provisions of the Civil Service Law, and the Local Laws of the **COUNTY OF SCHENECTADY**, hereinafter known as the "**EMPLOYER**," and not inconsistent with said Act and the Civil Service Law, which govern the terms and provisions of the Agreement, shall apply.

## **ARTICLE II.**

### **RECOGNITION**

#### Section 1.

The **Employer** recognizes the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO for the Schenectady County Unit of Schenectady County Local 885, hereinafter known as "CSEA," as the sole and exclusive representative for all employees in the units described in Article III. The parties recognize that SCCC has joint-employer status with respect to SCCC employees, and references to the employer shall include SCCC on issues involving SCCC employees. Similar joint-employer status attaches to the District Attorney, County Clerk and County Sheriff.

#### Section 2.

The **Employer** shall deduct from the wages of employees and remit to the CSEA, Inc. regular membership dues, accident, life and health insurance deductions for those employees who signed authorizations permitting such payroll deduction. The County agrees to withhold those items pertaining to union dues, insurance, etc., on a weekly basis, with remittance to be made as directed by the Union at monthly intervals for the previous month.

The **Employer** agrees to deduct from the wages of any employee who is a unit member a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time with written notice to the union. The

Employer agrees to remit any deductions made pursuant to this provision promptly to the union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

The **Employer** shall deduct from the wages of the employees authorized deductions by each employee and remit to **CSEA, Inc., CSEA HOMEOWNER'S PLAN, I.R.A.** and be adapted to receive these deductions provided, however, that such deductions are in compliance with existing laws, rules and regulations.

The Union hereby agrees to indemnify the **Employer** and hold harmless the Employer regarding any claims and suits pertaining to agency shop deductions. This includes legal fees and any other expenses and costs incurred in defending such claims and suits and any judgments or awards resulting therefrom.

The County agrees to arrange for a direct deposit for County employees who wish to have their paychecks automatically deposited.

### Section 3.

The **Employer** agrees that the Schenectady County Local of CSEA shall be the sole and exclusive representative for all employees described in **Article III**, for the purpose of collective negotiations and grievances. This recognition shall extend during the period of this Agreement and any renewal thereof or until another employee organization is recognized or certified under the appropriate provision of the law.

### Section 4.

The Schenectady County Local of CSEA affirms that it does not assert the right to strike against the Employer, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist or participate in such a strike.

### Section 5.

The Employer agrees to furnish the Schenectady County Local of CSEA a complete listing of the names, work locations and job titles of all the employees in the negotiating unit on a quarterly basis (i.e. four (4) times per year). This listing shall be provided as soon as practicable following the first of the new year. In addition, the Schenectady County Local of CSEA will be provided on a monthly basis, a listing of all personnel changes occurring within the County operation during each monthly period.

Section 6.

On or before March 1st of each year, all employees will be furnished a memo by the Employer which will indicate their accumulated and unused sick leave, personal leave and vacation days due as of January 1st of that year. All new employees are also to be furnished with a memo from the Employer within thirty (30) days of their employment indicating their rate of pay, grade, classification, and step. Existing employees will also be advised in writing by the Employer whenever there is a change of salary, classification, grade or experience step during the course of their employment within fifteen (15) working days after the approved change.

Employees may, upon written request to the Civil Service Department, make inquiry as to their salary classification, grade, experience step and longevity information. Such forms shall be made available to employees by the Department of Civil Service.

Section 7

The parties herein agree to review and reach an agreement on which Schenectady County Community College labor management agreements are in effect. These agreements shall be placed in a binder with a copy provided to the Union, Schenectady County Community College, and the County.

Section 8

Effective May 28, 2021, the date of approval of this Contract by the County Legislature, local/unit officers may attend the County's new-hire orientation, for the purpose of meeting with new unit members. If a new unit member fails to attend the new-hire orientation, a local/unit officer may take a reasonable amount of time during work hours to meet with the employee individually. Both the new employee and the local/unit officer must schedule this time in advance, subject to the approval of both the new employee's and the local/unit officer's Department Heads.

**ARTICLE III.**

**COLLECTIVE BARGAINING UNIT**

The Collective Bargaining Unit for which the Schenectady County Local of CSEA, Inc., is recognized as the sole and exclusive representative, includes all the employees of Schenectady County within the purposes and meaning of Sections 203 and 204 of Article XIV of the Civil Service Law, except and not including the following employees (effective October 29, 2021):

**Administration:**

Commissioner of Economic Development and Planning  
Confidential Assistant to the Manager of Senior and Long Term Care  
Confidential Assistant to the County Clerk  
Coordinator of Family Support and Long Term Care Services  
County Clerk  
County Manager  
Deputy County Clerk  
Deputy County Clerk II  
Deputy County Manager  
Director of Consumer Affairs/Weights and Measures II  
Director of System Integration & Procurement  
Director of Veterans' Service Agency  
Executive Director, Human Rights Commission  
Executive Secretary to the County Manager  
Historian  
Maintenance Supervisor  
Manager of Senior and Long Term Care Services  
Purchasing and Specifications Representative  
Senior Workforce Investment Youth Coordinator  
Sustainability Coordinator  
Workforce Development Director

**Board of Elections:**

Commissioner of Elections  
Deputy Commissioner of Elections  
Election Day Services Operator  
Office Operations Manager  
Voting Systems Operator

**Community Services:**

Behavioral Health Coordinator  
Behavioral Health Systems Administrator  
Children's Behavioral Health Coordinator  
Director of Community Mental Health Services  
Employee Assistance Program Specialist  
Substance Abuse Services Coordinator

**Engineering:**

Confidential Assistant to the Director of Facilities  
Director of Bureau of Engineering  
Director of Facilities  
Director of Public Works  
Facilities Engineer  
Maintenance Supervisor (Office of Facilities)

**Finance:**

Budget Analyst  
Commissioner of Finance  
Confidential Secretary to the Commissioner of Finance  
Deputy Commissioner of Finance  
Director of Accounting Systems  
Director of Real Property Tax Services III  
Director of Treasury Systems  
Financial Management System Coordinator  
Indigent Legal Services Data Manager  
Personnel Technician

**Glendale Nursing Home:**

Chaplain  
Comptroller  
Director of Activities, Volunteers and Pastoral Care  
Director of Nursing  
Director of Resident and Family Services  
Medical Director  
Nursing Home Administrator  
Personnel Coordinator

**Health Department:**

Assistant Director of Prevention and Patient Services  
Director of Environmental Health  
Director of Programs for Children w/ Special Needs  
Public Health Director/Director of Prevention and Patient Services  
WIC Program Coordinator

**Information Services:**

Assistant to the Director for Data Management  
Business Systems Programmer/Analyst  
Chief Information Officer  
Deputy Director of Information Services  
Junior Network Administrator  
Local Area Network Administrator  
Manager of Support Services  
Senior Computer Systems Analyst  
Senior Network Analyst  
Systems Administrator

**Legal Services:**

Assigned Counsel Administrator  
Assistant Conflict Defender  
Assistant County Attorney  
Assistant District Attorney I  
Assistant District Attorney II  
Assistant District Attorney III  
Assistant District Attorney IV  
Assistant District Attorney V  
Assistant District Attorney VI  
Assistant Public Defender  
Bureau Chief Assistant District Attorney  
Chief Assistant District Attorney  
Chief Assistant Public Defender  
Chief Prosecuting Trial Attorney  
Confidential Secretary to the County Attorney  
Confidential Secretary to the District Attorney  
Confidential Secretary to the Public Defender  
Conflict Defender  
Counsel to the District Attorney  
County Attorney  
Deputy Chief Assistant Conflict Defender  
Deputy Chief Assistant Public Defender  
Deputy County Attorney  
District Attorney  
Executive Assistant District Attorney

First Deputy County Attorney  
Multidisciplinary Team PJT Coordinator  
Public Defender  
Senior Assistant Conflict Defender  
Senior Assistant Public Defender  
Senior Deputy Chief Assistant Public Defender  
Senior Deputy County Attorney  
Senior Grand Jury Reporter

**Legislative:**

Chairman, County Legislature  
Clerk, County Legislature  
Confidential Secretary to the County Auditor  
County Auditor  
Deputy Chairman, County Legislature  
Deputy County Auditor II  
Director of Legislative Operations  
Director of Public Communications  
Majority Leader  
Member, County Legislature  
Minority Leader  
Special Events Coordinator  
Vice Chairman, County Legislature

**Library:**

Assistant Library Director for Operations  
Assistant Library Director III  
Library Director IV

**Personnel Administration:**

Affirmative Action Manager  
Civil Service Commissioner  
Director of Human Resources  
Employee Benefits Administrator  
Employee Health and Safety Program Manager  
Personnel Technician

**Public Safety:**

Confidential Investigator (Sheriff)  
Confidential Secretary to the Sheriff  
Deputy Director of Emergency Management  
Deputy Director of Emergency Management /Emergency Services  
Deputy Probation Director (Group B)  
Director of Emergency Management  
Fire Coordinator  
K-9 Administrative Director  
K-9 Trainer  
Patrol Division Inspector  
Probation Director (Group B)  
Program Administrator- STOP DWI/Traffic Safety  
Radio Network/Tech Supply Specialist  
Sheriff  
Street Crime Inspector  
Unified Communications Center Deputy Director  
Unified Communications Center Director  
Undersheriff

**Social Services:**

Commissioner of Social Services  
Contract Management Coordinator  
Director of Children and Family Services  
Director of Financial Management (DSS)  
Director of Income & Housing Services  
Director of Temporary Assistance and Employment  
Organizational Development Director



**ARTICLE IV**

**COMPENSATION**

The County agrees to the following pay schedule during the length of this Contract:

2021	2.0% increase to existing base salary (as of 1/1/21), retroactive to January 1, 2021.  Plus: a one-time bonus of \$1,000 for all full-time employees. Regularly scheduled part-time employees shall receive the bonus on a prorated basis. Employment status shall be determined as of May 28, 2021 (the date of approval of this Contract by the County Legislature).
2022	2.25% increase to existing base salary.
2023	2.25% increase to existing base salary.
2024	2.25% increase to existing base salary.
2025	2.25% increase to existing base salary.

**ARTICLE V.**

**APPLICATION OF THIS SALARY SCHEDULE**

1. **New Employees** - All new employees must start at the minimum step of the grade established for the positions to which they are appointed, except with the prior approval of the County Manager, or as provided for in the Administrative Code. Each instance in which an exception is made will be reported forthwith to the members of the County Legislature by the County Manager.
2. **Annual Increments** - All employees, except those of flat salary and substitute and non-regularly scheduled part-time employees, whose positions appear on this salary schedule, and whose names appear on the payroll on July first shall, if continuously employed, be entitled on the following January first to one increment annually up to the maximum of the grade in which their positions are allocated.
3. **Promotions** - Each employee who shall be promoted to a new position shall receive the minimum salary of that position, unless the minimum of that position is lower than the salary received by the incumbent at the time of promotion. In that case, the incumbent shall receive the salary of the former position and in addition one increment of the new grade provided the amount of the total of the foregoing equals a step in the new grade. If the total does not equal a step in the new grade, the employee will be paid the next higher step in that grade.

**4. Longevity:**

- A. All salaried employees, after ten (10) years of service dating from their hiring by the County as a full-time permanent employee (under the same terms and conditions as apply under the existing Agreement) shall be entitled to a cash payment (gross) equal to a single increment of the grade in which they may then be on the salary schedule. Under the same terms and conditions, after fifteen (15) years of service, the cash payment shall be equal to two increments of the grade which is then occupied. After twenty (20) years of service, under the same terms and conditions, the cash payment shall be equal to three increments of the grade then occupied on the salary schedule. After twenty-five (25) years of service under the same terms and conditions, the cash payment shall be equal to four increments of the grade then occupied on the salary schedule. After thirty (30) years of service under the same terms and conditions, the cash payment shall be equal to five increments of the grade then occupied on the salary schedule. After thirty five (35) years of service under the same terms and conditions, the cash payment shall be equal to six increments of the grade then occupied on the salary schedule. Such longevity payments will be made each intervening year. Effective January 1, 2022, and notwithstanding any other provision of this Agreement, lump sum payments for longevity shall be discontinued, and instead the appropriate longevity amount shall be paid in the employee's weekly paycheck.
- B. Each such cash payment shall be subject to the required deductions (Federal, State, Social Security), and such other deductions as the law may require.
- C. The purpose of the cash payments is to recognize longevity, and to sever and isolate longevity from the normal increment tables.
- D. All provisions in this Agreement inconsistent with the declared purpose of this provision shall be changed to reflect consistency with this provision.

5. Longevity increments shall be paid to hourly rated Highway Department employees as follows:

Years of Service	Longevity Hourly Increment
<u>After 5</u>	+ 2.0%
<u>After 10</u>	+ 3.5%
<u>After 15</u>	+ 7.0%
<u>After 20</u>	+ 10.0%
<u>After 25</u>	+ 12.0%
<u>After 30</u>	+ 15.0%
<u>After 35</u>	+ 17.0%

6. Glendale Employees – The Two Tier Wage Scale for employees at the Glendale Home shall be phased out over two (2) years. Effective April 15, 2020, the date of approval of the 2020 Contract by the County Legislature, the pay differential shall be reduced from 10% to 5%. Effective January 1, 2021, the pay differential shall be reduced from 5% to 0%. Accordingly, the two tier wage system shall be eliminated by January 1, 2021.
7. Effective May 28, 2021, the date of approval of this Contract by the County Legislature, all Cleaners County-wide shall be upgraded to Step 1 of Grade 4A.
8. Maintenance Employees of the County of Schenectady at Glendale Home will receive one meal each day without cost to the employee.
9. Effective January 1, 1986, substitute librarians currently on staff will advance one step of the appropriate salary grade according to the following schedule:
  - After two years of working 800 or more hours each year = 1 step
  - After four years of working 500 to 799 hours each year = 1 step
  - After ten years of working 200 to 499 hours each year = 1 step
10. Effective as of May 28, 2021, the date of approval of this Contract by the County Legislature, the title of Veteran’s Services Officer shall be upgraded from a Grade 4 to a Grade 6.
11. Salary and Increments for Part-Time Employees:
  - A. Regularly scheduled part-time employees as described in Article XI will receive increments in their hourly rate based on the salaried employees salary schedule. Additional increments will be paid each January 1 until Step 6 is reached which will be the maximum rate for these employees. No longevity steps will be paid.

The hourly rates will be calculated based on the step at which the employee is entitled to, divided by the number of business days in the year, divided by the number of hours a full-time employee would work in each day.
  - B. Substitute and non-regularly scheduled part-time employees will receive an hourly rate calculated in the above manner based on the minimum of the grade that encompasses their title. Effective January 1, 1986, substitute librarians and non-regularly scheduled part-time librarians will receive increments as described in subsection 9 of this Article.

**ARTICLE VI.**

**WORK WEEK**

Section 1 – Hours by Department

The regularly scheduled work week for all employees shall in no event be in excess of forty (40) hours. Employees shall finish their work day at the place it began.

The work week for the departments in this Agreement will be thirty-five (35) hours excepting:

Airport	40 hours
Highway Department – Hourly Rated Employees	40 hours
County Buildings and Grounds	40 hours
Glendale Home Maintenance and Housekeeping	40 hours
Schenectady County Community College Maintenance	40 hours

Effective January 1, 2022, the work week for the Library shall be changed from Thirty Seven and One Half (37.5) hours to Thirty Five (35) hours, with the exception of any employee holding a “Cleaner” title. This change shall not impact the employees’ pay.

Effective May 28, 2021, the date of approval of this Contract by the County Legislature, all Cleaners County-wide shall work a Forty (40) hour work week.

Section 2 – Summer Hours

Summer hours during July and August shall continue on the same basis as in the past, except as follows:

- **Department of Social Services Employees** – Effective June 15, 2011, employees in the Department of Social Services will not be granted summer hours during the months of July and August. Employees in the Department of Social Services will receive three (3) days off, in lieu of summer hours, which must be utilized between July 1 and December 31 of each year in which the time is granted. Effective May 28, 2021, the date of approval of this Contract by the County Legislature, the amount of days off in lieu of summer hours credited to Department of Social Services employees shall be increased to five (5) days.
- **Department of Probation Employees** – Effective May 9, 2018, employees in the Department of Probation will not be granted summer hours during the months of July and August. Employees in the Department of Probation will receive five (5) days off, in lieu

of summer hours, which must be utilized between July 1 and December 31 of each year in which the time is granted. Such leave may be used in hourly increments with the approval of the appropriate supervisor.

- **County Maintenance Employees** – Effective as of 2012, Employees of the County Maintenance Staff will not be granted summer hours during the months of July and August. The length of shifts for County Maintenance Staff from beginning to end shall be eight (8) hours.
  
- **County Clerk Employees Assigned to the Department of Motor Vehicle** – Effective July 1, 2018 (and pursuant to a Labor-Management Agreement attached as “Appendix D” to the 2016-2019 Contract, which is hereby being incorporated into the 2020 Contract) CSEA Unit employees assigned to the Department of Motor Vehicle will not be granted summer hours during the months of July and August. These employees shall receive five (5) days off, in lieu of summer hours. These five (5) days must be utilized during the calendar year in which they were accrued.
  
- **Schenectady County Community College Employees** – the College will observe a Summer Hours schedule during the months of June, July and August. The summer hours schedule set forth below will begin with the weeks containing the last two (2) Fridays in the month of June. The College’s Summer Hour schedule will run through the weeks containing the first two (2) Fridays in the month of August:
  - a. During Summer Hours, all clerical employees will work their normal hours Monday – Thursday. On Fridays, closing time will be 1:00 p.m. (no lunch). All clerical employees will work a total of 32.5 hours per week during the designated weeks in June, July and August.
  
  - b. Effective May 28, 2021, the date of approval of this Contract by the County Legislature, during the designated weeks in June, July and August, first shift maintenance employees will work 6:30 a.m. until 3:00 p.m. Monday – Thursday, and 6:30 a.m. – 12:30 p.m. on Fridays (This change in the first shift during the summer months still amounts to forty (40) total hours worked per week, and will have no impact on the employees’ pay. The extra half (1/2) hour worked on Monday – Thursday each week shall not incur overtime).
  
  - c. During the same designated weeks in June, July and August, second shift maintenance employees will work 2:30 p.m. until 11:00 p.m. Monday – Thursday, and from 12:00 noon until 6:00 p.m. on Fridays. Likewise, this still amounts to a

total of forty (40) total hours worked and the additional half hour Monday – Thursday will not incur overtime.

- d. Any vacation/personal/sick time used on Friday during the designated weeks in June, July and August will be recorded by hours (a total of hours during the designated weeks in June, July and August).
  - e. Any vacation/personal/sick time used on a Monday, Tuesday, Wednesday or Thursday during the designated weeks in June, July and August will be recorded as a full day.
  - f. Exceptions to this agreement will be determined on a case by case basis between the employee and supervisor.
- **Library Employees** – On November 30, 1973, an Arbitration Decision and Award was issued, granting all Library employees ten (10) days of administrative leave per year “unless mutually altered by the parties.” Effective January 1, 2022, upon mutual agreement of the parties herein, that award shall be nullified in its entirety. Effective January 1, 2022, employees in the Library will no longer receive ten (10) paid Administrative Leave days per year, nor are they granted summer hours during the months of July and August. Employees in the Library shall receive two (2) days off, in lieu of summer hours and administrative leave days, which must be utilized between July 1 and December 31 of each year in which the time is granted.
  - **Department of Public Health Employees** – Effective May 28, 2021, the date of ratification of this Contract by the County Legislature, employees in the Department of Public Health will not be granted summer hours during the months of July and August. All full-time employees in the Department of Public Health will receive five (5) days off, in lieu of summer hours, which must be utilized between July 1 and December 31 of each year in which the time is granted.

### Section 3 – Weekends for Certain Glendale Employees

Registered Professional Nurses employed at Glendale Home who work the 11 p.m. to 7 a.m. shift will receive every other weekend off providing that minimum staffing levels are maintained.

Effective January 1, 2008, in recognition of the fact that the State Department of Health requires nursing facilities to provide activities for clients on a seven-day-a-week basis, part-time employees and the two least senior full-time employees shall be required to work every other weekend at the straight-time rate. Days off shall be bid by seniority.

## Section 4 – Work Week for Library Employees

Full-time salaried Library employees required to work on Sunday will receive credit for time worked at one and one-half time (i.e. 4.5 hours worked, credited for 6.75 hours). These employees will not work more than five (5) days in any one work week, but will work a minimum of 35 hours each week. Any time not credited on Sunday to make a full day will be made up during the following four work days. No weekend differential will be paid to the above employees for Sunday hours.

### **ARTICLE VII.**

#### **SHIFT SCHEDULE**

1. For any time not designated as “summer months” each year, as outlined in Article VI, the regular shift schedule for all maintenance staff at the Schenectady County Community College is as follows:

7:00 a.m. – 3:00 p.m.  
3:00 p.m. – 11:00 p.m.  
11:00 p.m. – 7:00 a.m..

It is recognized to insure the orderly and efficient operation of the College that it will be necessary to change the regular work schedule for the regular hours of work. In those instances, the changes shall be made by mutual agreement.

2. *(Pursuant to the 2012-2013 and 2013-2014 Schenectady County Department of Engineering and Public Works Labor-Management Agreements Regarding Winter Operations, attached as “Appendix C” to the 2016-2019 Contract, which are now being incorporated herein into this Contract)*

In the Highway Department, the normal daytime schedule for all road machinery (aka “road machinery crew” and/or “mechanical staff” and/or “mechanics”) and drivers (aka “plow drivers” and/or “highway”) from the 1<sup>st</sup> Monday of April through the Friday after Thanksgiving shall be 7:00 a.m. to 3:00 p.m. with no summer hours. Effective October 2012, one 10 minute afternoon break will be eliminated.

During the Winter Operations (1<sup>st</sup> Monday after Thanksgiving through the last Friday in March) there shall be two (2) winter shifts for both the mechanics and the drivers.

## Mechanical Staff

There shall be two (2) winter shifts for road machinery winter operations – which shall run from the 1<sup>st</sup> Monday after Thanksgiving through the last Friday in March, as follows:

Shift 1: 7:00 a.m. – 3:00 p.m., with overtime shift of 3:00 a.m. – 3:00 p.m., seven (7) days per week.

Shift 2: 3:00 p.m. – 11:00 p.m., with overtime shift of 3:00 p.m. – 3:00 a.m., seven (7) days per week. There shall be a ten (10%) percent pay differential for the second shift.

Employees will be subject to progressive discipline in accordance with Article XVI of this Contract upon the 6<sup>th</sup> missed call-in during the winter shifts. The employee may request a mechanical staff alternate to respond in his/her absence, thereby eliminating the missed call.

Employee's current shifts shall be extended to include the required winter operation hours. Road Machinery shall establish a Winter Seniority call-in list for each shift. Employees based upon seniority shall select their call-in position. Employees shall utilize the winter seniority list when requesting pre-approval of alternate shift coverage.

## Drivers

There shall be two (2) winter shifts for drivers during winter operations – which shall run from the 1<sup>st</sup> Monday after Thanksgiving through the last Friday in March, as follows:

Shift 1: 5:00 a.m. – 1:00 p.m., with overtime shift of 1:00 a.m. – 1:00 p.m., seven (7) days per week. Effective May 28, 2021, the date of approval of this Contract by the County legislature, there shall also be a ten (10%) percent pay differential for the first shift, to match the 10% differential already received by the 2nd shift employees.

Shift 2: 1:00 p.m. – 9:00 p.m., with overtime shift of 1:00 p.m. – 1:00 a.m., seven (7) days per week. There shall be a ten (10%) percent pay differential for the second shift.

Employees will be subject to progressive discipline in accordance with Article XVI of this Contract upon the 6<sup>th</sup> missed call-in during the winter shifts. The employee may request the driver from the alternative shift to respond to his/her absence, thereby eliminating the missed call.



One Person Plow (OPP) Operations: The County agrees to call in the helpers that bid and/or are assigned to the 2 – two man runs each shift. In the event the helper fails to report to work, the run will be considered OPP. Two man runs shall be eliminated as helper positions are attrited.

Additional agreements were reached between the County and the Union relative to this Section following May 28, 2021, the date of ratification of this Contract, and are therefore outlined and attached as Appendix E hereto.

## **ARTICLE VIII.**

### **OVERTIME**

- A. All permanent employees in the bargaining unit will be compensated at the rate of time and one-half for all hours worked in excess of eight (8) hours in any work day or forty (40) hours in any work week, providing they are directed by or have approval of the department head, except as noted below for Saturday and Sunday work, and as noted in Article X and Appendix B of this Agreement.
- B. All employees who normally work a Monday through Friday work week, including all thirty-five (35) hour employees, shall be compensated at the rate of time and one-half of the current hourly rate of pay for all hours worked on a Saturday or Sunday: and such overtime rate shall be paid for Saturday/Sunday work (for those employees on a normal Monday-Friday work week) whenever such work is performed on those days, regardless of any lost time during the normal work week, except as noted in Article X and Appendix B of this Agreement.
- C. **Nurses** - Any full-time nurse required to work on their day off or a day in excess of a regular work week shall be compensated at the rate of time and one-half at the rate of the shift involved.
- D. An additional agreement relative to the calculation of overtime payments for certain employees in the Department of Engineering and Public Works during the Winter Operations was reached after May 28, 2021, the date of ratification of this Contract, and is attached hereto as Appendix H.

## ARTICLE IX

### PAY PERIOD

All County employees including Schenectady County Community College employees shall be paid on the same pay day schedule. All unit employees hired or rehired on or after January 1, 2008, shall have their pay lagged by one week throughout their employment. Such lagged pay shall be paid to the employee upon their separation from County service at their rate of pay at the time of separation.

Effective the first full pay period of January 2022, all unit employees who do not already, shall have their pay lagged by one (1) week. Any employee impacted by this change (i.e. any employee hired or rehired prior to January 1, 2008) shall receive a bonus equal to the amount of one (1) week pay at the time the lag is implemented. Upon separation from employment, any employee impacted by this change shall receive one (1) additional paycheck representing the lagged week.

## ARTICLE X

### SPECIAL RATES OF PAY

1. **Weekend Differential** - All full-time employees, exclusive of the Highway Department, required to work either a Saturday and/or Sunday, shall receive a twelve percent (12%) differential for each of the above days actually worked. Glendale employees hired on or after April 8, 2014 will receive a seven (7%) percent weekend differential, with a ten (10%) percent cap on weekend and shift differential.
2. **Shift Differential** - A ten percent (10%) shift differential will be paid to permanent full-time employees who work a shift of at least seven (7) hours between the hours of 3:00 p.m. and 7:00 a.m. Glendale employees hired on or after April 8, 2014 will receive a seven (7%) percent shift differential, with a ten (10%) percent cap on weekend and shift differential.

The shift differential will be paid to Glendale Registered Professional Nurses who work between the hours of 3:00 p.m. and 7:00 a.m., regardless of the number of hours worked.

Additional agreements relative to payment of shift differential to certain nurses at Glendale Nursing Home were reached between the County and the Union after May 28, 2021, the date of ratification of this Contract by the County Legislature, and is attached hereto as Appendix I.

3. **Call-In Pay** – All employees, including those employees in the Social Services and Probation Departments who are summoned to work in an emergency, or who are called out to complete

an assigned mission after completing their tour of duty will be guaranteed a minimum of four (4) hours pay at the appropriate rate or time and one-half for hours actually worked, whichever is greater.

4. **In-Service Classes Pay** – When employees are required to attend in-service classes, teaching days or workshops, or other required and approved learning sessions, on other than County time, they shall be compensated at regular time.
5. **Mileage** – All employees required to use their own vehicles on County business will be compensated at the rate as is the rate allowed by the Internal Revenue Service.
6. **Tool Allowance** – There shall be a \$400 tool allowance per year for Highway Department mechanics based on reimbursement. Effective January 1, 2022, the yearly tool allowance at the Highway Department shall increase to \$500.

Automotive mechanics employed prior to July 29, 1987 will receive from the County a set of metric tools as required by the Commissioner of Engineering and Public Works. These required tools will be added to the “Mechanics Basic Tool Set” list to assure that all automotive mechanics hired after July 29, 1987 and forwarded will be required to have these metric tools as a condition of employment.

In all other departments, the County shall provide such tools as may be required for the work performed, but each employee shall be responsible for the care, custody and maintenance of all furnished tools.

7. **Advanced Studies:**

- A. All Caseworkers, Senior Caseworkers, and Case Supervisors "A" and "B" presently receiving an allowance of ten percent (10%) or twenty percent (20%) shall continue to receive the same as long as they maintain their present titles/positions or a higher title/position within the Department of Social Services. All full-time permanent employees who have successfully completed an approved job-related Master's Degree program that is not a minimum requirement for their position shall receive an additional ten percent (10%) of their annual base salary. Notwithstanding this or any other provision of the contract, no employee hired after June 14, 2011 will be entitled for the additional ten percent (10%) of their annual base salary based on the completion of a job-related Master's Degree that is not a minimum requirement for their position.
- B. Full-time employees shall be reimbursed up to one hundred percent (100%) of tuition payments for SUNY Schenectady County Community College courses or the

equivalent dollar amount of SUNY Schenectady County Community College cost per credit hour tuition at another accredited institution of higher learning upon successful completion of college courses that are job-related or which are necessary for a job-related degree. Any course for which reimbursement is to be requested must be approved and authorized in advance. Tuition reimbursement courses will be limited to two (2) courses per semester, normally six (6) credit hours, but in certain cases up to eight credit hours.

C. It is understood that the employee agrees to continue employment with the County after such successful completion of courses for six (6) months for each six (6) semester credit hours for which the County has paid tuition. If the employee chooses not to continue employment, the cost of said courses must be reimbursed to the County.

8. In the Social Services Department, Child Protective Unit, and in the Probation Department, employees who are required to stand by on weekends shall receive an additional one hundred dollars (\$100) for each weekend of standby.

In addition to the differential, those employees required to stand by on a weekend shall have a “beeper” assigned.

Charges for telephone expenses to be reimbursed when voucher is submitted.

All Caseworkers in the Department of Social Services who are assigned to the Child Protective Unit will receive an additional five percent (5%) during such period only.

Additional issues regarding payment for, and assignment of, the beeper to employees in the Child Protective Unit are governed by a Labor Management Agreement dated 4/22/2010, and amended by this Contract, as outlined in the next paragraph. The Agreement is included as Appendix C.

Effective May 28, 2021, the date of approval of this Contract by the County Legislature, the Labor Management Agreement dated 4/22/2010 (Appendix C) shall be amended to include the following:

Employees hired on or after May 28, 2021, the date of approval of this Contract by the County Legislature, shall not have the option to “opt out” of beeper coverage.

The parties agree to hold a Labor Management meeting on or before November 28, 2021 to discuss the issue of the Supervisor beeper.

9. In the Highway Department, those employees who work overtime shall be paid a meal allowance as follows:

A. The employee shall receive a nine dollar (\$9) meal allowance after three (3) consecutive hours of overtime worked. This allowance shall be gross of other charges, withholdings, pension payments, and other legally required claims against the individuals to whom such allowance is due. Computation of the gross amount, as may be required to yield the nine dollar (\$9) gross allowance, shall be made each year as of the first week of that year; and such computation shall remain for the duration of that year, regardless of any changes that may occur during the year, and prior to payment of the allowance.

B. Employees who are entitled to such allowance, and who were not on the Highway Department payroll at the beginning of any year, shall have such computation determined within the first two (2) weeks after becoming part of the payroll.

10. **Hours Differential** – All employees with the same job title classification will be compensated as follows:

35 hours per week	Base salary
37.5 hours per week	Base salary + 7%
40 hours per week	Base salary + 14%

11. The County agrees to reimburse Highway Department employees who are employed prior to March 22, 2018 for any expenses incurred in meeting the testing requirements for a job-related commercial motor vehicle license. Highway Department employees employed prior to March 22, 2018 who are offered a promotional opportunity which requires a job-related commercial motor vehicle operator's license will also be reimbursed for any expense incurred in meeting the testing requirements for this license.

12. **COVID-19**

A. All unit employees who have received all required Covid-19 vaccination shots prior to September 1, 2021 shall receive one (1) additional vacation day, as a bonus, on a one-time basis.

B. If 80% of all CSEA Local 885 employees have received all required Covid-19 vaccination shots on or before September 1, 2021, all members who received the vaccination shot shall receive a one-time, Two Hundred (\$200) Dollar bonus.

13. Additional agreements were reached between the County and the Union relative to 24-hour on call responsibilities for Schenectady County Public Health Services following May 28, 2021, the date of ratification of this Contract, and are therefore outlined and attached as Appendix F hereto.

## **ARTICLE XI.**

### **PART-TIME AND TEMPORARY EMPLOYEES RATES AND FRINGE BENEFITS**

#### Section 1 – Temporary Employees

Temporary employees shall be compensated in accordance with the rates listed in the Salary Schedule. Temporary employees receive no additional benefits.

#### Section 2 – Part-Time Employees

##### **Definitions:**

1. **Part-Time Employee** – An employee who works up to and including twenty-four (24) hours AND works on a regularly scheduled basis.
2. **Substitute Employee** – An employee who works on an on-call basis without regularly scheduled hours including summer and seasonal employees.

##### **Fringe Benefits**

1. Employees defined as part-time employees in #1 above will receive the following benefits:

###### **A. Vacation and Sick Leave**

1. Part-time employees who work in departments where the full-time week is 35 hours will receive 7 hours of vacation and 7 hours of sick leave for every 183 hours worked each year, and may use up to 14 hours of sick leave as personal leave.
2. Part-time employees who work in departments where the full-time week is 37.5 hours will receive 7.5 hours of vacation, and 7.5 hours of sick leave for every 196 hours worked each year, and may use up to 15 hours of sick leave as personal leave.

3. Part-time employees who work in departments where the full-time week is 40 hours will receive 8 hours of vacation and 8 hours of sick leave for every 209 hours worked each year, and may use up to 16 hours of sick leave as personal leave.
4. Benefits will be calculated at the end of each calendar year, based on the previous year's hours worked, and credited as of the next January 1.
5. Part-time employees may carry over the number of vacation hours which they received on the previous January 1.
6. Part-time employees shall be permitted to accumulate a maximum of two hundred and twenty-five (225) sick days.
7. Vacation and sick leave shall be accumulated from the date of employment but may not be used prior to one year of service.

**B. Bereavement:** Three (3) work days death in the immediate family dating from the death of the relative. The term "immediate family" means parent, spouse, child, brother, sister and the step-equivalent of the employee, and incorporate Chapter 423 of the Laws of 2010 as set forth more fully in Article XIII, Section 3, Paragraph E.

2. Employees defined as substitute employees in #2 above will receive no benefits until they are appointed as an employee defined in #1 above.
3. Employees defined in #1 and #2 above have the option to purchase, at their own expense, while they are actively employed, the health, medical and dental plans the County provides at the group rate. Once these employees become members of the Plan, and subsequently drop the coverage by not making a timely, monthly payment, they may not rejoin.
4. All employees scheduled to work more than twenty-four (24) hours during the work week, shall be eligible for health, dental and medical plans the County provides and shall receive all full-time leave benefits under this contract on a pro-rata basis. However, part-time employees receiving healthcare benefits prior to April 8, 2014 shall maintain their benefits as they are currently provided.

**ARTICLE XII.**

**HOLIDAYS**

- A. 1. All full-time employees covered by this Agreement **employed at locations other than the College** shall be granted the following legal holidays with pay:

New Year's Day	Labor Day	Thanksgiving
Martin Luther King Day	Columbus Day	Day After Thanksgiving*
Washington's Birthday	Election Day	Christmas Eve
Memorial Day	Veteran's Day	Christmas Day
Independence Day	Juneteenth (effective May 28, 2021)	

\*Library employees will receive a floating holiday off in lieu of the day after Thanksgiving

2. All full-time employees covered by this Agreement employed at the College shall be granted the following legal holidays with pay:

New Year's Day	Thanksgiving
Martin Luther King Day	Day After Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	All work days between Christmas & New Year's Day
Juneteenth (effective May 28, 2021)	

College CSEA unit members shall also receive one floating holiday in 2020. In 2021 and thereafter, there shall be two (2) floating holidays that may be scheduled by the employee, with the approval of their supervisor. The floating holiday(s) will be treated as a vacation day for purposes of use and accrual.

Part-time employees whose hours are affected by the campus closure between Christmas and New Year's Day may choose to work up to the amount of their lost time in hours in the week prior to Christmas and/or the week following New Year's. Such hours shall not be counted toward the maximum number of hours a part-time employee is allowed to work under this Agreement.

The provisions of this Section A(2) may be suspended in any given academic year by agreement between CSEA and the College President if the schedule proves unworkable for that academic year's calendar.



- B. A full-time employee, in order to qualify for a paid legal holiday under Section “A” of this Article, shall be required to work the last scheduled day before the holiday and the first scheduled day after the holiday, unless on approved, paid leave through the utilization of sick leave, vacation leave, personal leave, bereavement leave, or use of compensatory time on the books.
- C. When a holiday falls on a Sunday, the Monday following shall be observed as the holiday. When a holiday falls on a Saturday, the previous Friday shall be observed as the holiday, with the exception of the nurses at Glendale Home and Air Traffic Controllers who will observe the actual holiday. (It is agreed that when the official County Holiday List is received from the Civil Service Department each year, a Labor/Management Committee will review the list and determine which days shall be observed as holidays for computation of holiday pay, with the exception of Fourth of July, Christmas Day and New Year’s Day, which will always be paid for on the date they fall (i.e. 7/4, 12/25 and 1/1, respectively).
  - 1. Christmas Eve and Christmas Day Holiday Observance
    - a. When Christmas Eve falls on Friday, and Christmas Day falls on Saturday, the days off shall be Thursday, Friday, Saturday and Sunday.
    - b. When Christmas Eve falls on Saturday, and Christmas Day falls on a Sunday, the days off shall be Friday, Saturday, Sunday and Monday.
    - c. When Christmas Eve falls on Sunday, and Christmas Day falls on Monday, the days off shall be Saturday, Sunday, Monday and Tuesday.
- D. Holiday work for part-time nurses shall be compensated at the rate of time and one-half of total pay. Total pay shall include regular rate, shift differential, plus lack of benefits pay.
- E. If any County employees are granted an additional holiday, all County employees shall be granted equal compensatory time off.
- F. Full-time employees required to work a holiday will be compensated at the rate of time and one-half: and receive a substitute day off, or, at their own option, may choose to be paid for the holiday, resulting in a premium of 2 ½ days pay for a holiday actually worked. Glendale employees hired on or after May 9, 2018, who are required to work a holiday will be compensated at straight time and receive a substitute day off, or at their option, may choose to be paid for the holiday resulting in two (2) days pay for a holiday actually worked.

Full-time permanent employees required to work Thanksgiving, Christmas, or New Year's Day shall be compensated at the rate of double time, and receive a substitute day off or at their option, a premium of triple time for said holiday worked. Full-time permanent employees required to work more than eight (8) hours on a holiday will receive time and one-half the holiday premium rate for overtime hours worked. Glendale employees hired on or after May 9, 2018, who are required to work Thanksgiving, Christmas or New Year's Day shall be compensated at the rate of time and one half (1 ½) and receive a substitute day off, or at their option, may choose to be paid for the holiday resulting in two and one half (2 ½) days pay for a holiday actually worked.

- G. If a holiday falls outside the employee's regular work week, the employee shall be given a substitute day off.
- H. Every effort will be made to give all RN's either Christmas or Thanksgiving off, with the alternate holiday to be given the following year, providing minimum staffing levels have been maintained.

**ARTICLE XIII.**

**VACATION, SICK LEAVE AND LEAVE POLICIES**

Section 1 – Vacation Policy

- A. All full-time employees shall be granted a vacation period in accordance with the following schedule:

<b><u>Years of Service</u></b>	<b><u>Vacation Days</u></b>
After 1	10
After 5	15
After 10	20
After 15	21
After 16	22
After 17	23
After 18	24
After 19	25
After 25	30

Such leave shall be accumulated from date of employment, but may not be used prior to one year's service.

- B. Excepted from Section A above shall be nurses at Glendale Home, who, if full-time employees, shall be entitled to the following:

<u>Years of Service</u>	<u>Vacation Days</u>
After 1	15
After 5	15
After 10	15
After 15	21
After 16	22
After 17	23
After 18	24
After 19	25
After 25	30

Such leave shall be accumulated from date of employment, but may not be used prior to one year's service.

- C. Provided, however, that whenever the functions, powers and duties exercised by a city, village, or town, or any of their agents in the administration of municipal affairs, are transferred and assigned, in whole or in part, to the County, prior service of employees so transferred and assigned shall be credited to such employees.
- D. Employees who terminate service with the County will be entitled to cash money for the unused vacation to which they are properly entitled.
- E. When an employee dies while in the service of the County, the County Commissioner of Finance is authorized to pay the employee's designated beneficiary, or the estate if no beneficiary is designated, the monetary equivalent of any unused vacation credits to which the deceased employee would have been entitled.
- F. An employee shall be entitled to take any time after the first day of January of each year at the discretion of the department head.
- G. All full-time employees eligible to earn vacation may carry over four (4) weeks of vacation time into the following year. No vacation accumulation may exceed four (4) weeks. All vacation time used each year will be considered to have been taken in the following order:
1. Accumulated (carry over) vacation credited.
  2. Current vacation time credited for the current year.

- H. Choice of vacation shall be extended on the basis of departmental seniority. This shall, however, in no way conflict with the discretion of the department head in approving vacation requests.
- I. For the calculation of vacation credits, the time recorded on the payroll at the full rate of pay shall be considered as time served by the employee, providing the employee has continuous service from the time of temporary employment.
- J. The Employer is agreeable to transferring vacation credits with the employee in the event that earned vacations shall not have been used by an employee prior to transfer or reassignment.
- K. Vacation time accumulation above the twenty (20) days shall be paid in cash, when an employee can show proper documentation (vacation denial form) that they were unable to take the time, due to staffing shortages, etc.

## Section 2 – Sick Leave Policy

Absence from duty by a full-time employee by reason of sickness or disability of said employee shall only be allowed as provided in this section as follows, without exception:

- A. All full-time employees shall be entitled to an annual sick leave total of twelve (12) days, except as otherwise set forth herein, to be credited at the rate of one day per month of service, to be credited at the end of each month, with the annual (advance) credit of twelve (12) days to be made under the same terms and conditions as are presently in effect for existing full-time employees.

**Effective January 1, 2022: all employees hired on or after January 1, 1997 and prior to January 1, 2014**, shall accrue sick leave at the rate of twelve (12) days per year for their first ten years of employment, and after ten (10) years of service, shall receive three (3) additional sick days per year.<sup>1</sup>

All employees hired on or after January 1, 2014 shall continue to accrue sick leave at the rate of twelve (12) days per year throughout their employment.

Employees **hired prior to January 1, 1997** will be credited with eighteen (18) days of sick leave per year on each succeeding January 1<sup>st</sup>.

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<sup>1</sup> Prior to January 1, 2022, this was only available to “Non-Glendale” employees.

Five (5) days per year may be used for personal business and five (5) days per year may be used for family illness. The twenty-four (24) hour notice requirement for personal leave shall continue, but personal leave may be granted in an emergency with the department head's approval.

- B. Two (2) personal leave days, available under paragraph A, may be used in "hourly installments.
- C. When requesting sick leave, employees shall report to their department heads within one (1) hour of the beginning of the workday. Failure to do so within that time (unless for reasons satisfactory to the department head), will be considered as time off without pay.
- D. No specific time will be established for requiring a M.D.'s certificate for absence as a result of illness. However, department heads may request a certificate in any case where they consider it warranted. Failure to submit proper proof of illness when required to do so shall result in the absence being considered time off without pay.
- E. An employee shall be allowed to accumulate sick time to a maximum of two-hundred twenty-five (225) days.
- F. Employees who experience an unanticipated absence in excess of their accrued leave time due to personal illness, or due to illness of a family member shall be eligible for a donation of additional sick time within their respective County CSEA Unit of Employment (DSS / County Office Unit/ Highway/ Glendale/ SCCC / Library).
  - 1. An exception will be made for cross unit donation if there is a familial relationship between the donor and recipient.
  - 2. Participation is voluntary with regard to donations, and is intended to allow sick time donation from co-workers on the unit level. Administration of the program will be coordinated through the Civil Service Department or Schenectady County Community College as applicable. Approval must be given by the Director of the Human Resources Department.
  - 3. Donations will be charged on a day for day basis.
  - 4. In the event of severe illness or injury, an employee may submit a request to the County Manager to receive cross unit donations. The County Manager may, in his or her sole discretion, grant such a request.

#### G. Payment for Unused Sick Leave

1. At the discretion of the employee, the County shall, upon an employee's retirement or disability, pay fifty percent (50%) in cash of all unused accumulated sick leave up to one hundred sixty-five (165) days. The balance of the unused or unpaid sick leave may be transferred into the Retirement Option 41-j. Employees who wish to receive the cash payment shall furnish the following statement to their department head: "I wish to have the County reimburse me in a lump sum at the time of my retirement for fifty percent (50%) of my unused sick leave in accordance with the State Retirement Law.
2. Employees who retire with twenty (20) or more years of service, who, at the time of retirement, have accumulated at least two hundred (200) sick leave days and who have begun each year at with at least two hundred (200) sick leave days for three (3) years prior to retirement, shall be entitled to a cash payment, in addition to that of 41-j, of the balance of days not affected by 41-j.
3. Upon the death of the employee, while on the County payroll, all accumulated sick leave will be paid for in cash, at the employee's last regular rate of pay or salary. Payment will be made in accordance with ARTICLE XIII, SECTION 1, PARAGRAPH E.

#### H. Extended Sick Plan

The Employer will provide an Extended Sick Plan applicable to all sickness and injury not subject to Workers Compensation for all full-time employees under the following conditions:

1. Effective December 11, 2007, all full-time permanent employees hired on or after that date will not be eligible for the Extended Sick Plan during their first full year of employment.
2. All Full-Time, Permanent Employees will be eligible for Extended Sick Leave under the following conditions:
  - a. In order to qualify to be eligible for Extended Sick Leave, the employee must have accumulated a minimum of twelve (12) sick leave days.
  - b. If employee is eligible pursuant to section "2(a)" herein, half of all accumulated sick days, up to a maximum of thirty (30) days, must first be exhausted.

c. Upon medical certification, when conditions “2(a)” and “2(b)” herein have been met, the additional "bank" of thirty (30) sick days shall be credited to the account of the employee. The County may, at any time that an employee is absent from work using this benefit, request additional medical certification from the employee's doctor.

In addition, the County may require that before the employee returns to work, the employee be examined by a physician chosen by the County, but the scheduling of such examination shall not preclude the employee's returning to work.

d. Full payment of wages (in accordance with existing rules for payment of wages for sick days) shall apply to the "bank" until it is exhausted.

e. After return to work from Extended Sick Leave, fully able to perform normal work duties, upon the occurrence of a second illness or injury, under all the conditions listed above, a second thirty (30) day period shall be made available.

f. If any ESL bank is exhausted, and additional time is required, the County Manager (or College President) in his or her sole discretion shall have the right (upon application) to grant an extension up to an additional thirty (30) workdays.

3. Extended Sick Leave shall not be available for elective surgery as described in the then current County Health Plan.
4. Upon return to work, any days remaining in a "bank" may be used for follow up visits to a physician, only in connection with the same cause which provided eligibility for the "bank." The County may, at any time that an employee is seeking to use said remaining time in the bank, request additional medical certification from the employee's doctor.
5. All days remaining in any "bank" upon the employee's return to work shall be removed from the employee's sick days when the employee is next credited with regular sick days, or the first of the following year, whichever occurs first.

I. Pandemic Sick Bank – see Appendix D attached hereto.

### Section 3 – Bereavement Policy

- A. Full-time employees may be absent from duty without loss of pay by reason of death in the immediate family up to a period of five (5) work days, dating from the death(\*) of the relative; such absence from duty shall not be charged to accumulated sick leave or vacation. Effective January 1, 2008, flexible use of bereavement leave for legitimate purposes shall be permitted.

(\*) If an employee is at work and is notified of a death in the family and leaves work, bereavement leave starts with the time the employee leaves. If the death occurs after the employee has left a regular shift of work, bereavement leave starts the following day.

- B. The term "**immediate family**" means parent, spouse, child, brother, sister including the step equivalent of the employee.
- C. Full-time employees may be absent from duty without loss of pay by reason of death of in-laws and close relatives up to a period of three (3) work days dating from death of in-law or close relative. Such absence shall not be charged to accumulated sick leave or vacation.
- D. The term "**in-laws**" and "**close relatives**" means mothers-in-law, fathers-in-law, sons-in-law, daughters-in-law, sisters-in-law, brothers-in-law, legal guardian, grandparents and grandchildren.
- E. Incorporated in this agreement is Chapter 423 of the Laws of 2010, dealing with the extension of bereavement policy to committed same-sex couples. It provides that employers who extend funeral or bereavement leave to an employee for the death of a spouse, child, parent or other relative shall not deny the same leave for the death of an employee's same-sex committed partner; defines same-sex committed partners as those who are financially and emotionally interdependent in a manner commonly presumed of spouses.
- F. When required, each employee shall be entitled to take up to five (5) additional days under "A" above, or three (3) additional days under "C" above. Such additional days may be taken by using personal days available for the same calendar year.

Employees desiring to use part or all of the additional days (vacation or personal) allowed, shall provide their immediate superior or department head with a minimum of twenty-four (24) hours notice of such intent. Failure to give such notice will result in loss of pay for all days absent, until proper notice is duly given.

While the additional days taken are left to the discretion of the employee, abuse of this discretion will result in a joint labor-management review of this section.



#### Section 4 – Disability Leave Policy

Where employees receive compensation under the Workers' Compensation Law on account of disability, they shall elect in writing whether they desire to have sick leave with pay during the period of disability for which they receive compensation. Such written statement must be filed with the department head. In the event that employees elect to take sick leave with pay during such disability, they shall, for the period of their disability, not exceeding their accumulated sick leave time, be paid the difference between what they receive as compensation and their regular rate of pay, the time during which they are so paid shall be deducted from their accumulated sick leave time.

#### Section 5 – Leave of Absence Policy

- A. Application for leave of absence without pay, subject to the Rules of the Civil Service Commission, shall be filed by the employee with the department head and shall state the reasons for the leave and the duration. The response from the department head shall be given within a reasonable time.
1. Maternity leave without pay may be granted for not more than six (6) months upon certification by a doctor.
  2. Child rearing leave without pay may be granted for not more than six (6) months following the birth or adoption of a child or for an employee who becomes a step-parent of a minor child. Leave under Article XIII, Section 5, paragraphs A(1) and A(2) are mutually exclusive, and the maximum amount of leave that may be granted in total for maternity and child rearing leave is 6 months per child.
  3. The County will provide a leave of absence without pay, upon request, not to exceed one (1) year, to any employee who presents evidence of serious illness in the immediate family (mother, child, father, wife, husband, brother or sister) where no alternative source of care can be economically provided. Although approval must be obtained from the department head and the County Manager, it is agreed that such approval shall not be unreasonably withheld.
  4. The County will provide a leave of absence without pay, upon request, not to exceed one year, at the discretion of the department head and the County Manager, to any individual to take a course of study which is job or career oriented.

## Section 6 – Compensatory Time Off

Employees who are assigned to work overtime, shall have the option of receiving compensatory time off in lieu of overtime pay. Compensatory time off, subject to FLSA rules, is capped at 240 hours. Effective April 15, 2020, the date of approval of the 2020 Contract by the County Legislature, compensatory time off which is not subject to the FLSA shall also be capped at 240 hours. Compensatory time off may be used with the approval of the employee's supervisor, and such approval may not be unreasonably denied. Employees may cash in compensatory time once annually, on or before October 31<sup>st</sup>. Upon promotion to management position, the employee shall be paid out in cash for all accrued compensatory time. Further agreement regarding how an employee may opt for such a payout, as well as how certain employees may be compensated for overtime is contained in a Labor Management Agreement attached as Appendix B.

## Section 7 – Paid Family Leave for Bonding with a Newly Born, Adopted or Foster Child

Effective January 1, 2022, all bargaining unit members who meet the eligibility criteria shall be eligible for up to eight (8) weeks (Forty (40) work days) of paid leave, at two-thirds (2/3) of their regular salary, up to a maximum of One-Thousand (\$1,000.00) Dollars per week, for the purpose of bonding with a newly born, adopted or foster child.

Only those unit employees who are full-time, and have been employed on a full-time basis for at least one (1) year, shall be eligible for this leave.

Leave may be taken on an intermittent basis but must be taken in full day increments.

Health insurance coverage shall continue during this leave.

Such leave can only be taken once per calendar year.

## **ARTICLE XIV.**

### **PENSION, HEALTH AND DENTAL INSURANCE**

#### Section 1 – Pension

- A. The Employer agrees to continue the Retirement Plan, Section 75-i of the New York State Retirement Program.
- B. The Employer agrees to continue the new Ordinary Death Benefit Option, Section 60 (b) of the Retirement and Social Security Law.

Section 2 – Health Insurance

A. Benefits to be provided shall include Empire Blue Cross Blue Shield PPO Plan and the MVP POS plan as summarized in Appendix A. Appendix A contains a summary of the benefits and represents a description of the benefits to the extent that they are made available by the provider.

1. The Co-Pay for MVP and Empire Blue Cross shall be:

Telemedicine	\$5.00
Office Visits	\$20.00
Urgent Care	\$30.00
Emergency Room	\$100.00

2. The Empire Blue Cross Blue Shield PPO shall be the sole option for all new employees hired after January 1, 2008 and before May 11, 2016. Both Empire and MVP will be options for all current unit members during the regular open period and employees hired on or after May 11, 2016 may also enroll in MVP upon hire and throughout their career.

3. Effective April 8, 2014, Air Traffic Controllers special annual physicals will be paid for by the County.

B. The Employer agrees to cover at its full expense, subject to negotiated contribution rates, all eligible employees/retirees and their families as follows:

1. **Employees hired after February 16, 1990 and before January 1, 1997** must contribute 10% of the full cost to the County of Schenectady for the above Health and Dental Plans, on either a single or family basis, until they have contributed for three (3) full years.

2. **Employees hired after December 31, 1996 and before June 9, 2004** must contribute 10% of the full cost to the County for the above Health and Dental Plans throughout their employment.

3. **Employees hired after June 8, 2004 and before June 15, 2011** must contribute 10% of the full cost to the County of Schenectady for the above Health and Dental Plans throughout their employment for individual coverage. For family coverage, the employee must pay 10% of the individual cost, and 20% of the differential between

the cost of individual coverage and two-person or family coverage throughout their employment.

4. **Employees hired on or after June 15, 2011 and before April 8, 2014** must contribute 10% of the full cost to the County of Schenectady for the above Health and Dental Plans throughout their employment for individual coverage. Employees must pay 20% of the full cost of the two-person or family coverage throughout their employment.
5. **Employees hired on or after April 8, 2014** must contribute 20% of the full cost to the County of Schenectady for the above Health and Dental Plans throughout their employment for individual coverage. Employees must also pay 20% of the full cost of the two-person or family coverage throughout their employment.

C. **Waiver of Premium** – the Employer shall extend to those employees who are eligible, the waiver of premium in the event of prolonged illness.

1. A waiver of premium for a period of up to one (1) year in duration may be granted to employees who are totally disabled while on authorized leave without pay, or while their names are on a Civil Service preferred list.
2. In order to be eligible for such a waiver, employees must meet all of the following conditions:
  - a. They must be totally disabled as a result of sickness or injury and have been continuously so disabled for at least three (3) months.
  - b. They must be on authorized leave without pay, or on a Civil Service Preferred List.
  - c. They must have their coverage in effect by direct payments to their agency during the period they have been off the payroll.
3. Employees on authorized leave without pay must remit premiums directly to their agency. Employees whose names are on Civil Service preferred lists are required to pay only the employee share of their premiums while they are on such lists.
4. The procedures for instituting a Waiver of Premium are the same for all enrollment options.

- a. Employees should obtain a Form PS-452 (Application for Waiver of Premium) from their personnel office.
- b. Employees must complete Part A of the form and have their physicians complete Part C. Employees should return the form to their personnel office.
- c. The personnel office should complete Part B of the form and forward the form to the Employee Insurance Section for approval.
- d. The Employee Insurance Section will note the form to indicate whether the application has been approved or disapproved and return it to the employing agency.
- e. If approved, the waiver will commence on the first day of the fourth calendar month following the occurrence of the disability, or on the first day of the calendar month following exhaustion of accrued sick leave, whichever is later.
- f. The waiver will continue during the period of total disability, but in no event for more than one (1) year. If any of the following conditions occur before the expiration of the year, the waiver will cease:
  - i. Cessation of the disability.
  - ii. Return of the employee to the payroll.
  - iii. Approval of a request for retirement.
  - iv. Separation from service.
  - v. Death of enrollee.
- g. The employee's name should be deleted on a supplemental Form PS-505A for the month the waiver became effective. The form should be noted to indicate the reason for the deletion and the beginning and ending dates of the waiver period.

#### **D. Carve-Out of Prescription Drug Benefit for the Empire Blue Cross Blue Shield PPO**

1. Schenectady Meds I Prescription Cost Containment Program (employees hired on or after May 11, 2016 will not be eligible for Schenectady Meds I):
  - a. This program establishes the Schenectady Meds Prescription Cost Containment Program, except as provided in “Section 9 – Retiree Health Insurance” below:



C. Option C:

1.If the prescription is not available through Option A or Option B, or is short- term [maintenance drug] (i.e. prescription is for 30 days or less, non- refillable), and the employee so chooses, the prescription may be filled by a local pharmacy or other provider with a \$5 co-pay for generic drugs and a \$20 co-pay for name brand drugs.

Retirees 64 and under:           generic - \$5  
  brand - \$15

Retirees 65+:                           generic - \$3  
  brand - \$3

Those retirees who are 65 as of June 8, 2004 shall continue to have a \$1 co-pay for prescriptions only under Option C-1. All other retirees who in the future turn 65 shall have a \$3/\$3 co-pay under Option C-1.

2.If the prescription is available through Option A or Option B, the prescription still may be filled by a local pharmacy or other provider with a co-pay of \$60 for a thirty day supply.

Retirees 64 and under - \$60 co-pay  
Retirees 65 and over - \$60 co-pay.

iii. For those employees who are required to pay for a portion of their health care benefits, the calculation will continue to be made including the cost of the prescription benefit.

iv. In implementation of this prescription drug program, there shall be a one-time waiver of higher co-pays for each recipient. Co-pays shall also be waived for short-term initial prescriptions of less than 30 days, which are a bridge to mail order prescriptions under Option A or B.

2. Notwithstanding any other provision of this agreement, effective January 1, 2022, the “Schenectady Meds I Prescription Cost Containment Program” shall be eliminated for

all employees. Any employee enrolled in Schenectady Meds I on January 1, 2022 shall be transferred to Schenectady Meds II. Any current retiree (as of May 28, 2021, the date of approval of this Contract by the County Legislature) who is impacted by this change shall receive a yearly contribution of One Hundred Fifty (\$150) Dollars to a health reimbursement arrangement, until the earliest possible date that the retiree can be transferred into a Medicare Advantage Plan, pursuant to Section 9 of this Article.

**E. Carve-Out of Prescription Drug Benefit for the MVP Health Insurance**

1. Schenectady Meds II Prescription Cost Containment Program:

a. This Program will be the only drug program for all new employees hired on or after May 11, 2016 and applies to all employees and non-Medicare eligible retirees with MVP Health Insurance coverage.

i. The parties agree that January 1, 2010, or as soon thereafter as reasonably practicable, that prescription drugs shall be carved out from the MVP Health Plan and administration shall be transferred to ProAct as the U.S. Pharmacy Benefit Manager and CanaRx as the Canadian Pharmacy Benefit Manager.

ii. All employees under this plan shall be provided prescriptions through one of three options (“A”, “B”, or “C”). The employee is free to utilize any option:

A. Option A: Fill the prescription for maintenance medication through the Schenectady Meds Mail Order Program (CanaRx Services, Inc.). There is no co-payment for medication provided under this option. This Program will provide an eighty-seven or ninety day supply.

All Brand Name      \$0 co-pay

B. Option B: Fill the prescription through the Schenectady Meds Mail Order Program (ProAct.). This program will provide a ninety day supply with the following co-pays:

Generic                      \$10 co-pay  
Preferred Brand            \$40 co-pay  
Non-Preferred Brand      \$80 co-pay



If Option A is available and the participant chooses Option B, then the co-pays shall be \$60 for a ninety day supply for preferred brand and \$80 for non-preferred brand drugs.

C. Option C:

1.If the prescription is not available through Option A or Option B, or is short- term (i.e. prescription is for 30 days or less, non-refillable), and the employee so chooses, the prescription may be filled by a local pharmacy or other provider with:

Generic	\$5 co-pay
Preferred Brand	\$20 co-pay
Non-Preferred Brand	\$40 co-pay

2.If the prescription is available through Option A or Option B, the prescription still may be filled by a local pharmacy or other provider with a co-pay of \$60 for a thirty day supply

Generic	\$60 co-pay
Preferred Brand	\$60 co-pay
Non-Preferred Brand	\$60 co-pay

- iii. For those employees who are required to pay for a portion of their health care benefits, the calculation will continue to be made including the cost of the prescription benefit.
- iv. In implementation of this prescription drug program, there shall be a one-time waiver of penalty co-pays for each recipient. Penalty co-pays shall also be waived for short- term initial prescriptions of less than 30 days, which are a bridge to mail order prescriptions under Option A or B.

F. The County may choose a new Pharmacy Benefit Manager.

G. **Pro-Act Specialty Co-Pay Assistance Program** – The parties shall implement as soon as practicable, the Pro-Act Specialty Co-Pay Assistance Plan which requires a 20% employee

co-pay for specialty drugs with current maximum out-of-pocket (MOOP) capped at \$2,055. These 20% co-pay costs are shifted to manufacturer's assistance with the final results being a reduction in member costs of about 43.5% and a reduction in plan costs from current costs of about 16.2%. The County guarantees that employees' out-of-pocket expenses will not exceed current co-pays and that the employees shall not pay more than current co-pays.

H. **Step-Therapy** – All employees will be subject to Step-Therapy when filling a prescription for medication(s) through Schenectady Meds I (ProAct) and through Schenectady Meds II (Pro Act). Employees currently on a medication as of June 1, 2014, that would be subject to Step-Therapy will be grandfathered in, and not subject to the Step-Therapy program, for that particular medication for the employee while in continuous use by that employee.

I. **Dispensing Quantity Management (DQM)** – Effective May 11, 2016, DQM will be instituted for any new prescriptions. All current medications that employees are utilizing will be grandfathered in and not be covered by the DQM, even if a new Pharmacy Manager is chosen.

J. **Bonus for Waiver of Health Insurance Benefits:**

1. Any County employee, except as provided herein in this section, who provides proof of adequate insurance to the County Personnel Administrator and who executes a waiver of their right to insurance under this Collective Bargaining Agreement shall receive a bonus in the second full pay period of January following the calendar year during which insurance coverage was waived. The bonus shall be \$2,000 for waiver of individual coverage and \$4,000 for waiver of family coverage. This bonus shall be pro-rated for the period during which health insurance coverage was actually waived.
2. This bonus provision shall not apply in situations in which both a husband and wife are County employees, except to the extent set forth in the following provision, Article XIV, Section 2 (K) entitled Dual Enrollment of Spouses. Two-person coverage shall be considered family coverage for bonus purposes.
3. An annual opt in/opt out period for this bonus will be held in conjunction with the health insurance open enrollment. Exceptions will be made for individuals who experience an IRS Section 125 qualifying event.

K. **Dual Enrollment of Spouses**

Annually, effective January 1, 2008, notwithstanding any other provision of this agreement, where both husband and wife are each County employees or retirees, they are required to

enroll in the same healthcare plan, which shall be determined by the choice of the spouse with the earlier date of hire. Nothing herein shall adversely impact upon the employee's eligibility for health insurance in retirement. Each dual-enrolled couple shall be provided their choice of one of two options in recognition of the cost-savings to the County of this measure:

1. Option A - Under this option, each spouse shall receive a \$150 contribution to their flex-spending medical plan. Additionally, any spouse, who otherwise be required to contribute for the cost of their health insurance, shall no longer be required to contribute; or
2. Option B - Under this option, each couple shall receive 50% of one bonus waiver provided under Article XIV.

### Section 3 – Dental Insurance

Effective August 1, 2014, the County will offer the Sunrise Dental plan to all employees.

### Section 4 – Optical Insurance

An Optical Insurance Plan will be provided by the County, and at the County's expense to all eligible employees covered by this Agreement. Effective January 1, 2008, vision care shall be extended to families at the premier level and for employees, the benefit shall be platinum.

### Section 5 – Death Payment

Any full-time permanent employee who dies while on the County payroll, and whose accrued sick days and unused vacation days do not total \$3000, will be entitled to payment by the County of the difference between such employees' credits and \$3000. Said payment will be made as soon as possible to the spouse of the deceased employee, or other named beneficiary.

### Section 6 – Joint Labor-Management Committee on Health Care

Schenectady County and CSEA agree to formally appoint three labor and three management representatives to work with the appropriate health benefit entities in a review and oversight capacity. Each party reserves the right to bring resource representatives. The Committee's area of review and counsel may include but are not limited to:

1. The Committee shall meet within 14 days or as soon thereafter as practicable after a request to meet has been made by either side.

2. The County shall provide experience data reports from health insurance carriers directly to the Committee Representatives in the format and with such frequency as the Committee shall determine.
3. The Committee shall be provided with each carrier rate renewal request upon submission and the Committee Representatives shall be briefed of any trends and/or developments by the carriers that may impact the costs of such plans. The County shall keep the Committee apprised of the status of rate changes with each carrier.
4. The investigation and examination of successful programs involving wellness, cost containment and alternative health care delivery systems.
5. The Committee shall investigate recurring subscriber complaints and make recommendations for the resolution of such complaints.
6. The Committee shall study and address other issues and concerns brought to the attention of the Committee that impact the accessibility, quality and costs of health care for employees covered by this agreement.
7. The Committee shall work with the County to recommend mutually agreed upon changes in health plan benefits through such initiatives as:
  - An annual review of all health insurance plans offered to employees covered by this Agreement.
  - The implementation and ongoing oversight of a carved-out prescription drug program.
  - The implementation and ongoing oversight of a program to purchase maintenance drugs at a reduced cost.

#### Section 7 – Employee Wellness and Preventive Health Care

1. The County shall provide a credit of \$400 for employee memberships in the YMCA.

2. The County shall reimburse individual employees up to \$240 in membership costs for membership in any health or fitness club, if in the first quarter of the calendar year, that employee can produce certification of utilization of that facility for exercise purposes, in a form satisfactory to the Director of Human Resources, proof that the employee utilized such fitness facility at least 50 times during the previous calendar year. Beginning January 1, 2021 (with the look back period for the 2020 calendar year) reimbursements shall be as follows:

50 Visits	\$120.00
75 Visits	\$180.00
100 Visits	\$240.00

3. The County shall conduct preventive health care/wellness seminars for employees on subjects such as smoking cessation, weight reduction, blood pressure, dietary practices, and strategies for reducing the likelihood of coronary artery disease, type II diabetes, and other chronic conditions.

Section 8 – Flexible Spending Account

The County shall offer a flexible spending account plan with premium, unreimbursed medical, dental, vision and dependent care components, with a maximum contribution of \$2,500.00. Effective January 1, 2021, the maximum contribution shall increase to \$2,700.00 and reset on the maximum each year.

Section 9 – Retiree Health Insurance

- A. Retirees will maintain the same Health Care coverage as active employees until they become Medicare eligible. Effective within 90 days after ratification and approval by the County Legislature on June 14, 2011, the County will fund a Health Reimbursement Account of \$300.00 (three hundred dollars) for current retirees prior to becoming Medicare eligible, and for current employees who retire on or before September 12, 2011, a date 90 days after ratification and approved by the County Legislature, and who are not Medicare eligible.

B. **Medicare Advantage Plan (MAP)** - All health insurance benefits in retirement for retirees who are eligible for Medicare shall be the Medicare Advantage Plan offered by the County, which corresponds to the health insurance offered:

Active Health Insurance:	Medicare Advantage Plan Offering:
MVP	MVP Gold HMO
Empire Blue Cross PPO	<p>Two plan options will be available, and Schenectady County shall retain the right to revert to Schenectady Meds if County determines it is financially advantageous:</p> <p>1) MVP Gold Anywhere PPO - \$5.00 drug co-pay (if you reside in area at least six (6) months per year); or</p> <p>2) MVP USA Care PPO - \$5.00 drug copay (if you reside outside area)</p>

Effective June 1, 2014, all current retirees in the MVP Gold HMO offering must remain in their current plan, MVP GOLD HMO.

Effective June 1, 2014, all current retirees in the Empire Medicare Advantage Plan will be moved to either: MVP Gold Anywhere PPO, or MVP USA Care PPO.

C. **Retiree Contributions** - Employees hired after June 8, 2004 shall receive health benefits under the following terms:

1. Employees who retire with 20 years or more of County service shall receive full health insurance coverage for employee and dependent. Upon the death of the retiree, coverage shall continue for the dependent for three full months, who thereafter may purchase coverage at the group rate.
2. Employees who retire with 15-19 years of County service shall receive full health insurance coverage for the employee only, while dependent coverage may be purchased at the group rate. Once the dependent has enrolled in the plan, and subsequently drops coverage by not making timely monthly payments, the dependent may not rejoin.

3. Employees who retire with 10-14 years of County service may purchase full health insurance coverage for the employee only at 50% of the group rate.
4. Employees who retire with less than 10 years of County service may purchase full health insurance coverage for the employee only at the group rate.

**D. Retiree Dental:**

1. The right, after January 1, 1981, for any retiree to purchase dental insurance identical to that provided for all County employees, upon payment to the County (in advance) of an amount equal to that paid by the County to its Administrator (carrier) for such coverage.
  2. The option to purchase dental insurance shall be made by the retiree coincident with the termination of such coverage as an employee. Failure to elect coverage within thirty (30) days of termination of County coverage (as an employee), or failure to maintain coverage for any thirty (30) day consecutive period after election of optional dental coverage shall permanently terminate such coverage (option).
- E. New employees hired before May 19, 1988, upon their retirement from Schenectady County, shall be entitled to the Medicare Part B reimbursed by the County.
- F. **Spousal Health Insurance Initiative** – Effective immediately, and notwithstanding any other provision of this or prior agreements, any retired employee who dies, and who was receiving health insurance benefits during retirement, and who was Medicare eligible, shall pass along to their surviving spouse the right to receive individual health insurance coverage for the remainder of their life, so long as the surviving spouse is Medicare eligible, at no cost to the surviving spouse, for the County Medicare Advantage Plan offering which is the lowest cost plan as determined by the County. The surviving spouse shall have the option to participate in other MAP offerings so long as the surviving spouse pays the differential cost between the lowest cost plan and the chosen plan.
- G. In the event the Medicare Advantage Plans are discontinued by federal government action or otherwise become unavailable, the County shall reinstate the Empire Blue Cross Blue Shield PPO and MVP Plan which are in effect.
- H. Schenectady County shall retain the right to revert to the Canadian Drug Plan, if the County determines that it is financially advantageous.

## ARTICLE XV.

### SENIORITY

1. The Employer agrees to recognize and adhere to the principles of seniority based on date of employment, the only exception being part-time employees whose time shall be pro-rated.
2. *(Pursuant to the Side Letter, incorporated as "Appendix A" in the 2016-2019 Contract, and hereby merged into this current Contract)* In the absence of a civil service list, promotions and vacancies in positions will be filled as follows:
  - a. In the absence of a civil service list, qualified unit members will be offered the opportunity to apply for such vacancies in accordance with the procedure. The County retains its management right not to fill any vacancy.
  - b. CSEA bargaining unit vacancies will be posted countywide for fourteen (14) calendar days.
  - c. The vacancy will be filled from among the three (3) most senior unit members who meet the qualifications and who applied for the posting by the closing date.
  - d. **Method** – Three (3) candidates considered, one (1) is chosen. All three (3) candidates must meet eligibility requirements for the position. Management selects from the three (3) most senior eligible candidates. If less than three (3) candidates apply, Management selects from only those who have applied.
    - i. Examples of scenarios:
      1. 2 candidates within department  
1 candidate within County, outside department  
All 3 eligible for position
      2. 1 candidate within department  
2 candidates within County, outside department  
All 3 eligible for position
      3. 3 candidates within department  
All 3 eligible for position
      4. 4 candidates within department  
Top 3 in seniority are eligible for position



5. 2 candidates within department  
2 candidates within County, outside department  
2 candidates from the department are eligible, and the 1 most senior candidate from outside the department to make 3 in total
- e. Any candidate who is considered but not chosen may file a grievance. The candidate must prove that the reason that they were not chosen was arbitrary, capricious, an abuse of discretion, or made in bad faith for a discriminatory reason. Such grievance shall be filed and heard at Step 3 of the grievance procedure. The decision of the Step 3 hearing officer is final and binding and may not be appealed to arbitration.
3. All postings for CSEA positions with the County or Community College will be prepared and emailed per the past practice of the County and Community College.
4. New employees shall be placed on the seniority list as of their date of employment.
5. Seniority shall be based on the date of employment, no matter what classification or upgrading an employee has been promoted into. Employees will carry their seniority into new positions, from the date of employment. Seniority shall be transferred from department to department.
6. When a permanent employee is appointed or promoted to a position pursuant to this Agreement, or appointed or promoted to a position from a Civil Service list, the position vacated by the employee shall not be filled, except on a temporary basis until the appointment becomes permanent. If the conduct or performance of the employee is not satisfactory, or if the employee is otherwise unable to meet the qualifications of the position, or does not pass a required Civil Service examination, the employee shall be restored to his/her permanent position.

## **ARTICLE XVI.**

### **PROGRESSIVE DISCIPLINE**

1. It is the mission of the Employer to provide services to the residents of Schenectady County. In order to provide such services, the Employer must guide and direct its work force. The Employer agrees that, while directing its work force, discipline shall be applied progressively. However, it is understood that certain violations (e.g., patient abuse, theft, insubordination, or misconduct) may warrant immediate suspension and/or discharge. The Employer shall apply formal discipline only for just cause.

2. The process of progressive discipline includes counseling, written warning notices, written reprimands and charges and specifications. It is understood that formal discipline shall begin with a written reprimand. An employee shall be entitled to the right to CSEA representation at each stage of this procedure.
3. A written warning and/or reprimand shall be removed from an employee's file one (1) year from the date of issue provided there are no repeat violations extending this time period or there is a pending disciplinary hearing during this period. More serious disciplinary penalties shall be removed after two (2) years.
4. An employee may use the grievance process to appeal formal discipline. However, a grievance appealing a written reprimand shall commence with the department head and a grievance appealing a suspension and/or discharge may commence at the Chief Administrator stage of the grievance procedure, it will constitute a waiver of rights under Sections 75 and 76 of Civil Service Law.
5. All formal discipline must be commenced within three (3) months from the date of the offense or the date upon which the employer gained knowledge of the offense, whichever is later, except for offenses involving time and attendance which must be commenced within twelve (12) months of the date of the offense.

## **ARTICLE XVII.**

### **WORK SECURITY**

Section 1 - Employees assigned to perform the duties of a higher classification shall be compensated at a rate of eight percent (8%) above their regular rate.

Section 2 - Employees may be assigned temporarily to perform the duties of a lower classification, but shall be compensated at their regular rate of pay.

Section 3 - CSEA Local President, or a designee, will be advised of promotions available for positions in the classified section.

Section 4 - Ten (10) copies of all Civil Service announcements regarding examinations and/or promotional opportunities will be sent to the local CSEA President for distribution,

Section 5 - One-Person Plow Runs - Efficiency Differential: The parties agree to maintain five (5) two-person plow runs. The remainder may be established as one-person plow (O.P.P.) runs.

Employees so assigned to O.P.P. duties shall receive an 8% efficiency differential for all work performed in O.P.P. status

## **ARTICLE XVIII.**

### **RECLASSIFICATION**

Employees who sincerely believe that they are continually performing out-of-title work, shall have the right to confer regarding same with their immediate supervisor and shall have the right to be represented by the CSEA representative during said conference.

In the event any differences cannot be resolved, both parties shall request a hearing before the department head.

In the event the department head cannot satisfactorily resolve the differences, both parties shall submit a statement in writing to the Civil Service Commission for review. The decision of the Civil Service Commission shall be final. If a change is justified, necessary steps will be taken to correct the situation.

## **ARTICLE XIX.**

### **LAYOFFS**

1. In all cases of layoffs, a reduction of forces and re-employment, the Employer shall go strictly by seniority from date of employment on a countywide basis.
2. The representative of CSEA shall be informed prior to any and all anticipated layoffs.
3. The Employer will keep the seniority list up to date at all times.
4. In the reduction of forces, the Employer shall apply the principles of seniority as follows:
  - a. The employee in the job classification where the reduction is to take place who has the least job seniority, shall be removed from the job first.
  - b. If that employee has worked in another job classification, seniority shall provide the employee with the right to transfer back into the classification.
5. In the event of recall, the laid-off employee shall be given notice of recall by registered, or certified mail, sent to the address last given the Employer by the employee. Within three (3)

calendar days after tender of delivery at such address of the employee's notice, the employee must notify the Employer by registered or certified mail, or in person, of intent to return to work. Said employee must actually report to work within seven (7) calendar days. If the employee fails to comply with the above provisions, all seniority rights under this Agreement shall be lost and the employee shall be considered a voluntary quit.

6. Permanent non-competitive and labor class employees within this negotiating unit with one (1) year or more of permanent continuous service who are laid off will have such lay-off governed by the process presently applicable to competitive class employees for the purpose of re-employment for future vacancies. Labor and non-competitive class employees within the negotiating units represented by CSEA if laid off, will be laid off within title on the basis of seniority, provided, however, that such employees shall not gain greater rights than they would have if they were covered by the provisions of the Civil Service Law, Sections 80 and 81 and provided, further, however, that this proposal does not extend to those employees coverage under Civil Service Law, Section 75, limited to period of the contract.

## **ARTICLE XX.**

### **GRIEVANCE PROCEDURES FOR COUNTY EMPLOYEES**

In order to establish a more harmonious and cooperative relationship between County employees, administrators and members of the County Legislature which will enhance the operation of the County of Schenectady, it is hereby declared to be the purpose of these procedures to provide a means for orderly settlement of differences, promptly and fairly as they arise and to assure equitable and proper regulations and policies of the County. The provisions of these procedures shall be reasonably construed for the accomplishment of this purpose.

#### Definitions:

1. **Employee** - The term employee to whom this Agreement applies and whenever used, shall mean any individual employed or hired in accordance with the Civil Service Law and the local Civil Service Department and/or approved by the County Manager and who appears on the County or SCCC payroll at any given time and is within the Collective Bargaining Unit of the Schenectady County Local of the CSEA, Inc.
2. **Chief Administrator** - Under this Agreement shall mean the Schenectady County Manager.
3. **Department Head** - Under this Agreement shall mean the director, administrator, or head of any agency or department within the jurisdiction of and reporting directly to the Chief

Administrator. This will also apply if such an individual is acting or temporary in the position of department head as defined above.

4. **Immediate Supervisor** - Under this Agreement shall mean the supervisor, officer or designee (whether acting or temporary) to whom the employee is directly responsible.
5. **CSEA Representative** - Under this Agreement shall mean an appointed representative, or other counsel, designated by the CSEA to act on its behalf.
6. **Grievance Representative** - Shall mean a certified grievance representative appointed by the unit president or the local president. Only a certified grievance representative may file a grievance on behalf of an employee or employees.
7. **Temporary Employee** - as defined in Section 65 of the Civil Service Law (amended by the Legislature in 1979.)
8. **Part-Time Employee** - Under this Agreement shall mean one who is employed on an hourly, per diem or salaried rate of pay and who normally works less hours than the established work week within the department where they are hired.
9. **Grievance** - Shall mean any claimed violation, misinterpretation, or inequitable application of this contract or any existing laws, rules, regulations or policies which relate to or involve the person in the exercise of assigned duties, but grievance shall not be construed to relate to, nor shall any grievance claim be permitted concerning salary or other amount of basic compensation fixed by the County Legislature by budget action or other resolution or Local Law, or established by contract. The following compensation circumstances are subject to normal grievance procedures:
  - a. Administrative errors (claimed).
  - b. Misapplication of a salary or increment schedule (claimed).
  - c. Inaccurate factual data (claimed), as applied to a given situation.

Procedures:

1. **Informal Stage** – The aggrieved, within thirty (30) working days of the employee's knowledge that such grievance has occurred, shall orally present the grievance to the immediate supervisor, who shall orally and informally discuss the grievance with the aggrieved person. The immediate supervisor shall render a determination to the aggrieved person within five (5) working days after the grievance has been presented. If such grievance

is not satisfactorily resolved at this stage, the aggrieved employee may proceed to the formal stage(s).

**2. Formal Stage:**

- a. Within five (5) working days after a determination has been made at the preceding stage, the grievance representative, with the aggrieved person may make a written request to the department head or designee with a copy to the immediate supervisor for review and determination. If department heads designate a person to act in their behalf, they shall also delegate full authority to render a determination in their behalf. The union and the County shall agree on a form to be utilized for the grievance. The grievance shall set forth a clear, concise statement of facts, and which, if any, provision of the contract is alleged to be violated.
- b. The department head or designee shall render a determination in writing within five (5) working days after the written statements have been presented.

**3. Chief Administrator** – The grievance representative, with the aggrieved person may, within ten (10) working days of the final determination by the department head, make a written request to the Chief Administrator with a copy to the department head's office for review and determination. All written statements and records of the case shall be submitted to the Chief Administrator. The Chief Administrator or designee shall notify all parties concerned in the case, of the time and place when an informal hearing will be held where such parties may appear and present oral and written statements supplementing their position in the case. Such hearings shall be held within ten (10) working days of receipt of the written statements pursuant to the procedures set forth in this section. The Chief Administrator in any grievance procedure shall render a decision within twenty (20) working days, unless such time is extended by mutual consent of the parties.

**4. Arbitration Stage:**

- a. After such hearing, if the employee or Civil Service Employees Association is not satisfied with the decision at the Chief Administrator stage and the Civil Service Employees Association determines that the grievance is meritorious, it may submit the grievance to arbitration by written notice to the Chief Administrator within fifteen (15) working days of the decision at Stage 3. The Demand for Arbitration shall clearly state the names of the grievant or grievants, or class of grievants. It shall also clearly state which, if any, provisions of the contract are alleged to be violated, and have attached to it a copy of the grievance and all prior County responses.

- b. Within ten (10) working days after such written notice of submission to arbitration, the Chief Administrator and the Civil Service Employees Association will agree upon a mutually acceptable arbitrator competent in the area of the grievance, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain a commitment within the specified period, a request for a list of arbitrators will be made to the Public Employment Relations Board by either party. The parties will then be bound by the rules and procedures of the Public Employment Relations Board in the selection of an arbitrator.
- c. The selected arbitrator will hear the matter promptly and will issue a decision not later than thirty (30) calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statements and briefs are submitted. The arbitrator's decision will be in writing and will set forth findings of fact, reasoning and conclusions on the issues. The cost of the arbitrator shall be borne equally by both parties.
- d. The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law or which is violative to the terms of this Agreement.
- e. The arbitrator's award will be final and binding.

Basic Principles:

1. It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged.
2. An employee shall have the right to utilize the grievance procedure, free from coercion, interference, restraint, discrimination or reprisal.
3. Employees shall have the right to be represented at any step of the procedure by a certified grievance representative of their own choosing, but no other employee organization may institute a grievance or represent an employee in the processing of a grievance.
4. Employees and their representative, if a County employee, shall be allowed such time off from their regular duties as may be necessary for the processing of a grievance under the procedures without loss of pay or vacation or other time credits.

5. Each party to a grievance shall have access at reasonable time to all written statements and records pertaining to such case.
6. All hearings shall be confidential.
7. It shall be the responsibility of the Chief Administrator to give force and effect to these procedures. Administrators shall have the responsibility to consider promptly each grievance presented and to make a determination within the authority delegated, and within the time specified in these procedures.

## **ARTICLE XXI.**

### **RECIPROCAL RIGHTS**

The Employer recognizes the right of the employee to designate a CSEA representative to appear on their behalf to discuss salaries, working conditions, grievances, and disputes as to the terms and conditions of this contract and to consult employees during working hours.

#### Section 1

The Employer shall so administer its obligations under this contract in a manner which will be fair and impartial to all employees and shall not discriminate against any employee by reason of sex, nationality, race, creed or sexual orientation.

#### Section 2

The Schenectady County Local of the CSEA, Inc., shall have the right to post notices and other communications on bulletin boards maintained on the premises and facilities of the Employer, subject to the approval of the contents of such notices and communications by the County Manger or his designee. The officers and agents of the CSEA should have the right to visit the Employer's facilities for the purpose of adjusting grievances and administering the terms and conditions of this contract.

#### Section 3

Employees who are designated or elected for the purpose of adjusting grievances or assisting in the administration of this contract shall be permitted a reasonable amount of time free from their regular duties to fulfill these obligations, which has as their purpose the maintenance of harmonious and cooperative relations between the Employer and the employee and the uninterrupted operation of government.



#### Section 4

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

#### Section 5

The President of the Schenectady County Local of CSEA shall be entitled to a private phone at a reasonable location to be used for Union business. Such phone shall also be available to other designated Union personnel for Union business. It is agreed that such phone will not be used excessively for long distance calling.

#### Section 6

The President of the Schenectady County Local of CSEA shall be entitled to a maximum of ten (10) working days to be used for Union conventions to be paid for at their normal wage scale.

#### Section 7

Department heads shall have the responsibility for the full operation of their departments, but within and as part of that responsibility, they may allow such employees as can be permitted to leave their positions to attend conferences or workshops relating to their respective job disciplines during normal working hours. Such absences shall be at full pay, and with no charge to any other benefits; however, the County shall not be liable for any expenses connected with such conferences or workshops or other training sessions.

### **ARTICLE XXII.**

#### **WORKING CONDITIONS**

- A. The Employer shall notify the Schenectady County Local of the CSEA, Inc. at least seven (7) days in advance of any change in working methods or working conditions, except where such change is required because of an emergency or major disaster over which the Employer has no control.
- B. All employees shall have the right to review their own personnel files in the office of the Civil Service Commission.

C. Labor-Management Committee:

1. A joint labor-management committee shall be continued within each County department. There shall be a minimum of three (3) CSEA representatives from each department consisting of: one departmental unit president, one departmental grievance chair, plus one other member.
2. This group shall meet every three (3) months with their respective department heads and their representatives to discuss and resolve problems arising within the department.
3. A County-wide labor-management committee shall meet monthly to discuss topics of mutual interest in a constructive manner. Any grievance in dispute at the time of any such meeting, shall not be a topic for discussion. Both parties to this Agreement shall have the right to name their own members to this committee. Agendas and the names of the committee members shall be exchanged at least ten (10) days prior to each such meeting.
4. The parties commit to study, through labor management committee, the standardization of compensation for Cleaning and Maintenance Staff employees at the County, SUNY Schenectady and the Glendale Nursing Home, and make joint recommendation within six (6) months of April 15, 2020, the date of approval of the 2020 contract by the County Legislature.

- D. Uniforms - The Employer agrees to provide uniforms (either on a rental basis or by direct purchase) for all personnel in the Highway, custodial and maintenance classifications, and for all Registered Nurses at the Glendale Nursing Home, and persons employed in the Civil Service title of Security Officer. The number of uniforms shall be discussed in the labor-management meetings. Highway Mechanical Staff will obtain uniforms through uniform service.

For the RN's at Glendale – the uniform allowance shall be One Hundred Fifty (\$150) Dollars, payable two (2) times per year.

For all other employees, effective January 1, 2018, the uniform allowance will be increased to \$250 except for those who were higher prior to January 1, 2018, who will continue to receive the same amount.

Effective May 28, 2021, the date of ratification of this Contract by the County Legislature, the Employer agrees to engage in a Labor Management meeting regarding the issue of a Work

Boot/Work Shoe allowance for employees at the Highway Department and certain employees in the maintenance departments throughout the County. A Labor-Management Agreement was reached regarding a Work Boot/Work Shoe Allowance for certain employees in the Department of Engineering and Public Works, the Office of Facilities and the Glendale Nursing Home following May 28, 2021, the date of ratification of this Contract by the County Legislature, and is therefore attached as Appendix G hereto.

RFP for rebid on Uniform Allowances will be developed by the Labor-Management Committee.

- E. Uniforms will be provided for the County Office Building "Cleaning Staff" in addition, two sets of uniforms will be provided for:
  - 1. Senior Civil Engineer
  - 2. Junior Civil Engineer
  - 3. Engineering Technician II
- F. The County will provide Malpractice Insurance for all persons covered by this Agreement who provide nursing care for patients at any County-owned facility. County agrees to provide CSEA with a copy of a policy providing such insurance, as authorized and in force.
- G. Community College will provide an area for CSEA personnel, including sufficient keys as may be required to provide reasonable access thereto during normal working hours.

## **ARTICLE XXIII.**

### **EXISTING BENEFITS**

- A. Any rights, privileges, or benefits already accorded the employees of the County of Schenectady shall not be rescinded or reduced.
- B. All existing rules, regulations, practices and benefits of the Employer which are more favorable to the employee will remain in the full force and effect during the life of this contract.

**ARTICLE XXIV.**

**SEPARABILITY**

If the enactment of legislation or a determination by a court of final jurisdiction (whether in a proceeding between the parties or one based on a similar state of facts) renders any portion of this Agreement invalid or unenforceable, it shall not affect the validity of the rest of this contract which shall remain in full force, according to the terms, and in the same manner and with the same effect as if such invalid portion had not been originally included therein.

**ARTICLE XXV.**

**TERM OF CONTRACT**

This contract shall become effective January 1, 2021 and shall continue until the close of business on December 31, 2025.

Upon written notice and with the mutual consent of the parties this contract may be re-opened during its term.



## RESOLUTION 70-21

*Sponsored by Legislator Socha:*

**A RESOLUTION AUTHORIZING THE COUNTY MANAGER TO  
ENTER INTO A COLLECTIVE BARGAINING AGREEMENT  
WITH THE CIVIL SERVICE EMPLOYEES ASSOCIATION,  
LOCAL 1000, AFSCME, AFL-CIO**

**BE IT ENACTED** by the Legislature of the County of Schenectady, as follows:

**WHEREAS**, a contract previously entered into between the County and the Schenectady County Unit of the Civil Service Employees Association has expired on December 31, 2020; and

**WHEREAS**, after extensive negotiations between representatives of the County and said union, agreement has been reached upon the terms of a new five-year contract commencing January 1, 2021 and ending December 31, 2025, relating to terms and conditions of employment to be incorporated in a subsequent formal written contract to be executed by the parties to include the terms outlined in the agreement between the County and the said union, which said terms in such agreement have been summarized and provided in writing to the members of the County Legislature, and explained in detail in the May 28, 2021 memorandum of the County Attorney, and which contain the following changes:

1. Wage increases:
  - a. 2021 2.00% plus a \$1,000.00 bonus (not in base)
  - b. 2022 2.25%
  - c. 2023 2.25%
  - d. 2024 2.25%
  - e. 2025 2.25%;

2. Juneteenth – The parties agreed to make Juneteenth a holiday (June 19<sup>th</sup>);
3. Paid Family Leave – Provides eight weeks of family leave at 2/3<sup>rd</sup> of regular salary (up to a maximum of \$1,000 per week) to care for a newly born, adopted or foster child;
4. Vaccination Bonuses – Provides for an additional bonus vacation day for employees who are vaccinated for Covid-19 prior to September 21, 2021, and provides a monetary bonus (\$200) to all employees if eighty percent of the members of the bargaining unit are vaccinated for Covid-19 by September 1, 2021;
5. Healthcare Proposal
  - a. Elimination of Schenectady Meds I and replacement with Schenectady Meds II
6. Upgrades for certain employees
  - a. Cleaners – Provides for moving all employees titled as cleaners to grade 4A
  - b. Veteran's Services Officer --- Provides for upgrading this position from grade 4 to grade 6;
7. Elimination of ten days of administrative leave for Library employees;
8. Lag Pay – Employees hired prior to 2008 will have their pay lagged in January of 2022;
9. Longevity Pay – Commencing in 2022, longevity pay will be paid on a weekly basis
10. Shift Differential – Employees in the Highway Department who work winter hours on the first shift shall receive a 10% shift differential

; now, therefore, be it

**RESOLVED**, that the County Manager be and he hereby is authorized to enter into contracts on behalf of the County of Schenectady with the Schenectady County Unit of the Civil Service Employees Association, Inc., subject to the approval of the County Attorney, consistent with the provisions of this resolution and in accordance with the terms and conditions of employment spelled out in the Tentative Agreement between the County and the aforesaid union for the calendar years of 2021, 2022, 2023, 2024 and 2025 for all county employees in the bargaining units represented by the aforesaid union, and to implement the exact same terms and conditions outlined in the aforesaid Tentative Agreement for all management employees for the calendar years of 2021, 2022, 2023, 2024 and 2025.

6/1/2021: *Reported from the Committee on Labor and Civil Service (LCS9)*  
6/8/2021: *Adopted by the County Legislature*

Ayes: 9.9734 (Constantine, Gatta, Hughes, Jasenski, King, Ostrellich, Patierne,  
Pratt, Socha, Vellano)  
Nays: 0.0000  
Absent: 4.1218 (Fields, McDonald, Pascarella, Ruzzo)  
Abstain: 0.0000  
Excused: 0.9048 (McGarry)

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**Resolution 70-21**

**STATE OF NEW YORK }  
County Legislature }  
County of Schenectady }**

I have compared the preceding copy with the original resolution adopted by the Schenectady County Legislature at a meeting held June 8, 2021 on file in this office, and I do HEREBY CERTIFY the same to be a correct transcript there from in the whole of the original.

WITNESS my hand and the seal of the Schenectady County Legislature at the City of Schenectady this 9<sup>th</sup> day of June, Two Thousand Twenty-One.

  
\_\_\_\_\_  
Geoffrey T. Hall, Clerk,  
Schenectady County Legislature



LEGISLATIVE INITIATIVE FORM

**Date:** 5/28/2021  
**Reference:** Labor and Civil Service  
**Dual Reference:**  
**Initiative:** LCS 9

**Title of Proposed Resolution:**

A RESOLUTION AUTHORIZING THE COUNTY MANAGER TO ENTER INTO A COLLECTIVE BARGAINING AGREEMENT WITH THE CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 1000, AFSCME, AFL-CIO

**Purpose and General Idea:**

Provides for the approval of a collective bargaining agreement with CSEA for 5 years, beginning on January 1, 2021 through December 31, 2025.

**Summary of Specific Provisions:**

Authorizes the County Manager to enter into a contract with the Civil Service Employees Association, Inc., beginning on January 1, 2021 through December 31, 2025.

**Effects Upon Present Law:**

None.

**Justification:**

Legislative approval is necessary to enter into the contract.

**Sponsor:** Legislator Socha

**Co-Sponsor:**

2021 CSEA, LOCAL 1000 AFSCME, AFL-CIO/COUNTY OF SCHENECTADY NEGOTIATING COMMITTEE

CSEA:

Debra Picerno, Labor Relations Specialist

Derek Sinnenberg, Contract Team Member/Local President

John Roth, Contract Team Member/Local Vice President

Katie Soule, Contract Team Member/Local Treasurer

Jamie Hungerschafer, Contract Team Member/Local Secretary

Susan Polsinelli, Contract Team Member/County Office Building Unit Secretary

Dominic Russo, Contract Team Member/Highway Unit President

Christine Symes, Contract Team Member/Library Unit President

Joseph O'Brien, Contract Team Member/Glendale Unit President

Audrey Lowe, Contract Team Member/Department of Social Services Unit Vice President

COUNTY OF SCHENECTADY

Rory Fluman, County Manager

Christopher H. Gardner, Esq., County Attorney

John McPhillips, Jr., Commissioner of Finance

Joseph McQueen, Director of Human Resources

Dennine LaPlante, Deputy Director of Human Resources

Jaclyn Falotico, Deputy County Manager

Sarah Petraccione, Esq., Deputy County Attorney

Dr. Steady Moono, President, SCCC

Patrick Ryan, Chief Financial Officer, SCCC

Paula Ohlhous, Chief of Staff, SCCC

TENTATIVE AGREEMENT BETWEEN  
THE COUNTY OF SCHENECTADY  
AND  
CSEA, LOCAL 1000 AFSCME, AFL-CIO  
(SCHENECTADY COUNTY UNIT, SCHENECTADY COUNTY LOCAL 885)  
May 18, 2021

LENGTH OF CONTRACT

This Contract shall be effective from January 1, 2021 – December 31, 2025

COVID

1. **Article X. Special Rates of Pay - Add the following provision:**
  12. Vaccine Bonus Day and Bonus Pay
    - a. All unit employees who have received all required Covid-19 vaccination shots prior to September 1, 2021 shall receive one (1) additional vacation day, as a bonus, on a one-time basis.
    - b. If 80% of all CSEA Local 885 employees have received all required Covid-19 vaccination shots on or before September 1, 2021, all members who received the vaccination shall receive a one-time, Two Hundred (\$200) Dollar bonus.

HEALTHCARE

1. **Article XIV. Pension, Health and Dental Insurance**
  - Section 2. – **Health Insurance - Add the following provision:**

Notwithstanding any other provision of this agreement, effective January 1, 2022, the "Schenectady Meds I Prescription Cost Containment Program" shall be eliminated for all employees. Any employee enrolled in Schenectady Meds I on January 1, 2022 shall be transferred to Schenectady Meds II. Any current retiree (as of date of approval of this Contract by the County Legislature) who is impacted by this change shall receive a yearly One Hundred Fifty (\$150) Dollar contribution to a flex spending plan, until the earliest possible date that the retiree can be transferred into a Medicare Advantage Plan, pursuant to Section 9 of this Article.

**COMPENSATION/WORK WEEK/SPECIAL RATES OF PAY**

**1. Article IV. Compensation - Add the following provision:**

The County agrees to the following pay schedule during the length of this Contract:

2021	2.0% increase to the existing base salary (as of 1/1/21), retroactive to January 1, 2021, and a \$1,000 bonus for all full-time employees. Regularly scheduled part-time employees shall receive the bonus on a prorated basis. Based on status at the time of approval of this Contract by the Legislature.
2022	2.25% Increase to existing base salary.
2023	2.25% increase to existing base salary.
2024	2.25% increase to existing base salary.
2025	2.25% increase to existing base salary.

**2. Article IX. Pay Period - Amend the following provision:**

Effective the first full pay period in January of 2022, all unit employees who do not already, shall have their pay lagged by one week. Any employee impacted by this change (i.e. any employee hired or rehired prior to January 1, 2008) shall receive a bonus equal to the amount of one (1) week pay at the time the lag is implemented. Upon separation from employment, any employee impacted by this change shall receive one (1) additional paycheck representing the lagged week.

**3. Salary Standard Titles - Amend the following provision:**

Effective as of the date of approval of this Contract, all Cleaners County-wide shall be upgraded to a Grade 4A.

**4. Salary Standard Titles - Amend the following provision:**

Effective as of the date of approval of this Contract, the title of Veteran's Services Officer shall be upgraded from a Grade 4 to a Grade 6.

**5. Article VI. Work Week - Amend the following provision:**

Effective January 1, 2022, the work week for the Library shall be Thirty Five (35) hours, with the exception of any employee holding a "Cleaner" title. This change shall not impact the employees' pay.



**6. Article VI. Work Week - Amend the following provision:**

Sunday pay for Library Employees –the provision regarding Sunday pay for Library Employees shall be amended to reflect the 35 hour work week beginning January 1, 2022.

**7. Article VII. Shift Schedule - Add the following provision:**

Effective as of the date this Contract is approved by the Legislature – During the weeks in June, July and August designated as the "summer months" each year, the shift schedule for all maintenance staff at the Schenectady County Community College is as follows:

6:30 a.m. – 3:00 p.m. (Mondays – Thursdays)  
6:30 a.m. – 12:30 p.m. (Fridays)

This change still amounts to forty (40) total hours per week, and will have no impact on the employees' pay. Moreover, the extra half (1/2) hour worked on Monday – Thursday each week shall not incur overtime.

**8. Article VI. Work Week - Add the following provision:**

Effective as of the date of approval of this Contract, all cleaners County-wide shall work a Forty (40) hour work week.

**9. Article V. Application of this Salary Schedule**

**4. Longevity - Amend the following provision:**

Notwithstanding any other provision of this agreement, effective January 1, 2022, lump sum payments for longevity shall be discontinued, and instead the appropriate longevity amount shall be paid in the employee's weekly paycheck.

**10. Article X. Special Rates of Pay - Add the following provision:**

**8. On-Call and Beeper Assignments for DSS and Probation Workers**

Additional issues regarding payment for and assignment of the beeper to employees in the Child Protective Unit are governed by a Labor Management Agreement dated 4/22/2010, and amended with this Contract, the Agreement is included herein.

The labor management agreement shall be amended to include the following:

Employees hired on or after the date this Contract is approved by the Legislature shall not have the option to "opt out" of beeper coverage.

The parties agree to hold a Labor Management meeting within six (6) months of the date this Contract is approved by the Legislature to discuss the issue of the Supervisor beeper.

CSEA Local 885/County of Schenectady – Tentative Agreement – 5/19/21 – Page 3 of 7

11. **Article VI. Work Week - Add the following provision:**

Library Employees – Effective January 1, 2022, employees in the Library will no longer receive ten (10) paid Administrative Leave days per year, nor are they granted summer hours during the months of July and August. Accordingly, Employees in the Library shall receive two (2) days off, in lieu of summer hours and Administrative Leave days, which must be utilized between July 1 and December 31 of each year in which the time is granted.

12. **Article VI. Work Week - Amend the following provision:**

Department of Social Services Employees – effective as of the date this Contract is approved by the Legislature – Employees in the Department of Social Services will receive five (5) days off, in lieu of summer hours, instead of the three (3) days previously granted.

13. **Article VI. Work Week - Add the following provision:**

Public Health Employees – effective as of the date this Contract is approved by the Legislature – All full-time employees in Public Health will receive five (5) days off, in lieu of summer hours.

14. **Article X. Special Rates of Pay - Amend the following provision:**

Effective January 1, 2022, the yearly tool allowance at the Highway Department shall increase from \$400 to \$500.

### LEAVE & HOLIDAYS

1. **Article XI. Holidays - Amend the following provision:**

Effective upon approval of this Contract by the Legislature, Juneteenth shall be added under Section A as a legal holiday with pay granted to all full-time employees covered by this Agreement.

2. **Article XIII. Vacation, Sick Leave and Leave Policies –  
Section 2. –Sick Leave Policy – Amend the following provision:**

A. Sick Accruals – The County agrees to remove the distinction between Glendale and Non-Glendale employees in this section only. The word “Non-Glendale” shall be removed from the paragraph and replaced with the word “All” – to read “All employees hired on or after January 1, 1997 and prior to January 1, 2014, shall continue to accrue sick leave at the rate of twelve (12) days per year, and after ten (10) years of service, shall receive three (3) additional sick days per year.” This change shall be effective January 1, 2022. The last sentence of the paragraph shall be deleted in its entirety, and replaced with “All employees hired on or after January 1, 2014 shall continue to accrue sick leave at the rate of twelve (12) days per year throughout their employment.”

3. **Article XIII. Vacation, Sick Leave and Leave Policies –  
Section 2. –Sick Leave Policy – Add the following provision:**

F. Leave Donations – add #4:

In the event of severe illness or injury, an employee may submit a request to the County Manager to receive cross unit donations. The County Manager may, in his or her sole discretion, grant such a request.

4. **Article XIII. Vacation, Sick Leave and Leave Policies –  
Section 1. –Vacation Policy - Add the following provision:**

K. Elimination of Administrative Leave for Library Employees. On November 30, 1973, an Arbitration Decision and Award was made, granting all Library employees ten (10) days of administrative leave per year "unless mutually altered by the parties." Effective January 1, 2022, upon mutual agreement of the parties herein, that award shall be nullified in its entirety. Effective January 1, 2022, Library employees shall no longer receive ten (10) days of administrative leave.

5. **Article XIII. Vacation, Sick Leave and Leave Policies – Add the following provision:  
Section 7. – Paid Family Leave for Bonding with a Newly Born, Adopted or Foster Child**

Effective January 1, 2022, all bargaining unit members who meet the eligibility criteria shall be eligible for up to eight (8) weeks (40 work days) of paid leave, at two-thirds (2/3) of their regular salary, up to a maximum of One-Thousand (\$1,000) Dollars per week, for the purpose of bonding with a newly born, adopted or foster child.

Only those unit employees who are full-time, and have been employed on a full-time basis for one (1) year, shall be eligible for this leave.

Leave may be taken on an intermittent basis, but must be taken in full day increments.

Health Insurance coverage shall continue during this leave.

Such leave can be taken only once per calendar year.



## OTHER

1. **Article II, Recognition - Amend the following provision:  
Section 5.**

The Employer agrees to furnish the Union with a complete listing of the names, work locations, job titles and dates of hire on a quarterly basis (i.e. four (4) times per year).

2. **Article II, Recognition - Add the following provision:  
Section 7.**

The parties herein agree to review and reach an agreement on which Schenectady County Community College labor-management agreements are in effect. These agreements shall be placed in a binder with a copy provided to the Union, Schenectady County Community College, and the County.

3. **Article II, Recognition - Add the following provision:  
Section 8.**

Effective as of the date of approval of this Contract by the Legislature, local/unit officers may attend the County's new-hire orientation, for the purpose of meeting with new unit members. If a new unit member fails to attend the new-hire orientation, a local/unit officer may take a reasonable amount of time during work hours to meet with the employee individually. Both the new employee and the local/unit officer must schedule this time in advance, subject to the approval of both the new employee and the local/unit officer's Department Head.

4. **Article XXII - Amend the following provision:**

D – Uniforms. The Employer agrees to engage in a Labor Management meeting regarding the issue of a Work Boot/Work Shoe allowance for employees at the Highway Department and certain employees in the maintenance departments throughout the County.

5. **Article XXII - Add the following provision:**

D – Uniforms. Registered Nurses at the Glendale Nursing Home shall be included in the employees eligible for a uniform allowance, in an amount of One Hundred Fifty (\$150) Dollars payable two (2) times per year.

6. **Labor Management Agreement Regarding Winter Operations at Highway**

The 2012-2013 Labor Management Agreement included as part of the Contract shall be amended to include a 10% shift differential for 1<sup>st</sup> Shift Employees during the winter operations, to match the 10% differential already received by the 2<sup>nd</sup> shift employees.



SIGNATURE PAGE

COUNTY OF SCHENECTADY

BY: [Signature]

COUNTY OF SCHENECTADY

BY: [Signature]

CSEA NEGOTIATING TEAM

NAME:

TITLE:

Derek Simon

CSEA Local President

[Signature]

CSEA LOCAL VICE PRESIDENT

[Signature]

CSEA Local Treasurer

[Signature]

CSEA Local Secretary

Shawn Peliccioli

CSEA - Negotiating team

[Signature]

CSEA - Highway unit president

Christine Seynes

CSEA - Library president

Joseph Briem

CSEA - Unit president

Andrew Lane

CSEA Unit VP

Walter Hirsch

CSEA LRS

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## 2021 CSEA - Salary Standard Titles

Account Clerk	<b>5</b>		
Account Clerk-Typist	<b>5</b>		
Accountant	<b>14</b>		
Accounting Supervisor, Grade B	<b>15</b>		
Activities Assistant	<b>5</b>		
Administrative Assistant	<b>5</b>		
Air Traffic Controller	<b>18</b>		40 Hrs
Airport Operations Coordinator	<b>21</b>		40 Hrs
Assistant Cook	<b>6</b>		
Assistant Facilities Engineer	<b>19</b>		
Assistant Microfilm Equipment Operator	<b>5</b>		
Automotive Mechanic		Highway	40 Hrs
Automotive Mechanic Helper		Highway	40 Hrs
Automotive Stockroom Attendant		Highway	40 Hrs
Business Office Manager	<b>16</b>		
Carpenter	<b>13</b>		40 Hrs
Case Supervisor, Grade A	<b>18</b>		
Case Supervisor, Grade B	<b>16</b>		
Caseworker	<b>14</b>		
Caseworker (Spanish Speaking)	<b>14</b>		
Chief Technical Resource Officer	<b>19</b>		
Civil Engineer	<b>20</b>		
Cleaner - Facilities	<b>4A</b>		40 Hrs
Cleaner - Glendale (Hired before 4/8/14)	<b>4A</b>		40 Hrs
Cleaner - Library (Part Time)(Hired after 3/12/01)	<b>4A</b>		35 Hrs
Clerical Aide	<b>4</b>		35 Hrs
Clerk	<b>4</b>		
Computer Aide	<b>5</b>		
Computer Services Specialist	<b>13</b>		
Computer Systems Analyst / Programmer	<b>18</b>		
Confidential Investigator	<b>14</b>		
Confidential Target Criminal Investigator	<b>19</b>		
Construction Crew Leader	<b>18</b>		40 Hrs
Construction Worker	<b>12</b>		
Cook	<b>9</b>		
Crime Victim Services Assistant	<b>10</b>		
Crime Victim Services Coordinator	<b>13</b>		

## 2021 CSEA - Salary Standard Titles

Early Childhood Program Manager	<b>20</b>		
Early Education Specialist	<b>19</b>		
Early Intervention Care Coordinator	<b>14</b>		
Election Data Specialist	<b>11</b>		
Electrician	<b>15</b>		40 Hrs
Employment & Training Assistant	<b>7</b>		
Employment & Training Counselor	<b>14</b>		
Employment & Training Financial Coordinator	<b>15</b>		
Environmental Programs Manager	<b>19</b>		
Executive Secretary I	<b>10</b>		
Executive Secretary II	<b>11</b>		
Facilities Assistant	<b>6</b>		
Family Assessment Specialist	<b>16</b>		
Family & Caregiver Social Worker	<b>15</b>		
General Mechanic	<b>13</b>		40 Hrs
Geographic Information Specialist / Tax Map Specialist	<b>13</b>		
Geographic Information Specialist Systems Coordinator / Property Development Assistant	<b>21</b>		
Graphic Design Artist	<b>13</b>		37.5 Hrs
Groundwater Management Planner	<b>18</b>		
Head General Mechanic	<b>18</b>		40 Hrs
Head Groundskeeper	<b>13</b>		40 Hrs
Head Maintenance Worker	<b>10</b>		40 Hrs
Head Nurse		Nursing	40 Hrs
HVAC/R Technician	<b>18</b>		40 Hrs
Healthy Schenectady Families Central Intake Coordinator	<b>11</b>		
Healthy Schenectady Families Program Manager	<b>18</b>		
Heavy Equipment Operator		Highway	40 Hrs
Human Resources Clerk	<b>8</b>		
Index & Recording Clerk	<b>9</b>		
Index & Recording Supervisor	<b>15</b>		
Infection Control Nurse		Nursing	40 Hrs
Information Processing Specialist I	<b>5</b>		
Information Processing Specialist II	<b>8</b>		
Information Processing Specialist III	<b>11</b>		
Inspector of Weights & Measures	<b>12</b>		

## 2021 CSEA - Salary Standard Titles

Janitor	<b>5</b>		37.5 Hrs
Junior Civil Engineer	<b>19</b>		
Laborer		Highway	40 Hrs
Legal Clerk	<b>8</b>		
Legal Clerk (Spanish Speaking)	<b>8</b>		
Legal Secretary	<b>10</b>		
Librarian I	<b>15</b>		37.5 Hrs
Librarian II	<b>17</b>		37.5 Hrs
Librarian III	<b>18</b>		37.5 Hrs
Librarian IV	<b>20</b>		37.5 Hrs
Librarian IV (Coordinator of Children's Services)	<b>20</b>		37.5 Hrs
Library Assistant	<b>13</b>		37.5 Hrs
Library Clerk	<b>4</b>		37.5 Hrs
Long Term Care Billing Clerk	<b>7</b>		
Mail Clerk	<b>6</b>		
Maintenance Helper	<b>4A</b>		40 Hrs
Maintenance Worker	<b>5A</b>		40 Hrs
Managing Civil Office Specialist	<b>13</b>		
Mechanic/Welder		Highway	40 Hrs
Medical Data Set Coordinator		Nursing	40 Hrs
Microfilm Equipment Operator	<b>9</b>		
Motor Equipment Operator		Highway	40 Hrs
Motor Equipment Operator (Light)	<b>6</b>		40 Hrs
Motor Vehicle Bureau Supervisor	<b>15</b>		
Motor Vehicle Representative II	<b>8</b>		
Multidisciplinary Task Case Coordinator	<b>14</b>		
Nutritionist	<b>15</b>		
Nursing Assistant	<b>7</b>		
Page I		H.E.R.	
Page II		H.E.R.	
Paralegal (County)	<b>12</b>		
Payroll Audit Clerk	<b>8</b>		
Personal Computer Support Specialist	<b>13</b>		
Personnel Assistant	<b>11</b>		

## 2021 CSEA - Salary Standard Titles

Pharmacy Aide	<b>7</b>		
Physical Therapy Assistant	<b>12</b>		
Pistol Permit Clerk	<b>7</b>		
Planner I	<b>18</b>		
Planner, Office for the Aging	<b>19</b>		
Plumber	<b>15</b>		40 Hrs
Principal Account Clerk	<b>11</b>		
Principal Account Clerk II	<b>13</b>		
Principal Clerk	<b>10</b>		
Principal Employment & Training Coordinator	<b>16</b>		
Principal Index & Recording Clerk	<b>10</b>		
Principal Library Clerk	<b>10</b>		37.5 Hrs
Principal Payroll Audit Clerk	<b>13</b>		
Principal Social Welfare Examiner	<b>12</b>		
Probation Officer Assistant	<b>10</b>		
Probation Officer I	<b>14</b>		
Probation Officer I (Spanish Speaking)	<b>14</b>		
Probation Officer I Trainee	<b>13</b>		
Probation Officer I Trainee (Spanish Speaking)	<b>13</b>		
Probation Officer 2 / Senior Probation Officer	<b>16</b>		
Probation Supervisor 1	<b>18</b>		
Public Health Communications Disease Specialist	<b>13</b>		
Public Health Education Coordinator	<b>18</b>		
Public Health Financial Manager	<b>18</b>		
Public Health Aide	<b>7</b>		
Public Health Nurse	<b>15</b>		35 Hrs
Public Health Sanitarian	<b>15</b>		
Public Health Sanitarian Trainee	<b>14</b>		
Public Health Social Worker	<b>18</b>		
Public Health Specialist	<b>14</b>		
Public Health Technician	<b>10</b>		
Recreation Specialist (County)	<b>11</b>		
Registered Professional Nurse		Nursing	40 Hrs
Registered Professional Nurse (Public Health Services)	<b>14</b>		35 Hrs
Requisition Clerk	<b>7</b>		
Resident Support Worker	<b>5</b>		
Road Maintenance Supervisor	<b>18</b>		40 Hrs
Senior Account Clerk	<b>9</b>		

## 2021 CSEA - Salary Standard Titles

Senior Account Clerk-Typist	<b>9</b>		
Senior Automotive Stock Clerk	Highway		40 Hrs
Senior Billing & Audit Clerk	<b>9</b>		
Senior Bookkeeper	<b>9</b>		
Senior Caseworker	<b>15</b>		
Senior Civil Engineer	<b>21</b>		
Senior Clerk	<b>7</b>		
Senior Computer Technician (County)	<b>15</b>		
Senior Confidential Investigator	<b>18</b>		
Senior Construction Worker	<b>15</b>		40 Hrs
Senior Crime Victim Services Assistant	<b>12</b>		
Senior Crime Victim Services Coordinator	<b>17</b>		
Senior Data Entry Machine Operator	<b>7</b>		
Senior Duplicating Machine Operator	<b>8</b>		
Senior Electrician	<b>18</b>		40 Hrs
Senior Employment & Training Counselor	<b>15</b>		
Senior Financial Aid Specialist	<b>10</b>		
Senior General Mechanic	<b>15</b>		40 Hrs
Senior Head Cleaner	<b>13</b>		40 Hrs
Senior Legal Assistant	<b>14</b>		
Senior Library Clerk	<b>7</b>		37.5 Hrs
Senior Library Clerk (Hourly)	<b>7</b>		35 Hrs
Senior Mail Clerk	<b>8</b>		
Senior Maintenance Worker	<b>12</b>		40 Hrs
Senior Payroll Audit Clerk	<b>11</b>		
Senior Plumber	<b>18</b>		40 Hrs
Senior Public Health Sanitarian	<b>18</b>		
Senior Public Health Technician	<b>13</b>		
Senior Public Works Accounts & Benefits Assistant	<b>13</b>		
Senior Requisition Clerk	<b>9</b>		
Senior Road Maintenance Supervisor	<b>19</b>		40 Hrs
Senior Services Coordinator	<b>14</b>		
Senior Social Welfare Examiner	<b>9</b>		
Senior Support Investigator	<b>8</b>		
Senior Typist	<b>7</b>		
Senior Working Team Leader: Construction	Highway		40 Hrs
Senior Working Team Leader: Mechanic	Highway		40 Hrs
Social Services Investigator	<b>14</b>		
Social Welfare Examiner	<b>8</b>		
Staff Development Supervisor	Nursing		40 Hrs

## 2021 CSEA - Salary Standard Titles

Staffing Coordinator	<b>9</b>		
Stores Clerk	<b>9</b>		
Student Worker	H.E.R.		
Supervising Groundswoker	<b>16</b>		40 Hrs
Supervising Nurse	Nursing		40 Hrs
Supervising Personnel Assistant	<b>15</b>		
Supervising Public Health Nurse	<b>18</b>		35 Hrs
Supervising Public Health Nurse / Preparedness Coordinator	<b>18</b>		
Supervising Social Services Investigator	<b>16</b>		
Supervising Support Investigator	<b>15</b>		
Supervisor of Automotive Repairs	<b>18</b>		40 Hrs
Support Investigator	<b>7</b>		
Technical Resource Officer	<b>12</b>		
Technology Support Assistant	<b>7</b>		37.5 Hrs
Typist	<b>4</b>		
Unit Clerk	<b>4</b>		
Utility Worker	<b>8A</b>		40 Hrs
Van Driver	<b>4</b>		
Veterans' Services Officer	<b>6</b>		
Working Cleaning Supervisor	<b>5A</b>		40 Hrs
Working Team Leader: Certified Nursing Assistant	<b>9</b>		
Working Team Leader: Mechanic	Highway		40 Hrs
Working Team Leader: Construction	Highway		40 Hrs
Working Team Leader: Maintenance	Highway		40 Hrs

Contract Period 2021-25

**2021 CSEA - INCREMENT TABLE**

LAG 01/01/08

2%

Grade	Increment	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$660	\$18,866	\$19,526	\$20,186	\$20,846	\$21,506	\$22,166
1A	\$774	\$21,530	\$22,304	\$23,078	\$23,852	\$24,626	\$25,400
2	\$1,023	\$29,940	\$30,963	\$31,986	\$33,009	\$34,032	\$35,055
3	\$1,075	\$31,207	\$32,282	\$33,357	\$34,432	\$35,507	\$36,582
4	\$1,116	\$32,545	\$33,661	\$34,777	\$35,893	\$37,009	\$38,125
4A	\$1,276	\$37,193	\$38,469	\$39,745	\$41,021	\$42,297	\$43,573
5	\$1,182	\$33,935	\$35,117	\$36,299	\$37,481	\$38,663	\$39,845
5A	\$1,354	\$38,684	\$40,038	\$41,392	\$42,746	\$44,100	\$45,454
6	\$1,238	\$35,390	\$36,628	\$37,866	\$39,104	\$40,342	\$41,580
7	\$1,295	\$37,003	\$38,298	\$39,593	\$40,888	\$42,183	\$43,478
8	\$1,361	\$38,720	\$40,081	\$41,442	\$42,803	\$44,164	\$45,525
8A	\$1,554	\$44,143	\$45,697	\$47,251	\$48,805	\$50,359	\$51,913
9	\$1,436	\$40,513	\$41,949	\$43,385	\$44,821	\$46,257	\$47,693
10	\$1,514	\$42,402	\$43,916	\$45,430	\$46,944	\$48,458	\$49,972
11	\$1,604	\$44,487	\$46,091	\$47,695	\$49,299	\$50,903	\$52,507
12	\$1,687	\$46,683	\$48,370	\$50,057	\$51,744	\$53,431	\$55,118
13	\$1,757	\$49,004	\$50,761	\$52,518	\$54,275	\$56,032	\$57,789
14	\$1,876	\$51,450	\$53,326	\$55,202	\$57,078	\$58,954	\$60,830
15	\$1,983	\$54,153	\$56,136	\$58,119	\$60,102	\$62,085	\$64,068
16	\$2,104	\$56,994	\$59,098	\$61,202	\$63,306	\$65,410	\$67,514
17	\$2,215	\$59,994	\$62,209	\$64,424	\$66,639	\$68,854	\$71,069
18	\$2,349	\$63,328	\$65,677	\$68,026	\$70,375	\$72,724	\$75,073
19	\$2,478	\$66,857	\$69,335	\$71,813	\$74,291	\$76,769	\$79,247
20	\$2,641	\$70,586	\$73,227	\$75,868	\$78,509	\$81,150	\$83,791
21	\$2,807	\$74,898	\$77,705	\$80,512	\$83,319	\$86,126	\$88,933

Grade	LONGEVITY TABLE					
	10 Yr/L1	15 Yr/L2	20 Yr/L3	25 Yr/L4	30 Yr/L5	35 Yr/L6
1	\$660	\$1,320	\$1,980	\$2,640	\$3,300	\$3,960
1A	\$774	\$1,548	\$2,322	\$3,096	\$3,870	\$4,644
2	\$1,023	\$2,046	\$3,069	\$4,092	\$5,115	\$6,138
3	\$1,075	\$2,150	\$3,225	\$4,300	\$5,375	\$6,450
4	\$1,116	\$2,232	\$3,348	\$4,464	\$5,580	\$6,696
4A	\$1,276	\$2,552	\$3,828	\$5,104	\$6,380	\$7,656
5	\$1,182	\$2,364	\$3,546	\$4,728	\$5,910	\$7,092
5A	\$1,354	\$2,708	\$4,062	\$5,416	\$6,770	\$8,124
6	\$1,238	\$2,476	\$3,714	\$4,952	\$6,190	\$7,428
7	\$1,295	\$2,590	\$3,885	\$5,180	\$6,475	\$7,770
8	\$1,361	\$2,722	\$4,083	\$5,444	\$6,805	\$8,166
8A	\$1,554	\$3,108	\$4,662	\$6,216	\$7,770	\$9,324
9	\$1,436	\$2,872	\$4,308	\$5,744	\$7,180	\$8,616
10	\$1,514	\$3,028	\$4,542	\$6,056	\$7,570	\$9,084
11	\$1,604	\$3,208	\$4,812	\$6,416	\$8,020	\$9,624
12	\$1,687	\$3,374	\$5,061	\$6,748	\$8,435	\$10,122
13	\$1,757	\$3,514	\$5,271	\$7,028	\$8,785	\$10,542
14	\$1,876	\$3,752	\$5,628	\$7,504	\$9,380	\$11,256
15	\$1,983	\$3,966	\$5,949	\$7,932	\$9,915	\$11,898
16	\$2,104	\$4,208	\$6,312	\$8,416	\$10,520	\$12,624
17	\$2,215	\$4,430	\$6,645	\$8,860	\$11,075	\$13,290
18	\$2,349	\$4,698	\$7,047	\$9,396	\$11,745	\$14,094
19	\$2,478	\$4,956	\$7,434	\$9,912	\$12,390	\$14,868
20	\$2,641	\$5,282	\$7,923	\$10,564	\$13,205	\$15,846
21	\$2,807	\$5,614	\$8,421	\$11,228	\$14,035	\$16,842



## 2021 CSEA - NURSING STAFF

### SALARIED & PER DIEM

Contract Period 2021-2025

2%

SALARY TITLE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Admissions Supervisor Staff Development Supervisor Supervising Nurse		<b>\$70,569</b>	\$73,179	\$75,793	\$78,406	\$81,019	\$83,631
	10% shift	\$7,057	\$7,318	\$7,579	\$7,841	\$8,102	\$8,363
	7% shift	\$4,940	\$5,123	\$5,306	\$5,488	\$5,671	\$5,854
Head Nurse		<b>\$65,340</b>	\$67,955	\$70,564	\$73,177	\$75,789	\$78,404
	10% shift	\$6,534	\$6,796	\$7,056	\$7,318	\$7,579	\$7,840
	7% shift	\$4,574	\$4,757	\$4,939	\$5,122	\$5,305	\$5,488
Infection Control Nurse In Service Training Coordinator Medical Data Set Coordinator		<b>\$62,725</b>	\$65,337	\$67,952	\$70,561	\$73,174	\$75,786
	10% shift	\$6,273	\$6,534	\$6,795	\$7,056	\$7,317	\$7,579
	7% shift	\$4,391	\$4,574	\$4,757	\$4,939	\$5,122	\$5,305
Registered Professional Nurse		<b>\$57,501</b>	\$60,117	\$62,728	\$65,340	\$67,955	\$70,564
	10% shift	\$5,750	\$6,012	\$6,273	\$6,534	\$6,796	\$7,056
	7% shift	\$4,025	\$4,208	\$4,391	\$4,574	\$4,757	\$4,939

### Longevity Table

10 Yr/L1 2011	15 Yr/L2 2006	20 Yr/L3 2001	25 Yr/L4 1996	30 Yr/L5 1991	35 Yr/L6 1986
<b>\$2,612</b>	\$5,224	\$7,836	\$10,448	\$13,060	\$15,672

*Per Diem is calculated from above Increment Table using a 260 day base.*

PER DIEM - RPN		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T2-10% 06/15/11	10% shift	<b>\$221.16</b>	\$231.22	\$241.26	\$251.31	\$261.37	\$271.40
		\$22.12	\$23.12	\$24.13	\$25.13	\$26.14	\$27.14
T2-7% 04/08/14	7% shift	\$15.48	\$16.19	\$16.89	\$17.59	\$18.30	\$19.00

**2021 CSEA - HOURLY EMPLOYEE RATES  
ALL DEPARTMENTS**

Contract Period 2021-2025 2%

TITLE	Base	Per...	Substitute Schedule	Regularly Scheduled (Sub+3.6%)
Laborer - County Office Building	35hrs/wk	Hour	\$17.88	\$18.52
Page I	37.5hrs/wk	Hour	\$13.55	\$14.04

TITLE	Base	Per...	Unrestricted Schedule
Page II	37.5hrs/wk	Hour	\$12.76
Nurse Practioner	35hrs/wk	Hour	\$55.02

TITLE	Base	Per...	Hour	Eff. 12/31/21	NYS Dept of Labor Minimum Wage
Student Worker	--	Hour			\$13.20

Yearly percentage increase calculated on 'Sub' rate or 'Unrestricted Schedule' rate.  
All require a PC & RTF. All above Titles pay CSEA Union dues.

**2021 CSEA - INCREMENT TABLE**  
**35 HOUR Base Rate (260 days / 1820 Hrs)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	<del>\$10.37</del>	<del>\$10.73</del>	<del>\$11.09</del>	<del>\$11.45</del>	<del>\$11.82</del>	<del>\$12.18</del>
1A	---	---	---	---	---	---
2	<b>\$16.45</b>	\$17.01	\$17.57	\$18.14	\$18.70	\$19.26
3	<b>\$17.15</b>	\$17.74	\$18.33	\$18.92	\$19.51	\$20.10
4	<b>\$17.88</b>	\$18.50	\$19.11	\$19.72	\$20.33	\$20.95
4A	---	---	---	---	---	---
5	<b>\$18.65</b>	\$19.30	\$19.94	\$20.59	\$21.24	\$21.89
5A	---	---	---	---	---	---
6	<b>\$19.45</b>	\$20.13	\$20.81	\$21.49	\$22.17	\$22.85
7	<b>\$20.33</b>	\$21.04	\$21.75	\$22.47	\$23.18	\$23.89
8	<b>\$21.27</b>	\$22.02	\$22.77	\$23.52	\$24.27	\$25.01
8A	---	---	---	---	---	---
9	<b>\$22.26</b>	\$23.05	\$23.84	\$24.63	\$25.42	\$26.20
10	<b>\$23.30</b>	\$24.13	\$24.96	\$25.79	\$26.63	\$27.46
11	<b>\$24.44</b>	\$25.32	\$26.21	\$27.09	\$27.97	\$28.85
12	<b>\$25.65</b>	\$26.58	\$27.50	\$28.43	\$29.36	\$30.28
13	<b>\$26.93</b>	\$27.89	\$28.86	\$29.82	\$30.79	\$31.75
14	<b>\$28.27</b>	\$29.30	\$30.33	\$31.36	\$32.39	\$33.42
15	<b>\$29.75</b>	\$30.84	\$31.93	\$33.02	\$34.11	\$35.20
16	<b>\$31.32</b>	\$32.47	\$33.63	\$34.78	\$35.94	\$37.10
17	<b>\$32.96</b>	\$34.18	\$35.40	\$36.61	\$37.83	\$39.05
18	<b>\$34.80</b>	\$36.09	\$37.38	\$38.67	\$39.96	\$41.25
19	<b>\$36.73</b>	\$38.10	\$39.46	\$40.82	\$42.18	\$43.54
20	<b>\$38.78</b>	\$40.23	\$41.69	\$43.14	\$44.59	\$46.04
21	<b>\$41.15</b>	\$42.70	\$44.24	\$45.78	\$47.32	\$48.86

Minimum Wage Change Effective:  
12/31/21: \$13.20

Hourly Only: 260 day base.  
Calculated from the 2021 Increment  
Table.

**2021 CSEA - INCREMENT TABLE**  
**37.5 HOUR Base Rate (260 days / 1950 Hrs)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$9.67	\$10.01	\$10.35	\$10.69	\$11.03	\$11.37
1A	---	---	---	---	---	---
2	<b>\$15.35</b>	\$15.88	\$16.40	\$16.93	\$17.45	\$17.98
3	<b>\$16.00</b>	\$16.55	\$17.11	\$17.66	\$18.21	\$18.76
4	<b>\$16.69</b>	\$17.26	\$17.83	\$18.41	\$18.98	\$19.55
4A	---	---	---	---	---	---
5	<b>\$17.40</b>	\$18.01	\$18.61	\$19.22	\$19.83	\$20.43
5A	---	---	---	---	---	---
6	<b>\$18.15</b>	\$18.78	\$19.42	\$20.05	\$20.69	\$21.32
7	<b>\$18.98</b>	\$19.64	\$20.30	\$20.97	\$21.63	\$22.30
8	<b>\$19.86</b>	\$20.55	\$21.25	\$21.95	\$22.65	\$23.35
8A	---	---	---	---	---	---
9	<b>\$20.78</b>	\$21.51	\$22.25	\$22.99	\$23.72	\$24.46
10	<b>\$21.74</b>	\$22.52	\$23.30	\$24.07	\$24.85	\$25.63
11	<b>\$22.81</b>	\$23.64	\$24.46	\$25.28	\$26.10	\$26.93
12	<b>\$23.94</b>	\$24.81	\$25.67	\$26.54	\$27.40	\$28.27
13	<b>\$25.13</b>	\$26.03	\$26.93	\$27.83	\$28.73	\$29.64
14	<b>\$26.38</b>	\$27.35	\$28.31	\$29.27	\$30.23	\$31.19
15	<b>\$27.77</b>	\$28.79	\$29.80	\$30.82	\$31.84	\$32.86
16	<b>\$29.23</b>	\$30.31	\$31.39	\$32.46	\$33.54	\$34.62
17	<b>\$30.77</b>	\$31.90	\$33.04	\$34.17	\$35.31	\$36.45
18	<b>\$32.48</b>	\$33.68	\$34.89	\$36.09	\$37.29	\$38.50
19	<b>\$34.29</b>	\$35.56	\$36.83	\$38.10	\$39.37	\$40.64
20	<b>\$36.20</b>	\$37.55	\$38.91	\$40.26	\$41.62	\$42.97
21	<b>\$38.41</b>	\$39.85	\$41.29	\$42.73	\$44.17	\$45.61

*Minimum Wage Change Effective:*  
 12/31/21: \$13.20

Hourly Only: 260 day base.  
 Calculated from the 2021 Increment  
 Table.

## 2021 CSEA - INCREMENT TABLE

40 HOUR Base Rate (260 days / 2080 Hrs)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	<del>\$9.07</del>	<del>\$9.39</del>	<del>\$9.70</del>	<del>\$10.02</del>	<del>\$10.34</del>	<del>\$10.66</del>
1A	<del>\$10.35</del>	<del>\$10.72</del>	<del>\$11.10</del>	<del>\$11.47</del>	<del>\$11.84</del>	<del>\$12.21</del>
2	<b>\$14.39</b>	\$14.89	\$15.38	\$15.87	\$16.36	\$16.85
3	<b>\$15.00</b>	\$15.52	\$16.04	\$16.55	\$17.07	\$17.59
4	<b>\$15.65</b>	\$16.18	\$16.72	\$17.26	\$17.79	\$18.33
4A	<b>\$17.88</b>	\$18.49	\$19.11	\$19.72	\$20.34	\$20.95
5	<b>\$16.31</b>	\$16.88	\$17.45	\$18.02	\$18.59	\$19.16
5A	<b>\$18.60</b>	\$19.25	\$19.90	\$20.55	\$21.20	\$21.85
6	<b>\$17.01</b>	\$17.61	\$18.20	\$18.80	\$19.40	\$19.99
7	<b>\$17.79</b>	\$18.41	\$19.04	\$19.66	\$20.28	\$20.90
8	<b>\$18.62</b>	\$19.27	\$19.92	\$20.58	\$21.23	\$21.89
8A	<b>\$21.22</b>	\$21.97	\$22.72	\$23.46	\$24.21	\$24.96
9	<b>\$19.48</b>	\$20.17	\$20.86	\$21.55	\$22.24	\$22.93
10	<b>\$20.39</b>	\$21.11	\$21.84	\$22.57	\$23.30	\$24.03
11	<b>\$21.39</b>	\$22.16	\$22.93	\$23.70	\$24.47	\$25.24
12	<b>\$22.44</b>	\$23.25	\$24.07	\$24.88	\$25.69	\$26.50
13	<b>\$23.56</b>	\$24.40	\$25.25	\$26.09	\$26.94	\$27.78
14	<b>\$24.74</b>	\$25.64	\$26.54	\$27.44	\$28.34	\$29.25
15	<b>\$26.04</b>	\$26.99	\$27.94	\$28.90	\$29.85	\$30.80
16	<b>\$27.40</b>	\$28.41	\$29.42	\$30.44	\$31.45	\$32.46
17	<b>\$28.84</b>	\$29.91	\$30.97	\$32.04	\$33.10	\$34.17
18	<b>\$30.45</b>	\$31.58	\$32.70	\$33.83	\$34.96	\$36.09
19	<b>\$32.14</b>	\$33.33	\$34.53	\$35.72	\$36.91	\$38.10
20	<b>\$33.94</b>	\$35.21	\$36.48	\$37.74	\$39.01	\$40.28
21	<b>\$36.01</b>	\$37.36	\$38.71	\$40.06	\$41.41	\$42.76

Minimum Wage Change Effective:  
12/31/21: \$13.20

Hourly Only: 260 day base.

Calculated from the 2021 Increment Table.

## 2021 MANAGEMENT JOB CLASSIFICATION RANGES

Period of 2021

2%

Job Class	Minimum	Maximum
1	\$52,187	\$55,840
2	\$52,187	\$59,880
3	\$52,187	\$64,215
4	\$52,187	\$68,880
5	\$54,718	\$73,855
6	\$58,672	\$79,198
7	\$62,930	\$84,970
8	\$67,490	\$91,115
9	\$72,396	\$97,727
10	\$77,643	\$104,810
11	\$83,256	\$112,407
12	\$89,307	\$120,565
13	\$95,770	\$129,304
14	\$102,728	\$138,688
15	\$110,180	\$148,747
16	\$118,166	\$159,536
17	\$126,745	\$171,120
18	\$135,931	\$183,494
19	\$145,795	\$196,813
20	\$156,362	\$211,081

### Longevity Table

L1-10Yr 2011	L2-15Yr 2006	L3-20Yr 2001	L4-25Yr 1996	L5-30Yr 1991	L6-35Yr 1986
\$2,807	\$5,614	\$8,421	\$11,228	\$14,035	\$16,842

*Management longevity is matched with 2021 CSEA's Grade 21 contract rate.*

Contract Period 2021-2025

**2021 CSEA - HIGHWAY**

2%

TITLE	Hourly Base Rate	2016 2%	5 Yr/L1 Anniv Rate	2011 3.5%	10 Yr/L2 Anniv Rate	2006 7%	15 Yr/L3 Anniv Rate	2001 10%	20 Yr/L4 Anniv Rate	1996 12%	25 Yr/L5 Anniv Rate	1991 15%	30 Yr/L6 Anniv Rate	1986 17%	35 Yr/L7 Anniv Rate
Automotive Stockroom Attendant	\$22.94	\$0.46	\$23.40	\$0.34	\$23.74	\$0.81	\$24.55	\$0.68	\$25.23	\$0.46	\$25.69	\$0.69	\$26.38	\$0.46	\$26.84
Automotive Mechanic Helper Motor Equipment Operator Sign Painter	\$24.37	\$0.49	\$24.86	\$0.36	\$25.22	\$0.86	\$26.08	\$0.73	\$26.81	\$0.48	\$27.29	\$0.74	\$28.03	\$0.48	\$28.51
Automotive Mechanic Automotive Stockroom Clerk Mechanic/Welder Heavy Equipment Operator	\$26.39	\$0.53	\$26.92	\$0.39	\$27.31	\$0.93	\$28.24	\$0.79	\$29.03	\$0.53	\$29.56	\$0.79	\$30.35	\$0.53	\$30.88
Working Team Leader: Maintenance	\$26.83	\$0.54	\$27.37	\$0.40	\$27.77	\$0.94	\$28.71	\$0.80	\$29.51	\$0.54	\$30.05	\$0.80	\$30.85	\$0.54	\$31.39
Senior Automotive Stock Clerk	\$27.27	\$0.55	\$27.82	\$0.40	\$28.22	\$0.96	\$29.18	\$0.82	\$30.00	\$0.54	\$30.54	\$0.82	\$31.36	\$0.55	\$31.91
Working Team Leader: Mechanic Working Team Leader: Construction	\$29.04	\$0.58	\$29.62	\$0.44	\$30.06	\$1.01	\$31.07	\$0.87	\$31.94	\$0.58	\$32.52	\$0.88	\$33.40	\$0.58	\$33.98
Sr. Working Team Leader: Mechanic Sr. Working Team Leader: Construction	\$31.39	\$0.63	\$32.02	\$0.47	\$32.49	\$1.10	\$33.59	\$0.94	\$34.53	\$0.63	\$35.16	\$0.94	\$36.10	\$0.63	\$36.73

(Base + Longevity) x 10% Shift = Total

Contract Period 2021-2025

**2022 CSEA - INCREMENT TABLE**

2.25%

All Lagged.

Grade	Increment	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$675	\$19,290	\$19,965	\$20,640	\$21,315	\$21,990	\$22,665
1A	\$791	\$22,014	\$22,805	\$23,596	\$24,387	\$25,178	\$25,969
2	\$1,046	\$30,614	\$31,660	\$32,706	\$33,752	\$34,798	\$35,844
3	\$1,099	\$31,909	\$33,008	\$34,107	\$35,206	\$36,305	\$37,404
4	\$1,141	\$33,277	\$34,418	\$35,559	\$36,700	\$37,841	\$38,982
4A	\$1,305	\$38,030	\$39,335	\$40,640	\$41,945	\$43,250	\$44,555
5	\$1,209	\$34,699	\$35,908	\$37,117	\$38,326	\$39,535	\$40,744
5A	\$1,384	\$39,554	\$40,938	\$42,322	\$43,706	\$45,090	\$46,474
6	\$1,266	\$36,186	\$37,452	\$38,718	\$39,984	\$41,250	\$42,516
7	\$1,324	\$37,836	\$39,160	\$40,484	\$41,808	\$43,132	\$44,456
8	\$1,392	\$39,591	\$40,983	\$42,375	\$43,767	\$45,159	\$46,551
8A	\$1,589	\$45,136	\$46,725	\$48,314	\$49,903	\$51,492	\$53,081
9	\$1,468	\$41,425	\$42,893	\$44,361	\$45,829	\$47,297	\$48,765
10	\$1,548	\$43,356	\$44,904	\$46,452	\$48,000	\$49,548	\$51,096
11	\$1,640	\$45,488	\$47,128	\$48,768	\$50,408	\$52,048	\$53,688
12	\$1,725	\$47,733	\$49,458	\$51,183	\$52,908	\$54,633	\$56,358
13	\$1,797	\$50,107	\$51,904	\$53,701	\$55,498	\$57,295	\$59,092
14	\$1,918	\$52,608	\$54,526	\$56,444	\$58,362	\$60,280	\$62,198
15	\$2,028	\$55,371	\$57,399	\$59,427	\$61,455	\$63,483	\$65,511
16	\$2,151	\$58,276	\$60,427	\$62,578	\$64,729	\$66,880	\$69,031
17	\$2,265	\$61,344	\$63,609	\$65,874	\$68,139	\$70,404	\$72,669
18	\$2,402	\$64,753	\$67,155	\$69,557	\$71,959	\$74,361	\$76,763
19	\$2,534	\$68,361	\$70,895	\$73,429	\$75,963	\$78,497	\$81,031
20	\$2,700	\$72,174	\$74,874	\$77,574	\$80,274	\$82,974	\$85,674
21	\$2,870	\$76,583	\$79,453	\$82,323	\$85,193	\$88,063	\$90,933

LONGEVITY TABLE

Grade	LONGEVITY TABLE					
	10 Yr/L1 2012	15 Yr/L2 2007	20 Yr/L3 2002	25 Yr/L4 1997	30 Yr/L5 1992	35 Yr/L6 1987
1	\$675	\$1,350	\$2,025	\$2,700	\$3,375	\$4,050
1A	\$791	\$1,582	\$2,373	\$3,164	\$3,955	\$4,746
2	\$1,046	\$2,092	\$3,138	\$4,184	\$5,230	\$6,276
3	\$1,099	\$2,198	\$3,297	\$4,396	\$5,495	\$6,594
4	\$1,141	\$2,282	\$3,423	\$4,564	\$5,705	\$6,846
4A	\$1,305	\$2,610	\$3,915	\$5,220	\$6,525	\$7,830
5	\$1,209	\$2,418	\$3,627	\$4,836	\$6,045	\$7,254
5A	\$1,384	\$2,768	\$4,152	\$5,536	\$6,920	\$8,304
6	\$1,266	\$2,532	\$3,798	\$5,064	\$6,330	\$7,596
7	\$1,324	\$2,648	\$3,972	\$5,296	\$6,620	\$7,944
8	\$1,392	\$2,784	\$4,176	\$5,568	\$6,960	\$8,352
8A	\$1,589	\$3,178	\$4,767	\$6,356	\$7,945	\$9,534
9	\$1,468	\$2,936	\$4,404	\$5,872	\$7,340	\$8,808
10	\$1,548	\$3,096	\$4,644	\$6,192	\$7,740	\$9,288
11	\$1,640	\$3,280	\$4,920	\$6,560	\$8,200	\$9,840
12	\$1,725	\$3,450	\$5,175	\$6,900	\$8,625	\$10,350
13	\$1,797	\$3,594	\$5,391	\$7,188	\$8,985	\$10,782
14	\$1,918	\$3,836	\$5,754	\$7,672	\$9,590	\$11,508
15	\$2,028	\$4,056	\$6,084	\$8,112	\$10,140	\$12,168
16	\$2,151	\$4,302	\$6,453	\$8,604	\$10,755	\$12,906
17	\$2,265	\$4,530	\$6,795	\$9,060	\$11,325	\$13,590
18	\$2,402	\$4,804	\$7,206	\$9,608	\$12,010	\$14,412
19	\$2,534	\$5,068	\$7,602	\$10,136	\$12,670	\$15,204
20	\$2,700	\$5,400	\$8,100	\$10,800	\$13,500	\$16,200
21	\$2,870	\$5,740	\$8,610	\$11,480	\$14,350	\$17,220



## 2022 CSEA - INCREMENT TABLE

**35 HOUR Base Rate (260 days / 1820 Hrs)**

2.25%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$10.60	\$10.97	\$11.34	\$11.71	\$12.09	\$12.45
1A	---	---	---	---	---	---
2	\$16.82	\$17.39	\$17.97	\$18.55	\$19.12	\$19.69
3	\$17.54	\$18.14	\$18.74	\$19.35	\$19.95	\$20.55
4	\$18.28	\$18.92	\$19.54	\$20.16	\$20.79	\$21.42
4A	---	---	---	---	---	---
5	\$19.07	\$19.73	\$20.39	\$21.05	\$21.72	\$22.38
5A	---	---	---	---	---	---
6	\$19.89	\$20.58	\$21.28	\$21.97	\$22.67	\$23.36
7	\$20.79	\$21.51	\$22.24	\$22.98	\$23.70	\$24.43
8	\$21.75	\$22.52	\$23.28	\$24.05	\$24.82	\$25.57
8A	---	---	---	---	---	---
9	\$22.76	\$23.57	\$24.38	\$25.18	\$25.99	\$26.79
10	\$23.82	\$24.67	\$25.52	\$26.37	\$27.23	\$28.08
11	\$24.99	\$25.89	\$26.80	\$27.70	\$28.60	\$29.50
12	\$26.23	\$27.18	\$28.12	\$29.07	\$30.02	\$30.96
13	\$27.54	\$28.52	\$29.51	\$30.49	\$31.48	\$32.46
14	\$28.91	\$29.96	\$31.01	\$32.07	\$33.12	\$34.17
15	\$30.42	\$31.53	\$32.65	\$33.76	\$34.88	\$35.99
16	\$32.02	\$33.20	\$34.39	\$35.56	\$36.75	\$37.93
17	\$33.70	\$34.95	\$36.20	\$37.43	\$38.68	\$39.93
18	\$35.58	\$36.90	\$38.22	\$39.54	\$40.86	\$42.18
19	\$37.56	\$38.96	\$40.35	\$41.74	\$43.13	\$44.52
20	\$39.65	\$41.14	\$42.63	\$44.11	\$45.59	\$47.07
21	\$42.08	\$43.66	\$45.24	\$46.81	\$48.38	\$49.96

Minimum Wage Change Effective:  
12/31/21: \$13.20

Hourly Rate: 2.25% increase applied  
to 2021's hourly rate.

**2022 CSEA - INCREMENT TABLE**  
**40 HOUR Base Rate (260 days / 2080 Hrs)**

2.25%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	<del>\$9.27</del>	<del>\$9.60</del>	<del>\$9.92</del>	<del>\$10.25</del>	<del>\$10.57</del>	<del>\$10.90</del>
1A	<del>\$10.58</del>	<del>\$10.96</del>	<del>\$11.35</del>	<del>\$11.73</del>	<del>\$12.11</del>	<del>\$12.48</del>
2	<b>\$14.71</b>	\$15.23	\$15.73	\$16.23	\$16.73	\$17.23
3	<b>\$15.34</b>	\$15.87	\$16.40	\$16.92	\$17.45	\$17.99
4	<b>\$16.00</b>	\$16.54	\$17.10	\$17.65	\$18.19	\$18.74
4A	<b>\$18.28</b>	\$18.91	\$19.54	\$20.16	\$20.80	\$21.42
5	<b>\$16.68</b>	\$17.26	\$17.84	\$18.43	\$19.01	\$19.59
5A	<b>\$19.02</b>	\$19.68	\$20.35	\$21.01	\$21.68	\$22.34
6	<b>\$17.39</b>	\$18.01	\$18.61	\$19.22	\$19.84	\$20.44
7	<b>\$18.19</b>	\$18.82	\$19.47	\$20.10	\$20.74	\$21.37
8	<b>\$19.04</b>	\$19.70	\$20.37	\$21.04	\$21.71	\$22.38
8A	<b>\$21.70</b>	\$22.46	\$23.23	\$23.99	\$24.75	\$25.52
9	<b>\$19.92</b>	\$20.62	\$21.33	\$22.03	\$22.74	\$23.45
10	<b>\$20.85</b>	\$21.59	\$22.33	\$23.08	\$23.82	\$24.57
11	<b>\$21.87</b>	\$22.66	\$23.45	\$24.23	\$25.02	\$25.81
12	<b>\$22.94</b>	\$23.77	\$24.61	\$25.44	\$26.27	\$27.10
13	<b>\$24.09</b>	\$24.95	\$25.82	\$26.68	\$27.55	\$28.41
14	<b>\$25.30</b>	\$26.22	\$27.14	\$28.06	\$28.98	\$29.91
15	<b>\$26.63</b>	\$27.60	\$28.57	\$29.55	\$30.52	\$31.49
16	<b>\$28.02</b>	\$29.05	\$30.08	\$31.12	\$32.16	\$33.19
17	<b>\$29.49</b>	\$30.58	\$31.67	\$32.76	\$33.84	\$34.94
18	<b>\$31.14</b>	\$32.29	\$33.44	\$34.59	\$35.75	\$36.90
19	<b>\$32.86</b>	\$34.08	\$35.31	\$36.52	\$37.74	\$38.96
20	<b>\$34.70</b>	\$36.00	\$37.30	\$38.59	\$39.89	\$41.19
21	<b>\$36.82</b>	\$38.20	\$39.58	\$40.96	\$42.34	\$43.72

*Minimum Wage Change Effective:*  
 12/31/21: \$13.20

Hourly Rate: 2.25% increase applied  
 to 2021's hourly rate.

## 2022 CSEA - NURSING STAFF

### SALARIED & PER DIEM

Contract Period 2021 - 2025

2.25%

SALARY TITLES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Admissions Supervisor Staff Development Supervisor Supervising Nurse		<b>\$72,157</b>	\$74,826	\$77,498	\$80,170	\$82,842	\$85,513
	10% shift	\$7,216	\$7,483	\$7,750	\$8,017	\$8,284	\$8,551
	7% shift	\$5,051	\$5,238	\$5,425	\$5,612	\$5,799	\$5,986
Head Nurse		<b>\$66,810</b>	\$69,484	\$72,152	\$74,823	\$77,494	\$80,168
	10% shift	\$6,681	\$6,948	\$7,215	\$7,482	\$7,749	\$8,017
	7% shift	\$4,677	\$4,864	\$5,051	\$5,238	\$5,425	\$5,612
Infection Control Nurse In Service Training Coordinator Medical Data Set Coordinator		<b>\$64,136</b>	\$66,807	\$69,481	\$72,149	\$74,820	\$77,491
	10% shift	\$6,414	\$6,681	\$6,948	\$7,215	\$7,482	\$7,749
	7% shift	\$4,490	\$4,676	\$4,864	\$5,050	\$5,237	\$5,424
Registered Professional Nurse		<b>\$58,795</b>	\$61,470	\$64,139	\$66,810	\$69,484	\$72,152
	10% shift	\$5,880	\$6,147	\$6,414	\$6,681	\$6,948	\$7,215
	7% shift	\$4,116	\$4,303	\$4,490	\$4,677	\$4,864	\$5,051

### Longevity Table

10 Yr/L1 2012	15 Yr/L2 2007	20 Yr/L3 2002	25 Yr/L4 1997	30 Yr/L5 1992	35 Yr/L6 1987
<b>\$2,671</b>	\$5,342	\$8,013	\$10,684	\$13,355	\$16,026

Per Diem Rate: 2.25% increase applied to 2021's per diem rate.

PER DIEM - RPN		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T2-10% 06/15/11	10% shift	<b>\$226.14</b>	\$236.42	\$246.69	\$256.96	\$267.25	\$277.51
		\$22.61	\$23.64	\$24.67	\$25.70	\$26.73	\$27.75
T2-7% 04/08/14	7% shift	\$15.83	\$16.55	\$17.27	\$17.99	\$18.71	\$19.43

Contract Period 2021-2025

**2022 CSEA - HIGHWAY**

2.25%

TITLE	Hourly Base Rate	2017 2%	5 Yr/L1 Anniv Rate	2012 3.5%	10 Yr/L2 Anniv Rate	2007 7%	15 Yr/L3 Anniv Rate	2002 10%	20 Yr/L4 Anniv Rate	1997 12%	25 Yr/L5 Anniv Rate	1992 15%	30 Yr/L6 Anniv Rate	1987 17%	35 Yr/L7 Anniv Rate
Automotive Stockroom Attendant	\$23.46	\$0.47	\$23.93	\$0.35	\$24.28	\$0.82	\$25.10	\$0.71	\$25.81	\$0.47	\$26.28	\$0.70	\$26.98	\$0.47	\$27.45
Automotive Mechanic Helper Motor Equipment Operator Sign Painter	\$24.92	\$0.50	\$25.42	\$0.37	\$25.79	\$0.87	\$26.66	\$0.75	\$27.41	\$0.50	\$27.91	\$0.75	\$28.66	\$0.50	\$29.16
Automotive Mechanic Automotive Stockroom Clerk Mechanic/Welder Heavy Equipment Operator	\$26.98	\$0.54	\$27.52	\$0.40	\$27.92	\$0.95	\$28.87	\$0.81	\$29.68	\$0.54	\$30.22	\$0.81	\$31.03	\$0.54	\$31.57
Working Team Leader: Maintenance	\$27.43	\$0.55	\$27.98	\$0.41	\$28.39	\$0.92	\$29.35	\$0.82	\$30.17	\$0.55	\$30.72	\$0.82	\$31.54	\$0.55	\$32.09
Senior Automotive Stock Clerk	\$27.88	\$0.56	\$28.44	\$0.42	\$28.86	\$0.95	\$29.83	\$0.84	\$30.67	\$0.56	\$31.23	\$0.83	\$32.06	\$0.56	\$32.62
Working Team Leader: Mechanic Working Team Leader: Construction	\$29.69	\$0.59	\$30.28	\$0.45	\$30.73	\$1.04	\$31.77	\$0.89	\$32.66	\$0.59	\$33.25	\$0.89	\$34.14	\$0.60	\$34.74
Sr. Working Team Leader: Mechanic Sr. Working Team Leader: Construction	\$32.10	\$0.64	\$32.74	\$0.48	\$33.22	\$1.13	\$34.35	\$0.96	\$35.31	\$0.64	\$35.95	\$0.97	\$36.92	\$0.64	\$37.56

Yearly percentage increase calculated on base rate.

(Base + Longevity) x 10% Shift = Total

## 2022 CSEA - HOURLY EMPLOYEE RATES ALL DEPARTMENTS

Contract Period 2021-2025

2.25%

TITLE	Base	Per...	Substitute Schedule	Regularly Scheduled (Sub+3.6%)
Laborer - County Office Building	35hrs/wk	Hour	\$18.28	\$18.94
Page I	35hrs/wk	Hour	\$13.85	\$14.35

TITLE	Base	Per...	Unrestricted Schedule
Page II	35hrs/wk	Hour	\$13.05
Nurse Practitioner	35hrs/wk	Hour	\$56.26

TITLE	Base	Per...	NYS Dept of Labor Minimum Wage
Student Worker	---	Hour	\$13.20

*Hourly Rate: 2.25% increase applied to 'Sub' rate or 'Unrestricted Schedule' 2021's rate.*

All require a PC & RTF.

All above Titles pay CSEA Union dues.

## 2022 MANAGEMENT JOB CLASSIFICATION RANGES

Period of 2021-2025

2.25%

Job Class	Minimum	Maximum
1	\$53,361	\$57,096
2	\$53,361	\$61,227
3	\$53,361	\$65,660
4	\$53,361	\$70,430
5	\$55,949	\$75,517
6	\$59,992	\$80,980
7	\$64,346	\$86,882
8	\$69,009	\$93,165
9	\$74,025	\$99,926
10	\$79,390	\$107,168
11	\$85,129	\$114,936
12	\$91,316	\$123,278
13	\$97,925	\$132,213
14	\$105,039	\$141,808
15	\$112,659	\$152,094
16	\$120,825	\$163,126
17	\$129,597	\$174,970
18	\$138,989	\$187,623
19	\$149,075	\$201,241
20	\$159,880	\$215,830

### Longevity Table

L1-10Yr 2012	L2-15Yr 2007	L3-20Yr 2002	L4-25Yr 1997	L5-30Yr 1992	L6-35Yr 1987
\$2,870	\$5,740	\$8,610	\$11,480	\$14,350	\$17,220

*Management longevity is matched with 2022 CSEA's Grade 21 contract rate.*

## 2023 CSEA - INCREMENT TABLE

Contract Period 2021-2025

2.25%

Grade	Increment	LONGEVITY TABLE					
		10 Yr/L1	15 Yr/L2	20 Yr/L3	25Yr/L4	30 Yr/L5	35 Yr/L6
		2013	2008	2003	1998	1993	1988
1	\$690	\$1,390	\$2,070	\$2,760	\$3,450	\$4,140	
1A	\$809	\$1,618	\$2,427	\$3,236	\$4,045	\$4,854	
2	\$1,070	\$2,140	\$3,210	\$4,280	\$5,350	\$6,420	
3	\$1,124	\$2,248	\$3,372	\$4,496	\$5,620	\$6,744	
4	\$1,167	\$2,334	\$3,501	\$4,668	\$5,835	\$7,002	
4A	\$1,334	\$2,668	\$4,002	\$5,336	\$6,670	\$8,004	
5	\$1,236	\$2,472	\$3,708	\$4,944	\$6,180	\$7,416	
5A	\$1,415	\$2,830	\$4,245	\$5,660	\$7,075	\$8,490	
6	\$1,294	\$2,588	\$3,882	\$5,176	\$6,470	\$7,764	
7	\$1,354	\$2,708	\$4,062	\$5,416	\$6,770	\$8,124	
8	\$1,423	\$2,846	\$4,269	\$5,692	\$7,115	\$8,538	
8A	\$1,625	\$3,250	\$4,875	\$6,500	\$8,125	\$9,750	
9	\$1,501	\$3,002	\$4,503	\$6,004	\$7,505	\$9,006	
10	\$1,583	\$3,166	\$4,749	\$6,332	\$7,915	\$9,498	
11	\$1,677	\$3,354	\$5,031	\$6,708	\$8,385	\$10,062	
12	\$1,764	\$3,528	\$5,292	\$7,056	\$8,820	\$10,584	
13	\$1,837	\$3,674	\$5,511	\$7,348	\$9,185	\$11,022	
14	\$1,961	\$3,922	\$5,883	\$7,844	\$9,805	\$11,766	
15	\$2,074	\$4,148	\$6,222	\$8,296	\$10,370	\$12,444	
16	\$2,199	\$4,398	\$6,597	\$8,796	\$10,995	\$13,194	
17	\$2,316	\$4,632	\$6,948	\$9,264	\$11,580	\$13,896	
18	\$2,456	\$4,912	\$7,368	\$9,824	\$12,280	\$14,736	
19	\$2,591	\$5,182	\$7,773	\$10,364	\$12,955	\$15,546	
20	\$2,761	\$5,522	\$8,283	\$11,044	\$13,805	\$16,566	
21	\$2,935	\$5,870	\$8,805	\$11,740	\$14,675	\$17,610	

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$19,724	\$20,414	\$21,104	\$21,794	\$22,484	\$23,174
1A	\$22,509	\$23,318	\$24,127	\$24,936	\$25,745	\$26,554
2	\$31,303	\$32,373	\$33,443	\$34,513	\$35,583	\$36,653
3	\$32,627	\$33,751	\$34,875	\$35,999	\$37,123	\$38,247
4	\$34,026	\$35,193	\$36,360	\$37,527	\$38,694	\$39,861
4A	\$38,886	\$40,220	\$41,554	\$42,888	\$44,222	\$45,556
5	\$35,480	\$36,716	\$37,952	\$39,188	\$40,424	\$41,660
5A	\$40,444	\$41,859	\$43,274	\$44,689	\$46,104	\$47,519
6	\$37,000	\$38,294	\$39,588	\$40,882	\$42,176	\$43,470
7	\$38,687	\$40,041	\$41,395	\$42,749	\$44,103	\$45,457
8	\$40,482	\$41,905	\$43,328	\$44,751	\$46,174	\$47,597
8A	\$46,152	\$47,777	\$49,402	\$51,027	\$52,652	\$54,277
9	\$42,357	\$43,858	\$45,359	\$46,860	\$48,361	\$49,862
10	\$44,332	\$45,915	\$47,498	\$49,081	\$50,664	\$52,247
11	\$46,511	\$48,188	\$49,865	\$51,542	\$53,219	\$54,896
12	\$48,807	\$50,571	\$52,335	\$54,099	\$55,863	\$57,627
13	\$51,234	\$53,071	\$54,908	\$56,745	\$58,582	\$60,419
14	\$53,792	\$55,753	\$57,714	\$59,675	\$61,636	\$63,597
15	\$56,617	\$58,691	\$60,765	\$62,839	\$64,913	\$66,987
16	\$59,587	\$61,786	\$63,985	\$66,184	\$68,383	\$70,582
17	\$62,724	\$65,040	\$67,356	\$69,672	\$71,988	\$74,304
18	\$66,210	\$68,666	\$71,122	\$73,578	\$76,034	\$78,490
19	\$69,899	\$72,490	\$75,081	\$77,672	\$80,263	\$82,854
20	\$73,798	\$76,559	\$79,320	\$82,081	\$84,842	\$87,603
21	\$76,306	\$79,241	\$82,176	\$85,111	\$88,046	\$90,981

**2023 CSEA - INCREMENT TABLE**  
**35 HOUR Base Rate (260 days / 1820 Hrs)**

2.25%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$10.84	\$11.22	\$11.60	\$11.97	\$12.36	\$12.73
1A	---	---	---	---	---	---
2	\$17.20	\$17.78	\$18.37	\$18.97	\$19.55	\$20.13
3	\$17.93	\$18.55	\$19.16	\$19.79	\$20.40	\$21.01
4	\$18.69	\$19.35	\$19.98	\$20.61	\$21.26	\$21.90
4A	---	---	---	---	---	---
5	\$19.50	\$20.17	\$20.85	\$21.52	\$22.21	\$22.88
5A	---	---	---	---	---	---
6	\$20.34	\$21.04	\$21.76	\$22.46	\$23.18	\$23.89
7	\$21.26	\$21.99	\$22.74	\$23.50	\$24.23	\$24.98
8	\$22.24	\$23.03	\$23.80	\$24.59	\$25.38	\$26.15
8A	---	---	---	---	---	---
9	\$23.27	\$24.10	\$24.93	\$25.75	\$26.57	\$27.39
10	\$24.36	\$25.23	\$26.09	\$26.96	\$27.84	\$28.71
11	\$25.55	\$26.47	\$27.40	\$28.32	\$29.24	\$30.16
12	\$26.82	\$27.79	\$28.75	\$29.72	\$30.70	\$31.66
13	\$28.16	\$29.16	\$30.17	\$31.18	\$32.19	\$33.19
14	\$29.56	\$30.63	\$31.71	\$32.79	\$33.87	\$34.94
15	\$31.10	\$32.24	\$33.38	\$34.52	\$35.66	\$36.80
16	\$32.74	\$33.95	\$35.16	\$36.36	\$37.58	\$38.78
17	\$34.46	\$35.74	\$37.01	\$38.27	\$39.55	\$40.83
18	\$36.38	\$37.73	\$39.08	\$40.43	\$41.78	\$43.13
19	\$38.41	\$39.84	\$41.26	\$42.68	\$44.10	\$45.52
20	\$40.54	\$42.07	\$43.59	\$45.10	\$46.62	\$48.13
21	\$43.03	\$44.64	\$46.26	\$47.86	\$49.47	\$51.08

Minimum Wage Change Effective:

12/31/21: \$13.20

Hourly Rate: 2.25% increase applied to 2022's hourly rate.



**2023 CSEA - INCREMENT TABLE**  
**40 HOUR Base Rate (260 days / 2080 Hrs)**

2.25%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$9.48	\$9.82	\$10.14	\$10.48	\$10.81	\$11.15
1A	\$10.82	\$11.21	\$11.61	\$11.99	\$12.38	\$12.76
2	\$15.04	\$15.57	\$16.08	\$16.60	\$17.11	\$17.62
3	\$15.69	\$16.23	\$16.77	\$17.30	\$17.84	\$18.39
4	\$16.36	\$16.91	\$17.48	\$18.05	\$18.60	\$19.16
4A	\$18.69	\$19.34	\$19.98	\$20.61	\$21.27	\$21.90
5	\$17.06	\$17.65	\$18.24	\$18.84	\$19.44	\$20.03
5A	\$19.45	\$20.12	\$20.81	\$21.48	\$22.17	\$22.84
6	\$17.78	\$18.42	\$19.03	\$19.65	\$20.29	\$20.90
7	\$18.60	\$19.24	\$19.91	\$20.55	\$21.21	\$21.85
8	\$19.47	\$20.14	\$20.83	\$21.51	\$22.20	\$22.88
8A	\$22.19	\$22.97	\$23.75	\$24.53	\$25.31	\$26.09
9	\$20.37	\$21.08	\$21.81	\$22.53	\$23.25	\$23.98
10	\$21.32	\$22.08	\$22.83	\$23.60	\$24.36	\$25.12
11	\$22.36	\$23.17	\$23.98	\$24.78	\$25.58	\$26.39
12	\$23.46	\$24.30	\$25.16	\$26.01	\$26.86	\$27.71
13	\$24.63	\$25.51	\$26.40	\$27.28	\$28.17	\$29.05
14	\$25.87	\$26.81	\$27.75	\$28.69	\$29.63	\$30.58
15	\$27.23	\$28.22	\$29.21	\$30.21	\$31.21	\$32.20
16	\$28.65	\$29.70	\$30.76	\$31.82	\$32.88	\$33.94
17	\$30.15	\$31.27	\$32.38	\$33.50	\$34.60	\$35.73
18	\$31.84	\$33.02	\$34.19	\$35.37	\$36.55	\$37.73
19	\$33.60	\$34.85	\$36.10	\$37.34	\$38.59	\$39.84
20	\$35.48	\$36.81	\$38.14	\$39.46	\$40.79	\$42.12
21	\$37.65	\$39.06	\$40.47	\$41.88	\$43.29	\$44.70

Minimum Wage Change Effective:  
 12/31/21: \$13.20

Hourly Rate: 2.25% increase applied  
 to 2022's hourly rate.

Contract Period 2021-2025

**2023 CSEA - HIGHWAY**

2.25%

Title	Hourly Base Rate	2018 2% Anniv Rate	5 Yr/L1 Anniv Rate	2013 3.5% Anniv Rate	10 Yr/L2 Anniv Rate	2008 7% Anniv Rate	15 Yr/L3 Anniv Rate	2003 10% Anniv Rate	20 Yr/L4 Anniv Rate	1998 12% Anniv Rate	25 Yr/L5 Anniv Rate	1993 15% Anniv Rate	30 Yr/L6 Anniv Rate	1988 17% Anniv Rate	35 Yr/L7 Anniv Rate
Automotive Stockroom Attendant	\$23.99	\$0.48	\$24.47	\$0.84 \$0.36	\$24.83	\$1.68 \$0.84	\$25.67	\$2.40 \$0.72	\$26.39	\$2.88 \$0.48	\$26.87	\$3.60 \$0.72	\$27.59	\$4.08 \$0.48	\$28.07
Automotive Mechanic Helper Motor Equipment Operator Sign Painter	\$25.48	\$0.51	\$25.99	\$0.89 \$0.38	\$26.37	\$1.78 \$0.89	\$27.26	\$2.55 \$0.77	\$28.03	\$3.06 \$0.51	\$28.54	\$3.82 \$0.76	\$29.30	\$4.33 \$0.51	\$29.81
Automotive Mechanic Automotive Stockroom Clerk Mechanic/Welder Heavy Equipment Operator	\$27.59	\$0.55	\$28.14	\$0.97 \$0.42	\$28.56	\$1.93 \$0.96	\$29.52	\$2.76 \$0.83	\$30.35	\$3.31 \$0.55	\$30.90	\$4.14 \$0.83	\$31.73	\$4.69 \$0.55	\$32.28
Working Team Leader: Maintenance	\$28.05	\$0.56	\$28.61	\$0.98 \$0.42	\$29.03	\$1.96 \$0.98	\$30.01	\$2.81 \$0.85	\$30.86	\$3.37 \$0.56	\$31.42	\$4.21 \$0.84	\$32.26	\$4.77 \$0.56	\$32.82
Senior Automotive Stock Clerk	\$28.51	\$0.57	\$29.08	\$1.00 \$0.43	\$29.51	\$2.00 \$1.00	\$30.51	\$2.85 \$0.85	\$31.36	\$3.42 \$0.57	\$31.93	\$4.28 \$0.86	\$32.79	\$4.85 \$0.57	\$33.36
Working Team Leader: Mechanic Working Team Leader: Construction	\$30.36	\$0.61	\$30.97	\$1.06 \$0.45	\$31.42	\$2.13 \$1.07	\$32.49	\$3.04 \$0.91	\$33.40	\$3.64 \$0.60	\$34.00	\$4.55 \$0.91	\$34.91	\$5.16 \$0.61	\$35.52
Sr. Working Team Leader: Mechanic Sr. Working Team Leader: Construction	\$32.82	\$0.66	\$33.48	\$1.15 \$0.49	\$33.97	\$2.30 \$1.15	\$35.12	\$3.28 \$0.98	\$36.10	\$3.94 \$0.66	\$36.76	\$4.92 \$0.98	\$37.74	\$5.58 \$0.66	\$38.40

Hourly Rate: 2.25% increase applied to 2022's rate.

(Base + Longevity) x 10% Shift = Total

## 2023 CSEA - NURSING STAFF

### SALARIED & PER DIEM

Contract Period 2021 - 2025

2.25%

SALARY TITLES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Admissions Supervisor Staff Development Supervisor Supervising Nurse	10% shift	<b>\$73,781</b>	\$76,510	\$79,242	\$81,974	\$84,706	\$87,437
		\$7,378	\$7,651	\$7,924	\$8,197	\$8,471	\$8,744
	7% shift	\$5,165	\$5,356	\$5,547	\$5,738	\$5,929	\$6,121
Head Nurse	10% shift	<b>\$68,313</b>	\$71,047	\$73,775	\$76,507	\$79,238	\$81,972
		\$6,831	\$7,105	\$7,378	\$7,651	\$7,924	\$8,197
	7% shift	\$4,782	\$4,973	\$5,164	\$5,355	\$5,547	\$5,738
Infection Control Nurse In Service Training Coordinator Medical Data Set Coordinator	10% shift	<b>\$65,579</b>	\$68,310	\$71,044	\$73,772	\$76,503	\$79,235
		\$6,558	\$6,831	\$7,104	\$7,377	\$7,650	\$7,924
	7% shift	\$4,591	\$4,782	\$4,973	\$5,164	\$5,355	\$5,546
Registered Professional Nurse	10% shift	<b>\$60,118</b>	\$62,853	\$65,582	\$68,313	\$71,047	\$73,775
		\$6,012	\$6,285	\$6,558	\$6,831	\$7,105	\$7,378
	7% shift	\$4,208	\$4,400	\$4,591	\$4,782	\$4,973	\$5,164

### Longevity Table

10 Yr/L1 2013	15 Yr/L2 2008	20 Yr/L3 2003	25 Yr/L4 1998	30 Yr/L5 1993	35 Yr/L6 1988
<b>\$2,731</b>	\$5,462	\$8,193	\$10,924	\$13,655	\$16,386

Per Diem Rate: 2.25% Increase applied to 2022's rate.

PER DIEM - RPN		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T2-10% 06/15/11	10% shift	<b>\$231.23</b>	\$241.74	\$252.24	\$262.74	\$273.26	\$283.75
		\$23.12	\$24.17	\$25.22	\$26.27	\$27.33	\$28.38
T2-7% 04/08/14	7% shift	\$16.19	\$16.92	\$17.66	\$18.39	\$19.13	\$19.86

**2023 CSEA - HOURLY EMPLOYEE RATES  
ALL DEPARTMENTS**

Contract Period 2021-2025

2.25%

Title	Base	<i>Substitute Schedule</i>	<b>Regularly Scheduled</b> <i>(Sub+3.6%)</i>
Laborer - County Office Building	35hrs/wk	\$18.69	<b>\$19.36</b>
Page I	35hrs/wk	\$14.16	<b>\$14.67</b>

Title	Base	<b>Unrestricted Schedule</b>
Page II	35hrs/wk	<b>\$13.34</b>
Nurse Practioner	35hrs/wk	<b>\$57.53</b>

Title		NYS Dept of Labor <b>Minimum Wage</b>
Student Worker	Eff. 12/31/21	<b>\$13.20</b>

*Hourly Rate: 2.25% increase applied to 'Sub' rate or 'Unrestricted' rate on 2022's rate.*

All require a PC & RTF.

All above titles pay CSEA Union dues.

## 2023 MANAGEMENT JOB CLASSIFICATION RANGES

Period of 2021-2025

2.25%

Job Class	Minimum	Maximum
1	\$54,562	\$58,381
2	\$54,562	\$62,605
3	\$54,562	\$67,137
4	\$54,562	\$72,015
5	\$57,208	\$77,216
6	\$61,342	\$82,802
7	\$65,794	\$88,837
8	\$70,562	\$95,261
9	\$75,691	\$102,174
10	\$81,176	\$109,579
11	\$87,044	\$117,522
12	\$93,371	\$126,052
13	\$100,128	\$135,188
14	\$107,402	\$144,999
15	\$115,194	\$155,516
16	\$123,544	\$166,796
17	\$132,513	\$178,907
18	\$142,116	\$191,845
19	\$152,429	\$205,769
20	\$163,477	\$220,686

### Longevity Table

L1-10Yr 2013	L2-15Yr 2008	L3-20Yr 2003	L4-25Yr 1998	L5-30Yr 1993	L6-35Yr 1988
\$2,935	\$5,870	\$8,805	\$11,740	\$14,675	\$17,610

*Management longevity is matched with 2023 CSEA's Grade 21 contract rate.*

Contract Period 2021-2025

**2024 CSEA - INCREMENT TABLE**

2.25%

Grade	Increment	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$706	\$20,168	\$20,874	\$21,580	\$22,286	\$22,992	\$23,698
1A	\$827	\$23,015	\$23,842	\$24,669	\$25,496	\$26,323	\$27,150
2	\$1,094	\$32,007	\$33,101	\$34,195	\$35,289	\$36,383	\$37,477
3	\$1,149	\$33,361	\$34,510	\$35,659	\$36,808	\$37,957	\$39,106
4	\$1,193	\$34,792	\$35,985	\$37,178	\$38,371	\$39,564	\$40,757
4A	\$1,364	\$39,761	\$41,125	\$42,489	\$43,853	\$45,217	\$46,581
5	\$1,264	\$36,278	\$37,542	\$38,806	\$40,070	\$41,334	\$42,598
5A	\$1,447	\$41,354	\$42,801	\$44,248	\$45,695	\$47,142	\$48,589
6	\$1,323	\$37,833	\$39,156	\$40,479	\$41,802	\$43,125	\$44,448
7	\$1,384	\$39,557	\$40,941	\$42,325	\$43,709	\$45,093	\$46,477
8	\$1,455	\$41,393	\$42,848	\$44,303	\$45,758	\$47,213	\$48,668
8A	\$1,662	\$47,190	\$48,852	\$50,514	\$52,176	\$53,838	\$55,500
9	\$1,535	\$43,310	\$44,845	\$46,380	\$47,915	\$49,450	\$50,985
10	\$1,619	\$45,329	\$46,948	\$48,567	\$50,186	\$51,805	\$53,424
11	\$1,715	\$47,557	\$49,272	\$50,987	\$52,702	\$54,417	\$56,132
12	\$1,804	\$49,905	\$51,709	\$53,513	\$55,317	\$57,121	\$58,925
13	\$1,878	\$52,387	\$54,265	\$56,143	\$58,021	\$59,899	\$61,777
14	\$2,005	\$55,002	\$57,007	\$59,012	\$61,017	\$63,022	\$65,027
15	\$2,121	\$57,891	\$60,012	\$62,133	\$64,254	\$66,375	\$68,496
16	\$2,248	\$60,928	\$63,176	\$65,424	\$67,672	\$69,920	\$72,168
17	\$2,368	\$64,135	\$66,503	\$68,871	\$71,239	\$73,607	\$75,975
18	\$2,511	\$67,700	\$70,211	\$72,722	\$75,233	\$77,744	\$80,255
19	\$2,649	\$71,472	\$74,121	\$76,770	\$79,419	\$82,068	\$84,717
20	\$2,823	\$75,458	\$78,281	\$81,104	\$83,927	\$86,750	\$89,573
21	\$3,001	\$78,023	\$81,024	\$84,025	\$87,026	\$90,027	\$93,028

Grade	LONGEVITY TABLE					
	10 Yr/L1 2014	15 Yr/L2 2009	20 Yr/L3 2004	25 Yr/L4 1999	30 Yr/L5 1994	35 Yr/L6 1989
1	\$706	\$1,412	\$2,118	\$2,824	\$3,530	\$4,236
1A	\$827	\$1,654	\$2,481	\$3,308	\$4,135	\$4,962
2	\$1,094	\$2,188	\$3,282	\$4,376	\$5,470	\$6,564
3	\$1,149	\$2,298	\$3,447	\$4,596	\$5,745	\$6,894
4	\$1,193	\$2,386	\$3,579	\$4,772	\$5,965	\$7,158
4A	\$1,364	\$2,728	\$4,092	\$5,456	\$6,820	\$8,184
5	\$1,264	\$2,528	\$3,792	\$5,056	\$6,320	\$7,584
5A	\$1,447	\$2,894	\$4,341	\$5,788	\$7,235	\$8,682
6	\$1,323	\$2,646	\$3,969	\$5,292	\$6,615	\$7,938
7	\$1,384	\$2,768	\$4,152	\$5,536	\$6,920	\$8,304
8	\$1,455	\$2,910	\$4,365	\$5,820	\$7,275	\$8,730
8A	\$1,662	\$3,324	\$4,986	\$6,648	\$8,310	\$9,972
9	\$1,535	\$3,070	\$4,605	\$6,140	\$7,675	\$9,210
10	\$1,619	\$3,238	\$4,857	\$6,476	\$8,095	\$9,714
11	\$1,715	\$3,430	\$5,145	\$6,860	\$8,575	\$10,290
12	\$1,804	\$3,608	\$5,412	\$7,216	\$9,020	\$10,824
13	\$1,878	\$3,756	\$5,634	\$7,512	\$9,390	\$11,268
14	\$2,005	\$4,010	\$6,015	\$8,020	\$10,025	\$12,030
15	\$2,121	\$4,242	\$6,363	\$8,484	\$10,605	\$12,726
16	\$2,248	\$4,496	\$6,744	\$8,992	\$11,240	\$13,488
17	\$2,368	\$4,736	\$7,104	\$9,472	\$11,840	\$14,208
18	\$2,511	\$5,022	\$7,533	\$10,044	\$12,555	\$15,066
19	\$2,649	\$5,298	\$7,947	\$10,596	\$13,245	\$15,894
20	\$2,823	\$5,646	\$8,469	\$11,292	\$14,115	\$16,938
21	\$3,001	\$6,002	\$9,003	\$12,004	\$15,005	\$18,006

**2024 CSEA - INCREMENT TABLE**  
**35 HOUR Base Rate (260 days / 1820 Hrs)**

2.25%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$11.08	\$11.47	\$11.86	\$12.24	\$12.64	\$13.02
1A	---	---	---	---	---	---
2	\$17.59	\$18.18	\$18.78	\$19.40	\$19.99	\$20.58
3	\$18.33	\$18.97	\$19.59	\$20.24	\$20.86	\$21.48
4	\$19.11	\$19.79	\$20.43	\$21.07	\$21.74	\$22.39
4A	---	---	---	---	---	---
5	\$19.94	\$20.62	\$21.32	\$22.00	\$22.71	\$23.39
5A	---	---	---	---	---	---
6	\$20.80	\$21.51	\$22.25	\$22.97	\$23.70	\$24.43
7	\$21.74	\$22.48	\$23.25	\$24.03	\$24.78	\$25.54
8	\$22.74	\$23.55	\$24.34	\$25.14	\$25.95	\$26.74
8A	---	---	---	---	---	---
9	\$23.79	\$24.64	\$25.49	\$26.33	\$27.17	\$28.01
10	\$24.91	\$25.80	\$26.68	\$27.57	\$28.47	\$29.36
11	\$26.12	\$27.07	\$28.02	\$28.96	\$29.90	\$30.84
12	\$27.42	\$28.42	\$29.40	\$30.39	\$31.39	\$32.37
13	\$28.79	\$29.82	\$30.85	\$31.88	\$32.91	\$33.94
14	\$30.23	\$31.32	\$32.42	\$33.53	\$34.63	\$35.73
15	\$31.80	\$32.97	\$34.13	\$35.30	\$36.46	\$37.63
16	\$33.48	\$34.71	\$35.95	\$37.18	\$38.43	\$39.65
17	\$35.24	\$36.54	\$37.84	\$39.13	\$40.44	\$41.75
18	\$37.20	\$38.58	\$39.96	\$41.34	\$42.72	\$44.10
19	\$39.27	\$40.74	\$42.19	\$43.64	\$45.09	\$46.54
20	\$41.45	\$43.02	\$44.57	\$46.11	\$47.67	\$49.21
21	\$44.00	\$45.64	\$47.30	\$48.94	\$50.58	\$52.23

Minimum Wage Change Effective:  
 12/31/21: \$13.20

Hourly Rate: 2.25% increase applied  
 to 2023's hourly rate.

**2024 CSEA - INCREMENT TABLE**  
**40 HOUR Base Rate (260 days / 2080 Hrs)**

2.25%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$9.69	\$10.04	\$10.37	\$10.72	\$11.05	\$11.40
1A	\$11.06	\$11.46	\$11.87	\$12.26	\$12.66	\$13.05
2	\$15.38	\$15.92	\$16.44	\$16.97	\$17.50	\$18.02
3	\$16.04	\$16.60	\$17.15	\$17.69	\$18.24	\$18.80
4	\$16.73	\$17.29	\$17.87	\$18.46	\$19.02	\$19.59
4A	\$19.11	\$19.78	\$20.43	\$21.07	\$21.75	\$22.39
5	\$17.44	\$18.05	\$18.65	\$19.26	\$19.88	\$20.48
5A	\$19.89	\$20.57	\$21.28	\$21.96	\$22.67	\$23.35
6	\$18.18	\$18.83	\$19.46	\$20.09	\$20.75	\$21.37
7	\$19.02	\$19.67	\$20.36	\$21.01	\$21.69	\$22.34
8	\$19.91	\$20.59	\$21.30	\$21.99	\$22.70	\$23.39
8A	\$22.69	\$23.49	\$24.28	\$25.08	\$25.88	\$26.68
9	\$20.83	\$21.55	\$22.30	\$23.04	\$23.77	\$24.52
10	\$21.80	\$22.58	\$23.34	\$24.13	\$24.91	\$25.69
11	\$22.86	\$23.69	\$24.52	\$25.34	\$26.16	\$26.98
12	\$23.99	\$24.85	\$25.73	\$26.60	\$27.46	\$28.33
13	\$25.18	\$26.08	\$26.99	\$27.89	\$28.80	\$29.70
14	\$26.45	\$27.41	\$28.37	\$29.34	\$30.30	\$31.27
15	\$27.84	\$28.86	\$29.87	\$30.89	\$31.91	\$32.92
16	\$29.29	\$30.37	\$31.45	\$32.54	\$33.62	\$34.70
17	\$30.83	\$31.97	\$33.11	\$34.25	\$35.38	\$36.53
18	\$32.56	\$33.76	\$34.96	\$36.17	\$37.37	\$38.58
19	\$34.36	\$35.63	\$36.91	\$38.18	\$39.46	\$40.74
20	\$36.28	\$37.64	\$39.00	\$40.35	\$41.71	\$43.07
21	\$38.50	\$39.94	\$41.38	\$42.82	\$44.26	\$45.71

Minimum Wage Change Effective:  
 12/31/21: \$13.20

Hourly Rate: 2.25% increase applied  
 to 2023's hourly rate.



Contract Period 2021-2025

2024 CSEA - HIGHWAY

2.25%

Title	Hourly Base Rate	2019 2% Anniv Rate	5 Yr/L1	2014 3.5% Anniv Rate	10 Yr/L2	2009 7% Anniv Rate	15 Yr/L3	2004 10% Anniv Rate	20 Yr/L4	1999 12% Anniv Rate	25 Yr/L5	1994 15% Anniv Rate	30 Yr/L6	1989 17% Anniv Rate		
Laborer	\$23.68	\$0.47	\$24.15	\$0.36	\$0.83	\$24.51	\$1.66	\$25.34	\$2.37	\$26.05	\$2.84	\$26.52	\$3.55	\$27.23	\$4.03	\$27.71
Automotive Stockroom Attendant	\$24.53	\$0.49	\$25.02	\$0.37	\$0.86	\$25.39	\$1.72	\$26.25	\$2.45	\$26.98	\$2.94	\$27.47	\$3.68	\$28.21	\$4.17	\$28.70
Automotive Mechanic Helper Motor Equipment Operator Sign Painter	\$26.05	\$0.52	\$26.57	\$0.39	\$0.91	\$26.96	\$1.82	\$27.87	\$2.61	\$28.66	\$3.13	\$29.18	\$3.91	\$29.96	\$4.43	\$30.48
Automotive Mechanic Automotive Stockroom Clerk Mechanic/Welder Heavy Equipment Operator	\$28.21	\$0.56	\$28.77	\$0.43	\$0.99	\$29.20	\$1.97	\$30.18	\$2.82	\$31.03	\$3.39	\$31.60	\$4.23	\$32.44	\$4.80	\$33.01
Working Team Leader: Maintenance	\$28.68	\$0.57	\$29.25	\$0.43	\$1.00	\$29.68	\$2.01	\$30.69	\$2.87	\$31.55	\$3.44	\$32.12	\$4.30	\$32.98	\$4.88	\$33.56
Senior Automotive Stock Clerk	\$29.15	\$0.58	\$29.73	\$0.44	\$1.02	\$30.17	\$2.04	\$31.19	\$2.92	\$32.07	\$3.50	\$32.65	\$4.37	\$33.52	\$4.96	\$34.11
Working Team Leader: Mechanic Working Team Leader: Construction	\$31.04	\$0.62	\$31.66	\$0.47	\$1.09	\$32.13	\$2.17	\$33.21	\$3.10	\$34.14	\$3.72	\$34.76	\$4.66	\$35.70	\$5.28	\$36.32
Sr. Working Team Leader: Mechanic Sr. Working Team Leader: Construction	\$33.56	\$0.67	\$34.23	\$0.50	\$1.17	\$34.73	\$2.35	\$35.91	\$3.36	\$36.92	\$4.03	\$37.59	\$5.03	\$38.59	\$5.71	\$39.27

Hourly Rate: 2.25% Increase applied to 2023's rate.

(Base + Length) x 10% Shift = Total

## 2024 CSEA - NURSING STAFF

### SALARIED & PER DIEM

Contract Period 2021 - 2025

2.25%

SALARY TITLES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Admissions Supervisor Staff Development Supervisor Supervising Nurse	<i>10% shift</i>	<b>\$75,441</b>	\$78,231	\$81,025	\$83,818	\$86,612	\$89,404
		\$7,544	\$7,823	\$8,103	\$8,382	\$8,661	\$8,940
	<i>7% shift</i>	\$5,281	\$5,476	\$5,672	\$5,867	\$6,063	\$6,258
Head Nurse	<i>10% shift</i>	<b>\$69,850</b>	\$72,646	\$75,435	\$78,228	\$81,021	\$83,816
		\$6,985	\$7,265	\$7,544	\$7,823	\$8,102	\$8,382
	<i>7% shift</i>	\$4,890	\$5,085	\$5,280	\$5,476	\$5,671	\$5,867
Infection Control Nurse In Service Training Coordinator Medical Data Set Coordinator	<i>10% shift</i>	<b>\$67,055</b>	\$69,847	\$72,642	\$75,432	\$78,224	\$81,018
		\$6,706	\$6,985	\$7,264	\$7,543	\$7,822	\$8,102
	<i>7% shift</i>	\$4,694	\$4,889	\$5,085	\$5,280	\$5,476	\$5,671
Registered Professional Nurse	<i>10% shift</i>	<b>\$61,471</b>	\$64,267	\$67,058	\$69,850	\$72,646	\$75,435
		\$6,147	\$6,427	\$6,706	\$6,985	\$7,265	\$7,544
	<i>7% shift</i>	\$4,303	\$4,499	\$4,694	\$4,890	\$5,085	\$5,280

### Longevity Table

10 Yr/L1 <i>2014</i>	15 Yr/L2 <i>2009</i>	20 Yr/L3 <i>2004</i>	25 Yr/L4 <i>1999</i>	30 Yr/L5 <i>1994</i>	35 Yr/L6 <i>1989</i>
<b>\$2,792</b>	\$5,584	\$8,376	\$11,168	\$13,960	\$16,752

*Per Diem Rate: 2.25% Increase applied to 2023's rate.*

PER DIEM - RPN		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T2-10% 06/15/11	<i>10% shift</i>	<b>\$236.43</b>	\$247.18	\$257.92	\$268.65	\$279.41	\$290.13
		\$23.64	\$24.72	\$25.79	\$26.87	\$27.94	\$29.01
T2-7% 04/08/14	<i>7% shift</i>	\$16.55	\$17.30	\$18.05	\$18.81	\$19.56	\$20.31

**2024 CSEA - HOURLY EMPLOYEE RATES  
ALL DEPARTMENTS**

Contract Period 2021-2025

2.25%

Title	Base	<i>Substitute Schedule</i>	<b>Regularly Scheduled</b> <i>(Sub+3.6%)</i>
Laborer - County Office Building	35hrs/wk	<i>\$19.11</i>	<b>\$19.80</b>
Page I	35hrs/wk	<i>\$14.48</i>	<b>\$15.00</b>

Title	Base	<b>Unrestricted Schedule</b>
Page II	35hrs/wk	<b>\$13.64</b>
Nurse Practitioner	35hrs/wk	<b>\$58.82</b>

Title		NYS Dept of Labor <b>Minimum Wage</b>
Student Worker	Eff. 12/31/21	<b>\$13.20</b>

*Hourly Rate: 2.25% increase applied to 'Sub' rate or 'Unrestricted' rate on 2023's rate.*

All require a PC & RTF.

All above titles pay CSEA Union dues.

## 2024 MANAGEMENT JOB CLASSIFICATION RANGES

Period of 2021-2025

2.25%

Job Class	Minimum	Maximum
1	\$55,790	\$59,695
2	\$55,790	\$64,014
3	\$55,790	\$68,648
4	\$55,790	\$73,635
5	\$58,495	\$78,953
6	\$62,722	\$84,665
7	\$67,274	\$90,836
8	\$72,150	\$97,404
9	\$77,394	\$104,473
10	\$83,002	\$112,045
11	\$89,002	\$120,166
12	\$95,472	\$128,888
13	\$102,381	\$138,230
14	\$109,819	\$148,261
15	\$117,786	\$159,015
16	\$126,324	\$170,549
17	\$135,495	\$182,932
18	\$145,314	\$196,162
19	\$155,859	\$210,399
20	\$167,155	\$225,651

### Longevity Table

L1-10Yr 2014	L2-15Yr 2009	L3-20Yr 2004	L4-25Yr 1999	L5-30Yr 1994	L6-35Yr 1989
<b>\$3,001</b>	<b>\$6,002</b>	<b>\$9,003</b>	<b>\$12,004</b>	<b>\$15,005</b>	<b>\$18,006</b>

*Management longevity is matched with 2024 CSEA's Grade 21 contract rate.*

## 2025 CSEA - INCREMENT TABLE

2.25%

Contract Period 2021-2025

Grade	Increment	LONGEVITY TABLE					
		10 Yr/L1 2015	15 Yr/L2 2010	20 Yr/L3 2005	25 Yr/L4 2000	30 Yr/L5 1995	35 Yr/L6 1990
1	\$722	\$722	\$1,444	\$2,166	\$2,888	\$3,610	\$4,332
1A	\$846	\$846	\$1,692	\$2,538	\$3,384	\$4,230	\$5,076
2	\$1,119	\$1,119	\$2,238	\$3,357	\$4,476	\$5,595	\$6,714
3	\$1,175	\$1,175	\$2,350	\$3,525	\$4,700	\$5,875	\$7,050
4	\$1,220	\$1,220	\$2,440	\$3,660	\$4,880	\$6,100	\$7,320
4A	\$1,395	\$1,395	\$2,790	\$4,185	\$5,580	\$6,975	\$8,370
5	\$1,292	\$1,292	\$2,584	\$3,876	\$5,168	\$6,460	\$7,752
5A	\$1,480	\$1,480	\$2,960	\$4,440	\$5,920	\$7,400	\$8,880
6	\$1,353	\$1,353	\$2,706	\$4,059	\$5,412	\$6,765	\$8,118
7	\$1,415	\$1,415	\$2,830	\$4,245	\$5,660	\$7,075	\$8,490
8	\$1,488	\$1,488	\$2,976	\$4,464	\$5,952	\$7,440	\$8,928
8A	\$1,699	\$1,699	\$3,398	\$5,097	\$6,796	\$8,495	\$10,194
9	\$1,570	\$1,570	\$3,140	\$4,710	\$6,280	\$7,850	\$9,420
10	\$1,655	\$1,655	\$3,310	\$4,965	\$6,620	\$8,275	\$9,930
11	\$1,754	\$1,754	\$3,508	\$5,262	\$7,016	\$8,770	\$10,524
12	\$1,845	\$1,845	\$3,690	\$5,535	\$7,380	\$9,225	\$11,070
13	\$1,920	\$1,920	\$3,840	\$5,760	\$7,680	\$9,600	\$11,520
14	\$2,050	\$2,050	\$4,100	\$6,150	\$8,200	\$10,250	\$12,300
15	\$2,169	\$2,169	\$4,338	\$6,507	\$8,676	\$10,845	\$13,014
16	\$2,299	\$2,299	\$4,598	\$6,897	\$9,196	\$11,495	\$13,794
17	\$2,421	\$2,421	\$4,842	\$7,263	\$9,684	\$12,105	\$14,526
18	\$2,567	\$2,567	\$5,134	\$7,701	\$10,268	\$12,835	\$15,402
19	\$2,709	\$2,709	\$5,418	\$8,127	\$10,836	\$13,545	\$16,254
20	\$2,887	\$2,887	\$5,774	\$8,661	\$11,548	\$14,435	\$17,322
21	\$3,069	\$3,069	\$6,138	\$9,207	\$12,276	\$15,345	\$18,414

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$29,622	\$21,344	\$22,066	\$22,788	\$23,510	\$24,232
1A	\$23,533	\$24,379	\$25,225	\$26,071	\$26,917	\$27,763
2	\$32,727	\$33,846	\$34,965	\$36,084	\$37,203	\$38,322
3	\$34,112	\$35,287	\$36,462	\$37,637	\$38,812	\$39,987
4	\$35,575	\$36,795	\$38,015	\$39,235	\$40,455	\$41,675
4A	\$40,656	\$42,051	\$43,446	\$44,841	\$46,236	\$47,631
5	\$37,094	\$38,386	\$39,678	\$40,970	\$42,262	\$43,554
5A	\$42,284	\$43,764	\$45,244	\$46,724	\$48,204	\$49,684
6	\$38,684	\$40,037	\$41,390	\$42,743	\$44,096	\$45,449
7	\$40,447	\$41,862	\$43,277	\$44,692	\$46,107	\$47,522
8	\$42,324	\$43,812	\$45,300	\$46,788	\$48,276	\$49,764
8A	\$48,252	\$49,951	\$51,650	\$53,349	\$55,048	\$56,747
9	\$44,284	\$45,854	\$47,424	\$48,994	\$50,564	\$52,134
10	\$46,349	\$48,004	\$49,659	\$51,314	\$52,969	\$54,624
11	\$48,627	\$50,381	\$52,135	\$53,889	\$55,643	\$57,397
12	\$51,028	\$52,873	\$54,718	\$56,563	\$58,408	\$60,253
13	\$53,566	\$55,486	\$57,406	\$59,326	\$61,246	\$63,166
14	\$56,240	\$58,290	\$60,340	\$62,390	\$64,440	\$66,490
15	\$59,194	\$61,363	\$63,532	\$65,701	\$67,870	\$70,039
16	\$62,299	\$64,598	\$66,897	\$69,196	\$71,495	\$73,794
17	\$65,578	\$67,999	\$70,420	\$72,841	\$75,262	\$77,683
18	\$69,223	\$71,790	\$74,357	\$76,924	\$79,491	\$82,058
19	\$73,080	\$75,789	\$78,498	\$81,207	\$83,916	\$86,625
20	\$77,156	\$80,043	\$82,930	\$85,817	\$88,704	\$91,591
21	\$79,779	\$82,848	\$85,917	\$88,986	\$92,055	\$95,124

**2025 CSEA - INCREMENT TABLE**  
**35 HOUR Base Rate (260 days / 1820 Hrs)**

2.25%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	<del>\$11.33</del>	<del>\$11.73</del>	<del>\$12.13</del>	<del>\$12.52</del>	<del>\$12.92</del>	\$13.31
1A	---	---	---	---	---	---
2	\$17.99	\$18.59	\$19.20	\$19.84	\$20.44	\$21.04
3	\$18.74	\$19.40	\$20.03	\$20.70	\$21.33	\$21.96
4	\$19.54	\$20.24	\$20.89	\$21.54	\$22.23	\$22.89
4A	---	---	---	---	---	---
5	\$20.39	\$21.08	\$21.80	\$22.50	\$23.22	\$23.92
5A	---	---	---	---	---	---
6	\$21.27	\$21.99	\$22.75	\$23.49	\$24.23	\$24.98
7	\$22.23	\$22.99	\$23.77	\$24.57	\$25.34	\$26.11
8	\$23.25	\$24.08	\$24.89	\$25.71	\$26.53	\$27.34
8A	---	---	---	---	---	---
9	\$24.33	\$25.19	\$26.06	\$26.92	\$27.78	\$28.64
10	\$25.47	\$26.38	\$27.28	\$28.19	\$29.11	\$30.02
11	\$26.71	\$27.68	\$28.65	\$29.61	\$30.57	\$31.53
12	\$28.04	\$29.06	\$30.06	\$31.07	\$32.10	\$33.10
13	\$29.44	\$30.49	\$31.54	\$32.60	\$33.65	\$34.70
14	\$30.91	\$32.02	\$33.15	\$34.28	\$35.41	\$36.53
15	\$32.52	\$33.71	\$34.90	\$36.09	\$37.28	\$38.48
16	\$34.23	\$35.49	\$36.76	\$38.02	\$39.29	\$40.54
17	\$36.03	\$37.36	\$38.69	\$40.01	\$41.35	\$42.69
18	\$38.04	\$39.45	\$40.86	\$42.27	\$43.68	\$45.09
19	\$40.15	\$41.66	\$43.14	\$44.62	\$46.10	\$47.59
20	\$42.38	\$43.99	\$45.57	\$47.15	\$48.74	\$50.32
21	\$44.99	\$46.67	\$48.36	\$50.04	\$51.72	\$53.41

*Minimum Wage Change Effective:*  
 12/31/21: \$13.20

Hourly Rate: 2.25% increase applied  
 to 2024's hourly rate.

**2025 CSEA - INCREMENT TABLE**  
**40 HOUR Base Rate (260 days / 2080 Hrs)**

2.25%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	\$9.91	\$10.27	\$10.60	\$10.96	\$11.30	\$11.66
1A	\$11.31	\$11.72	\$12.14	\$12.54	\$12.94	\$13.34
2	\$15.73	\$16.28	\$16.81	\$17.35	\$17.89	\$18.43
3	\$16.40	\$16.97	\$17.54	\$18.09	\$18.65	\$19.22
4	\$17.11	\$17.68	\$18.27	\$18.88	\$19.45	\$20.03
4A	\$19.54	\$20.23	\$20.89	\$21.54	\$22.24	\$22.89
5	\$17.83	\$18.46	\$19.07	\$19.69	\$20.33	\$20.94
5A	\$20.34	\$21.03	\$21.76	\$22.45	\$23.18	\$23.88
6	\$18.59	\$19.25	\$19.90	\$20.54	\$21.22	\$21.85
7	\$19.45	\$20.11	\$20.82	\$21.48	\$22.18	\$22.84
8	\$20.36	\$21.05	\$21.78	\$22.48	\$23.21	\$23.92
8A	\$23.20	\$24.02	\$24.83	\$25.64	\$26.46	\$27.28
9	\$21.30	\$22.03	\$22.80	\$23.56	\$24.30	\$25.07
10	\$22.29	\$23.09	\$23.87	\$24.67	\$25.47	\$26.27
11	\$23.37	\$24.22	\$25.07	\$25.91	\$26.75	\$27.59
12	\$24.53	\$25.41	\$26.31	\$27.20	\$28.08	\$28.97
13	\$25.75	\$26.67	\$27.60	\$28.52	\$29.45	\$30.37
14	\$27.05	\$28.03	\$29.01	\$30.00	\$30.98	\$31.97
15	\$28.47	\$29.51	\$30.54	\$31.59	\$32.63	\$33.66
16	\$29.95	\$31.05	\$32.16	\$33.27	\$34.38	\$35.48
17	\$31.52	\$32.69	\$33.86	\$35.02	\$36.18	\$37.35
18	\$33.29	\$34.52	\$35.75	\$36.98	\$38.21	\$39.45
19	\$35.13	\$36.43	\$37.74	\$39.04	\$40.35	\$41.66
20	\$37.10	\$38.49	\$39.88	\$41.26	\$42.65	\$44.04
21	\$39.37	\$40.84	\$42.31	\$43.78	\$45.26	\$46.74

Minimum Wage Change Effective:  
 12/31/21: \$13.20

Hourly Rate: 2.25% increase applied  
 to 2024's hourly rate.

## 2025 CSEA - HIGHWAY

Contract Period 2021-2025

2.25%

Title	Hourly Base Rate	2020 2% Anniv Rate	2015 3.5% Anniv Rate	2010 7% Anniv Rate	2005 10% Anniv Rate	2000 12% Anniv Rate	1995 15% Anniv Rate	1990 17% Anniv Rate
Automotive Stockroom Attendant	\$25.08	\$0.50	\$0.88	\$1.76	\$2.51	\$3.01	\$3.76	\$4.26
Automotive Mechanic Helper Motor Equipment Operator Sign Painter	\$26.64	\$0.53	\$0.93	\$1.86	\$2.66	\$3.20	\$4.00	\$4.53
Automotive Mechanic Automotive Stockroom Clerk Mechanic/Welder Heavy Equipment Operator	\$28.84	\$0.58	\$1.01	\$2.02	\$2.88	\$3.46	\$4.33	\$4.90
Working Team Leader: Maintenance	\$29.33	\$0.59	\$1.03	\$2.05	\$2.93	\$3.52	\$4.40	\$4.99
Senior Automotive Stock Clerk	\$29.81	\$0.60	\$1.04	\$2.09	\$2.98	\$3.58	\$4.47	\$5.07
Working Team Leader: Mechanic	\$31.74	\$0.63	\$1.11	\$2.22	\$3.17	\$3.81	\$4.76	\$5.40
Working Team Leader: Construction	\$31.74	\$0.63	\$1.11	\$2.22	\$3.17	\$3.81	\$4.76	\$5.40
Sr. Working Team Leader: Mechanic	\$34.32	\$0.69	\$1.20	\$2.40	\$3.43	\$4.12	\$5.15	\$5.83
Sr. Working Team Leader: Construction	\$34.32	\$0.69	\$1.20	\$2.40	\$3.43	\$4.12	\$5.15	\$5.83

Hourly Rate: 2.25% increase applied to 2024's rate.

(Base + Longevity) x 10% Shift = Total



## 2025 CSEA - NURSING STAFF

### SALARIED & PER DIEM

Contract Period 2021 - 2025

2.25%

SALARY TITLES		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Admissions Supervisor Staff Development Supervisor Supervising Nurse	<i>10% shift</i>	<b>\$77,138</b>	\$79,991	\$82,848	\$85,704	\$88,561	\$91,416
		\$7,714	\$7,999	\$8,285	\$8,570	\$8,856	\$9,142
	<i>7% shift</i>	\$5,400	\$5,599	\$5,799	\$5,999	\$6,199	\$6,399
Head Nurse	<i>10% shift</i>	<b>\$71,422</b>	\$74,281	\$77,132	\$79,988	\$82,844	\$85,702
		\$7,142	\$7,428	\$7,713	\$7,999	\$8,284	\$8,570
	<i>7% shift</i>	\$5,000	\$5,200	\$5,399	\$5,599	\$5,799	\$5,999
Infection Control Nurse In Service Training Coordinator Medical Data Set Coordinator	<i>10% shift</i>	<b>\$68,564</b>	\$71,419	\$74,276	\$77,129	\$79,984	\$82,841
		\$6,856	\$7,142	\$7,428	\$7,713	\$7,998	\$8,284
	<i>7% shift</i>	\$4,799	\$4,999	\$5,199	\$5,399	\$5,599	\$5,799
Registered Professional Nurse	<i>10% shift</i>	<b>\$62,854</b>	\$65,713	\$68,567	\$71,422	\$74,281	\$77,132
		\$6,285	\$6,571	\$6,857	\$7,142	\$7,428	\$7,713
	<i>7% shift</i>	\$4,400	\$4,600	\$4,800	\$5,000	\$5,200	\$5,399

### Longevity Table

10 Yr/L1 2015	15 Yr/L2 2010	20 Yr/L3 2005	25 Yr/L4 2000	30 Yr/L5 1995	35 Yr/L6 1990
<b>\$2,855</b>	\$5,710	\$8,565	\$11,420	\$14,275	\$17,130

*Per Diem Rate: 2.25% increase applied to 2024's rate.*

PER DIEM - RPN		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
T2-10% 06/15/11	<i>10% shift</i>	<b>\$241.75</b>	<b>\$252.74</b>	<b>\$263.72</b>	<b>\$274.69</b>	<b>\$285.70</b>	<b>\$296.66</b>
		\$24.18	\$25.27	\$26.37	\$27.47	\$28.57	\$29.67
T2-7% 04/08/14	<i>7% shift</i>	\$16.92	\$17.69	\$18.46	\$19.23	\$20.00	\$20.77

**2025 CSEA - HOURLY EMPLOYEE RATES  
ALL DEPARTMENTS**

Contract Period 2021-2025

2.25%

Title	Base	<i>Substitute Schedule</i>	<b>Regularly Scheduled</b> <i>(Sub+3.6%)</i>
Laborer - County Office Building	35hrs/wk	\$19.54	<b>\$20.24</b>
Page I	35hrs/wk	\$14.81	<b>\$15.34</b>

Title	Base	<b>Unrestricted Schedule</b>
Page II	35hrs/wk	<b>\$13.95</b>
Nurse Practioner	35hrs/wk	<b>\$60.14</b>

Title		NYS Dept of Labor <b>Minimum Wage</b>
Student Worker	Eff. 12/31/21	<b>\$13.20</b>

*Hourly Rate: 2.25% increase applied to 'Sub' rate or 'Unrestricted' rate on 2024's rate.*

All require a PC & RTF.

All above titles pay CSEA Union dues.

## 2025 MANAGEMENT JOB CLASSIFICATION RANGES

Period of 2021-2025

2.25%

Job Class	Minimum	Maximum
1	\$57,045	\$61,038
2	\$57,045	\$65,454
3	\$57,045	\$70,193
4	\$57,045	\$75,292
5	\$59,811	\$80,729
6	\$64,133	\$86,570
7	\$68,788	\$92,880
8	\$73,773	\$99,596
9	\$79,135	\$106,824
10	\$84,870	\$114,566
11	\$91,005	\$122,870
12	\$97,620	\$131,788
13	\$104,685	\$141,340
14	\$112,290	\$151,597
15	\$120,436	\$162,593
16	\$129,166	\$174,386
17	\$138,544	\$187,048
18	\$148,584	\$200,576
19	\$159,366	\$215,133
20	\$170,916	\$230,728

### Longevity Table

L1-10Yr 2015	L2-15Yr 2010	L3-20Yr 2005	L4-25Yr 2000	L5-30Yr 1995	L6-35Yr 1990
\$3,069	\$6,138	\$9,207	\$12,276	\$15,345	\$18,414

*Management longevity is matched with 2025 CSEA's Grade 21 contract rate.*

# Your Summary of Benefits



An Anthem Company

## PPO

### Schenectady County

Benefit	In-Network <sup>1</sup>	Out-of-Network <sup>2,3</sup>
Deductible	N/A	\$500/\$1,250
Coinsurance	N/A	20%
Out-of-Pocket Maximum	\$4,445 / \$8,890 (All In-Network Cost Shares)	\$5,000/\$12,500 Coinsurance Stop Loss / (\$1,500/\$3,750 out-of-pocket)
Lifetime Maximum	Unlimited	Unlimited
Dependent Children (covered to the end of the month of the dependent's birthday)	Dependents to age 26	Dependents to age 26
<b>Covered Preventive Care<sup>4</sup></b>	<b>Member Pays In-Network</b>	<b>Member Pays Out-of-Network</b>
Covered Adult Preventive Care	\$0	Deductible and Coinsurance
Annual Physical Exam	\$0	Covered in-network only
Well-Child Care (Up to age 19; including necessary covered immunizations)	\$0	Deductible and Coinsurance
Preventive Well-Woman Care	\$0	Deductible and Coinsurance
<b>Home/Office/Outpatient Care</b>	<b>Member Pays In-Network</b>	<b>Member Pays Out-of-Network</b>
Home/Office Visits	\$20 copayment	Deductible and Coinsurance
Online Visits	\$5 copayment	Covered in-network only
Urgent Care	\$30 copayment	\$30 copayment
Emergency Room/Facility (initial visit per occurrence)	\$100 copayment (Waived if admitted within 24 hours)	\$100 copayment (Waived if admitted within 24 hours)
Surgery <sup>5</sup> , Presurgical Testing, Anesthesia	\$0	Deductible and Coinsurance
Chemotherapy, Radiation Therapy	\$0	Deductible and Coinsurance
Routine Maternity Care	\$0	Deductible and Coinsurance
Laboratory Tests, X-rays	\$0	Deductible and Coinsurance
MRI/MRA <sup>6</sup> , CAT Scan <sup>7</sup> , PET <sup>7</sup> & Nuclear Cardiology <sup>7</sup>	\$0	Deductible and Coinsurance
Allergy Routine Testing and Treatment (Allergy injections/immunotherapy)	\$20 copayment (Waived for treatment)	Deductible and Coinsurance
Chiropractic Care <sup>9</sup>	\$20 copayment	Deductible and Coinsurance
Home Healthcare (Up to 200 visits per calendar year)	\$0	Coinsurance (no deductible)
Home Infusion Therapy	\$0	Covered in-network only
Hospice Care (Up to 210 days per lifetime)	\$0	Covered in-network only
Physical Therapy <sup>5</sup> (Up to 90 visits per calendar year combined in home, office or outpatient facility)	\$20 copayment	Covered in-network only
Other Short-Term Rehabilitative Therapies – Speech/Language <sup>5</sup> , Occupational <sup>5</sup> , Vision (Up to 30 visits per calendar year combined in home, office or outpatient facility)	\$20 copayment	Covered in-network only

Services provided by Empire HealthChoice Assurance, Inc.,  
licensee of the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield plans.

# Your Summary of Benefits

An Anthem Company

## PPO

Benefit	In-Network <sup>1</sup>	Out-of-Network <sup>2,3</sup>
Cardiac Rehabilitation	\$20 copayment	Deductible and Coinsurance
Second Surgical Opinion	\$20 copayment (no copayment applies if arranged through the Medical Management Program)	Deductible and Coinsurance
Kidney Dialysis	\$0	Deductible and Coinsurance
<b>Inpatient Care<sup>5</sup></b>	<b>Member Pays In-Network</b>	<b>Member Pays Out-of-Network</b>
Inpatient Hospital (As many days as is medically necessary; semiprivate room and board)	\$0	Deductible and Coinsurance
Surgery, Covered Surgical Assistant, Anesthesia	\$0	Deductible and Coinsurance
Physical Therapy, Physical Medicine, or Rehabilitation (Up to 90 inpatient days per calendar year)	\$0	Deductible and Coinsurance
Skilled Nursing Facility (Up to 120 days per calendar year)	\$0	Covered in-network only
<b>Mental Health</b>	<b>Member Pays In-Network</b>	
Outpatient Visits in Office	\$20 copayment	Deductible and Coinsurance
Outpatient Visits in Facility	\$0	Deductible and Coinsurance
Inpatient Care <sup>8</sup> (As many days as medically necessary; semiprivate room and board)	\$0	Deductible and Coinsurance
<b>Alcohol/Substance Abuse</b>	<b>Member Pays In-Network</b>	<b>Member Pays Out-of-Network</b>
Outpatient Visits in Office	\$20 copayment	Deductible and Coinsurance
Outpatient Visits in Facility	\$0	Deductible and Coinsurance
Inpatient Detoxification <sup>8</sup> (As many days as medically necessary; semiprivate room and board)	\$0	Deductible and Coinsurance
Inpatient Rehabilitation <sup>8</sup>	\$0	Deductible and Coinsurance
<b>Other</b>	<b>Member Pays In-Network</b>	<b>Member Pays Out-of-Network</b>
Medical Supplies	\$0 when obtained through Empire's medical supplies vendor	In-network benefits apply
Durable Medical Equipment <sup>6</sup>	\$0	Covered in-network only
Prosthetics & Orthotics <sup>5</sup>	\$0	Covered in-network only
Ambulance (air ambulance)	\$0	In-network benefits apply

(1) Network provider delivers care.

(2) Out-of-network services (except Mental Health and Alcohol/Substance Abuse) are those from a provider that does not participate in Empire's PPO network, or with another Blue Cross and Blue Shield Plan through the BlueCard® PPO Program. (This does not apply to emergency benefits.) See (8) for Mental Health and Alcohol/Substance Abuse Services.

(3) Out-of-network (O-O-N) providers – those who do not participate in Empire's PPO network, or with another Blue Cross and Blue Shield Plan through the BlueCard® PPO Program. Out-of-network providers who do not participate with Empire or with another Blue Cross and Blue Shield Plan, may balance bill over Empire's allowed amount.

(4) Preventive Care benefits not subject to copayment, deductible and coinsurance; when provided In-Network include; mammography screenings, cervical cancer screenings, colorectal cancer screenings, prostate cancer screenings, hypercholesterolemia screenings, diabetes screenings for pregnant women, bone density testing, annual physical examinations and annual obstetric and gynecological examinations. May also include other services as required under State and Federal Law. May be subject to age and frequency limits.

(5) You are responsible for obtaining precertification from Empire's Medical Management Program for these services. Your provider may call for you, but you will be responsible for penalties applied if precertification is not obtained. For ambulatory surgery, precertification is required for reconstructive surgery, outpatient transplants and ophthalmological or eye-related procedures. Precertification is also required for cosmetic surgery, an excluded benefit except when medically necessary.

(6) For services received from an Empire PPO provider, the provider must precertify in-network services; Empire PPO providers cannot bill members beyond the copayment for covered services. Outside Empire's network area, you must obtain precertification from Empire's Medical Management Program for services from in-network BlueCard® PPO providers. You are responsible for obtaining precertification from Empire's Medical Management Program for in-area and out-of-area out-of-network services. Your provider may call for you, but you will be responsible for penalties applied if precertification is not obtained.

(7) Empire's network provider must precertify in-network services; Empire network providers cannot bill members beyond the co-payment for covered services. Precertification is not required for out-of-network services, nor for out-of-area in-network BlueCard® PPO provider services.

(8) You are responsible for obtaining precertification from the Behavioral Healthcare Manager for these services. Your provider may call for you, but you will be responsible for penalties applied if precertification is not obtained.

(9) Empire's network provider must obtain authorization for clinical/medical necessity for in-network services; Empire network providers cannot bill members beyond the in-network deductible and coinsurance for covered services. Authorization is not required for out-of-network services or for services rendered from in-network BlueCard® PPO providers outside of Empire's network area.

Services provided by Empire HealthChoice Assurance, Inc., licensee of the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield plans.



# Your Summary of Benefits

## PPO

An Anthem Company

NOTE: This is a benefits summary only and is subject to the terms, conditions, limitations and exclusions set forth in your Certificate of Coverage, Schedule of Benefits, and any additional Riders or Contracts your group has purchased. Be sure to consult your benefit Contract or Certificate for full details about your coverage. To the extent that there is a conflict between this Summary and your benefit Contract or Certificate, the terms of the Contract or Certificate will control. Failure to comply with Empire's Medical Management or Behavioral Healthcare Management Program requirements could result in benefit reductions.

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

Included are preventive care services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits.

*Prepared on 11.3.15 cg*



# Summary of Benefits

For Schenectady County

Effective 1/1/2022

\$20 Copay; \$100 ER Copay Option

Service Category*	Coverage Information	
	In-Network	Out-of-Network
<b>Annual Deductible per Contract Year</b>	Not Applicable	\$1,000 per individual/\$3,000 per family <i>Services covered as noted below are after satisfaction of the annual deductible</i>
<b>Co-insurance</b>	Not applicable	As noted
<b>Lifetime Maximum Benefit Payable</b>	No maximum	No maximum
<b>Annual Out-of-Pocket Maximum</b>	\$4,445 per individual/ \$8,890 per family, per calendar year	\$10,000 per individual/ \$30,000 per family, per calendar year
<b>Preventive &amp; Well Care Services</b> Well Child Care & Immunizations Adult Physical (One Routine Physical/Contract Year) Mammography Annual Pap Test & Ob/Gyn Exam Immunizations for Adults Colonoscopy & Sigmoidoscopy Screening for Adults Bone Density Tests	No charge	No charge
<b>Physician Office Visits</b> (PCP & Specialist)	\$20 copay	
<b>Diagnostic Lab Services</b> (Office)	No charge	
<b>Diagnostic X-ray</b> (Office)	\$20 copay	
<b>Advanced Imaging Services</b> (Office – CT/PET scans, MRIs)	\$20 copay	
<b>Rehabilitative Services</b> (Office – PT/OT/ST)	\$20 copay	MVP covers at 50% of allowable charges
<b>Medical/Surgical Admissions</b> (Inpatient Hospital)	No charge	
<b>Surgical Services</b> (Inpatient Hospital)	No charge	
<b>Inpatient Physical Rehabilitation</b>	No charge	
<b>Hospital Rehab Services</b> (Outpatient – PT/OT/ST)	\$20 copay	
<b>Diagnostic Laboratory Services</b> (Outpatient Hospital)	No charge	
<b>Diagnostic X-ray</b> (Outpatient)	\$20 copay	
<b>Advanced Imaging Services</b> (Outpatient-CT/PET, scans, MRIs)	\$20 copay	
<b>Ambulatory/Outpatient Surgery</b>	\$20 copay	
<b>Emergency Room (ER) Visit</b>	\$100 copay	\$100 copay
<b>Urgent Care Centers</b>	\$30 copay	\$30 copay
<b>Telemedicine/Gia<sup>SM</sup></b>	\$0 copay	Not covered
<b>Ambulance</b>	No charge	
<b>Mental Health Inpatient Hospital</b>	No charge	
<b>Mental Health Outpatient</b>	\$20 copay	MVP covers at 50% of allowable charges
<b>Substance Use Disorder Inpatient Hospital</b>	No charge	
<b>Substance Use Disorder Outpatient</b>	\$20 copay	
<b>Maternity – Prenatal Care</b>	\$20 copay (initial visit only)	MVP covers at 50% of allowable charges (initial newborn exam covered at 100% of allowable charges)
<b>Maternity – Physician Delivery</b>	No charge	
<b>Maternity – Inpatient Hospital Services</b>	No charge	

## APPENDIX A

<b>Skilled Nursing Facility</b> – 60 days per year	No charge	MVP covers at 50% of allowable charges
<b>Home Health Care</b>	\$20 copay	MVP covers at 20% of allowable charges
<b>Durable Medical Equipment</b>	50% coinsurance	MVP covers at 50% of allowable charges, no deductible
<b>Diabetic Supplies &amp; Equipment</b> – items limited to a 31 day supply	\$20 copay per item	MVP covers at 50% of allowable charges
<b>Chiropractic Benefit</b>	\$20 copay	MVP covers at 50% of allowable charges
<b>Prescription Drug Coverage</b>	Carved out to ProAct	

\*Some services are subject to notification or prior authorization requirements. See your Summary Plan Description for details.

This Summary of Benefits chart is intended to provide a general outline of coverage. In the event of any conflict between this document and your Summary Plan Description (SPD), your SPD will be controlling. For details, please call **1-800-229-5851**.

Health benefit plans are issued or administered by MVP Health Plan, Inc.; MVP Health Insurance Company; MVP Select Care, Inc.; and MVP Health Services Corp., operating subsidiaries of MVP Health Care, Inc. Not all plans available in all states and counties.



## Schenectady Meds 2 -- \$5/\$20/\$40 Copays

## Actives and Retirees Under Age 65

WHAT? →  WHERE? ↓	Acute Meds	"New to You" Maintenance Meds  (Maintenance Meds Prescribed for the First Time)	Existing (Ongoing) Maintenance Meds
CanaRx	Generic: N/A Preferred Brand: N/A Non-Preferred Brand: N/A	Generic: N/A Preferred Brand: N/A Non-Preferred Brand: N/A	Generic: N/A Preferred Brand: \$0 Non-Preferred Brand: \$0
ProAct Mail Order	Generic: N/A Preferred Brand: N/A Non Preferred Brand: N/A	Generic: N/A Preferred Brand: N/A Non Preferred Brand: N/A	90 DAY SUPPLY Generic: \$10 Preferred Brand: \$40* or \$60** Non Preferred Brand: \$80 * If not available through CanaRx **If available through CanaRx
Local Retail Pharmacy	UP TO A 30-DAY SUPPLY Generic: \$5 Preferred Brand: \$20 Non-Preferred Brand: \$40	30-DAY SUPPLY Generic: \$5 Preferred Brand: \$20 Non-Preferred Brand: \$40	30-DAY SUPPLY Generic: \$60* Preferred Brand: \$60** Non-Preferred Brand: \$60** *Generic maintenance meds are available through ProAct mail order **Brand maintenance meds are available through ProAct mail order, CanaRx, or both

APPENDIX B

**LABOR-MANAGEMENT AGREEMENT**

The County of Schenectady (hereinafter “Employer”) and the CSEA Local 885 (hereinafter “Union”) hereby agree to the following:

**WHEREAS** the parties herein entered into a Collective Bargaining Agreement for the year 2020; and

**WHEREAS** as part of that Agreement, under Article XIII, Section 6 – Compensatory Time Off – the parties agreed to place a limit of 240 hours on the amount of compensatory time off an employee can accrue; and

**WHEREAS** at the time of that Agreement, some employees had already accrued compensatory time off in excess of 240 hours, and the implementation of the limit would result in one-time large payouts to these employees; and

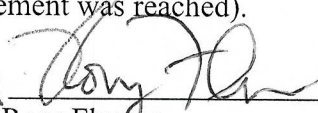
**WHEREAS** the parties are desirous of entering into this Labor-Management Agreement to address the above-described one-time large payouts, and allow for a smooth transition into the new language contained in Article XIII, Section 6 of the Collective Bargaining Agreement.

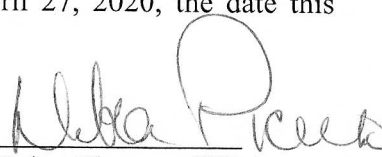
**NOW, IT IS THEREFORE AGREED:**

1. Where, at the time of this Agreement, an employee has previously-accrued non-FLSA compensatory time in excess of the new 240 hour cap, the employee will be permitted to shift any time in excess of 240 hours to FLSA compensatory time, provided that the FLSA compensatory time shall not exceed 240 hours; and
2. Where an employee has shifted non-FLSA time to FLSA time, pursuant to Number 1 above, and still has non-FLSA time in excess of the new 240 hour cap, the employee shall be paid out in cash for all time in excess of 240 hours. The employee may opt to spread this cash payment out over three (3) years, specifically: 2020, 2021 and 2022.
3. If an employee opts to spread the cash payment out over three (3) years, it is agreed that the payout in each of the three (3) years shall be paid at the employee’s 2020 salary


APPENDIX B

rate (specifically, at the employee's salary rate as of April 27, 2020, the date this Agreement was reached).

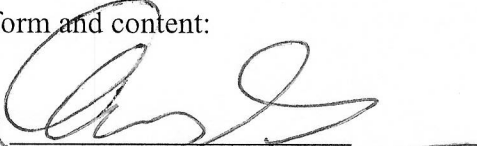
Dated: ~~5/10/20~~ 5/26/22   
Rory Flanagan  
County Manager

Dated: ~~1/1/20~~ 5/26/22   
Debra Picerno, CSEA  
Labor Relations Specialist

Dated: ~~5/26/20~~ 5/26/22   
Derek Sinnberg, CSEA  
Local 885 President

Dated: ~~1/1/20~~ 5/26/22   
Katie Soule, CSEA  
Local 885 Treasurer

Approved as to form and content:

Dated: ~~5/16/20~~ 5/26/22   
Christopher H. Gardner  
County Attorney



APPENDIX C *Supervisors on call*  
5/21

COUNTY OF SCHENECTADY  
OFFICE OF THE COUNTY ATTORNEY

COUNTY OFFICE BUILDING  
620 STATE STREET  
SCHENECTADY, NEW YORK 12305-2114  
(518) 388-4276  
FAX No. 388-4493

APR 27 PM 9:56  
KEVIN A. BURKE  
FIRST DEPUTY COUNTY ATTORNEY

CHRISTOPHER H. GARDNER  
COUNTY ATTORNEY

HOWARD G. CARPENTER, JR.  
FIRST DEPUTY COUNTY ATTORNEY

FRED L. GOODMAN  
DEPUTY COUNTY ATTORNEY

DONALD J. DE ANGELUS  
DEPUTY COUNTY ATTORNEY

BRIAN G. DE LA FLEUR  
DEPUTY COUNTY ATTORNEY

PATRICK R. CUMMINGS  
SR. ASSISTANT COUNTY ATTORNEY

JENNIFER M. BARNES  
DEPUTY COUNTY ATTORNEY

URSULA E. HALL  
DEPUTY COUNTY ATTORNEY

LAUREN A. SELCHICK  
ASSISTANT COUNTY ATTORNEY

MIRIAM C. HEALY  
ASSISTANT COUNTY ATTORNEY

April 22, 2010

Michael J. Campon  
Labor Relations Specialist  
CSEA Local 1000, AFSCME AFL-CIO  
Capital Region Office  
1 Lear Jet Lane  
Latham, NY 12110-2394

*Re: Labor Management Memorandum Agreement*

*Mike*  
Dear Mr. Campon:

Please find enclosed one original fully executed Labor Management Memorandum Agreement which I received today.

Thank you for your cooperation in this matter.

Very truly yours,

CHRISTOPHER H. GARDNER  
County Attorney

CHG/afg  
Enclosure

CC: Dennis Packard  
Commissioner of Social Services  
(with enclosure)



**LABOR – MANAGEMENT  
MEMORANDUM OF AGREEMENT**

Child Protective Caseworkers will be responsible for the after-hours beeper coverage.

1. The assignment currently being used will continue.

This means the Senior Caseworker will continue to schedule the staff pursuant to a rotation computed quarterly and then posted.

2. Caseworkers assigned to Child Protective will be permitted to "opt out" of the rotation after two years of service.

We will mandate that all newly-assigned Caseworkers must be on the rotation for two years.

3. A list of Caseworkers will be maintained by the Supervisor A of Child Protective. Any change will be done quarterly at the time of rotation.

Any Caseworker who is interested in being on call will be on the list. That list will be provided to the Senior Caseworker assigned to complete the calendar. When a Caseworker wishes to be on the rotation or decides to opt out, they will inform the Supervisor A. You cannot request to be added to or removed from the schedule until the next quarter.

4. Another list of workers (by seniority) will be posted next to the calendar. This list of Caseworkers will be used when staff wants to give their coverage to another worker. All Caseworkers who want to give away their scheduled time will ask the most senior staff person on that list.
5. When a second team of Caseworkers is needed after hours, those workers will also be assigned according to seniority. We will ask any Caseworker, Senior Caseworker or Supervisor assigned to Child Protective Services if they want to be on a "call-in" list. The list will be developed pursuant to seniority and put in the Beeper Bag.

When additional workers are needed, they will be contacted by the Supervisor on call according to the Seniority List.

**NOTE:** This list will be updated by the Supervisor A of Child Protective Services. Staff will contact the Supervisor A for any changes.


6. We will maintain a "Specialty List" of workers when needed for Abuse Investigations (sexual and physical), fatalities and near fatalities. That list will include Supervisors, Senior Caseworkers and Caseworkers assigned to Child Protective. The list will be made pursuant to seniority. The "Specialty List" will be in the Beeper Bag.

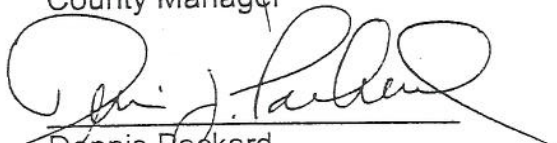
All abuse reports will be assigned only to members who have been designated as Abuse Team members.

7. Caseworkers will continue to be able to trade their time between each other.
8. At the end of each work day, the CPS supervisors will still convene to look at all outstanding CPS work and "pair up" workers based on remaining tasks.
9. Annually, each employee may select one holiday, in order of seniority. Once chosen the holiday may not be given up. Employees who have selected a holiday may trade, with notice to the Supervisor.

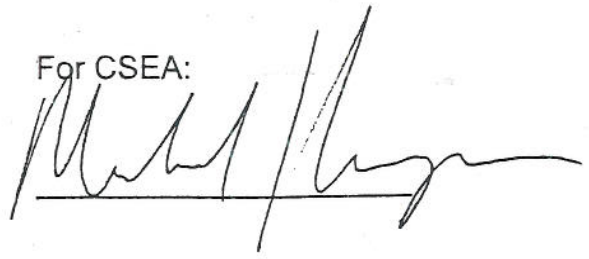
If a holiday cannot be worked by the employee who selected it, the Supervisor must offer the holiday to other unit members by seniority.

For Schenectady County:

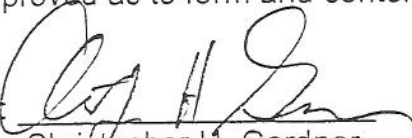
  
\_\_\_\_\_  
Kathleen Rooney  
County Manager

  
\_\_\_\_\_  
Dennis Packard  
Commissioner of Social Services

For CSEA:

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

Approved as to form and content:

By   
\_\_\_\_\_  
Christopher H. Gardner  
County Attorney



**RESOLUTION 62-20**

*Sponsored by the Committee on Rules:*

**A RESOLUTION REGARDING THE ESTABLISHMENT OF A PANDEMIC  
EMERGENCY SICK BANK**

**BE IT ENACTED**, by the Legislature of the County of Schenectady, as follows:

**WHEREAS**, this Governing Body recognizes the need to take appropriate action to implement various measures to protect the health and safety of its employees and the community during the COVID-19 pandemic; and

**WHEREAS**, this Governing Body finds that the establishment of pandemic emergency sick bank will assist certain employees who are determined to require testing, isolation, quarantine or medical treatment for the COVID-19 virus; now, therefore be it

**RESOLVED**, that the County Manager, subject to the consent and approval of the County Attorney, be and he hereby is authorized to enter into a memorandum of understanding with all bargaining units that include Schenectady County employees that will add language to the collective bargaining agreements that is consistent with the following:

“Notwithstanding any other provisions of this collective bargaining agreement, each member of this bargaining unit eligible for sick leave accrual, shall be granted a Pandemic Emergency Sick Bank of 30 workdays. This sick bank can only be used for absences which are necessary and directly related to protect the health and safety of the individual or the workforce and community as a whole as determined solely in the discretion of the County Manager, or the County Manager’s designee. The County Manager may require medical proof of the necessity of such absence which shall relate to prevention, testing, isolation, quarantine or medical treatment for the COVID-19 virus, or related illness or illnesses. The determination of the appropriateness of the use of the Pandemic Emergency Sick Bank shall

be in the sole discretion of the County Manager or the designee of the County Manager. The County Manager shall have the sole discretion to extend any such sick bank beyond thirty days.”

; and, be it further

**RESOLVED**, that the County Manager, subject to the consent and approval of the County Attorney, shall establish a Pandemic Emergency Sick Bank for all non-represented and management employees eligible for sick leave accrual, that is consistent with the provisions of aforesaid Pandemic Emergency Sick Bank for members of the bargaining units.



3/15/2020: *Reported from the Committee on Rules (R25)*  
3/15/2020: *Adopted by the County Legislature*

Ayes: 13.0153 (Constantine, Gatta, Hughes, Jasenski, King, McDonald, Ostrelich,  
Pascarella, Patierne, Pratt, Ruzzo, Socha, Vellano)  
Nays: 0.0000  
Absent: 0.0000  
Abstain: 0.0000  
Excused: 1.9847 (Fields, McGarry)

---

**Resolution 62-20**

**STATE OF NEW YORK }  
County Legislature }  
County of Schenectady }**

I have compared the preceding copy with the original resolution adopted by the Schenectady County Legislature at a meeting held March 15, 2020 on file in this office, and I do HEREBY CERTIFY the same to be a correct transcript there from in the whole of the original.

WITNESS my hand and the seal of the Schenectady County Legislature at the City of Schenectady this 15<sup>th</sup> day of March, Two Thousand Twenty.

  
\_\_\_\_\_  
Geoffrey P. Hall, Clerk,  
Schenectady County Legislature



## APPENDIX E

### CHRISTOPHER H. GARDNER COUNTY ATTORNEY

COUNTY OF SCHENECTADY  
OFFICE OF THE COUNTY ATTORNEY  
COUNTY OFFICE BUILDING  
620 STATE STREET  
SCHENECTADY, NEW YORK 12305-2114  
(518) 388-4700  
Fax No. (518) 388-4493

SAMANTHA MILLER-HERRERA  
FIRST DEPUTY COUNTY ATTORNEY

FRANK S. SALAMONE  
FIRST DEPUTY COUNTY ATTORNEY

JENNIFER M. BARNES  
SENIOR DEPUTY COUNTY ATTORNEY

SARAH H. PETRACCIONE  
DEPUTY COUNTY ATTORNEY

MICHAEL R. GODLEWSKI  
FIRST DEPUTY COUNTY ATTORNEY

NADIA C. VISCUSI-STANNERS  
DEPUTY COUNTY ATTORNEY

MICHAEL NOBLES  
DEPUTY COUNTY ATTORNEY

CHRISTINE D. McCLELLAN  
ASSISTANT COUNTY ATTORNEY

DYLAN J. REILLY  
ASSISTANT COUNTY ATTORNEY

February 10, 2022

**VIA EMAIL TO: Debbie.picerno@cseainc.org**

Ms. Debra Picerno, CSEA Labor Relations Specialist  
CSEA Region 4  
1 Lear Jet Lane  
Latham, New York 12210

Re: AMENDED CSEA Grievance – Highway Winter Operations Overtime/Shift  
Differential

Dear Ms. Picerno:

A Step 3 grievance hearing was held on October 20, 2021 on the Class Action Grievance filed relative to how overtime and shift differential is paid during the winter operations at the Highway Department. Specifically, CSEA had requested that the 10% differential paid to employees during the winter operations period (first Monday after Thanksgiving through the last Friday in March) be included as part of the employee's regular rate of pay for purposes of calculating overtime pay. The County issued an answer to that grievance via email on December 16, 2021. Thereafter, on or about Monday, December 27, 2021, during a conversation between the Union and the County Attorney's Office, the Union Requested that the decision be reconsidered. The County Attorney's Office agreed. The within Amended Answer is now being issued and replaces all prior responses. Please be advised that the above-referenced grievance is hereby **granted** as follows:

The Employer agrees to include the 10% shift differential paid to Shift 1 plow drivers, Shift 2 plow drivers, and Shift 2 mechanics during the winter operations only (1<sup>st</sup> Monday after Thanksgiving – last Friday in March each year) into the employee's regular rate of pay for purposes of calculating overtime during the winter operations only. The Employer will correct this retroactive to 11/29/21, the beginning of this season's winter operations. All retroactive amounts due to employees will be calculated by the finance department and paid as soon as possible.

Ltr. to Debra Picerno  
Page 2 of 2  
February 10, 2022

Please contact me at (518) 388-4700 if you have any questions.

Respectfully yours,

CHRISTOPHER H. GARDNER  
County Attorney

By:     s/Sarah Petraccione      
Sarah H. Petraccione, Esq.  
Deputy County Attorney

CC: Christopher Gardner, County Attorney – via email only:  
[chris.gardner@schenectadycounty.com](mailto:chris.gardner@schenectadycounty.com)  
Derek Sinnenberg, Local 885 President – via email only: [derek.sinnenberg@dfa.state.ny.us](mailto:derek.sinnenberg@dfa.state.ny.us)  
John Roth, Local 885 Vice President – via email only: [jr33752@gmail.com](mailto:jr33752@gmail.com)  
Jamie Hungerschafer, Local 885 Secretary – via email only: [schelljp@sunysccc.edu](mailto:schelljp@sunysccc.edu)  
Katie Soule, Local 885 Treasurer – via email only: [katie.soule@schenectadycounty.com](mailto:katie.soule@schenectadycounty.com)  
Joseph McQueen, Director of HR – via email only: [joe.mcqueen@schenectadycounty.com](mailto:joe.mcqueen@schenectadycounty.com)  
Jaclyn Falotico, Deputy County Manager – via email only:  
[Jaclyn.falotico@schenectadycounty.com](mailto:Jaclyn.falotico@schenectadycounty.com)  
Dennine LaPlante, Deputy Director of HR – via email only:  
[dennine.laplante@schenectadycounty.com](mailto:dennine.laplante@schenectadycounty.com)  
M. Joseph Landry, Director of Public Works – via email only:  
[Joseph.Landry@schenectadycounty.com](mailto:Joseph.Landry@schenectadycounty.com)

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding hereinafter referred to as "Agreement" by and between the Schenectady County Public Health Services as part of a Municipal Corporation formed under the Laws of the State of New York, with offices at 107 Nott Terrace, Schenectady, New York 12308 and staff within Schenectady County Public Health Services being represented by the CSEA Local 1000 AFSCME, AFL-CIO, is entered into as of the last date of the signatures below.

Whereas, the County of Schenectady and the CSEA have agreed that the additional provision of public health services are necessary in order to maintain the level and quality of services provided and to ensure a quality of work environment; and

Whereas, the parties have agreed to the provisions set forth herein.

Now therefore it is mutually agreed by and between the undersigned as follows:

Schenectady County Public Health Services (SCPHS) 24-hour on call:

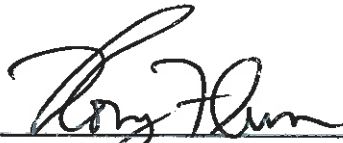
The 24-hour on call responsibilities will be rotated between CSEA staff if salaried staff are unavailable. CSEA staff will be chosen based on title, seniority, and the completion of SCPHS-approved on call training regarding responding to environmental health-related incidents. The CSEA staff will notify the Public Health Director or salaried staff on call as necessary. The staff on call must be available to make field visits as necessary.

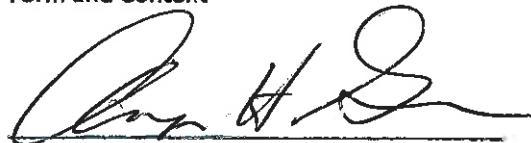
The CSEA staff will be compensated as follows when he/she is the 24-hour responder to these phone calls:

\$100/weekend (defined as 4:30 PM on Friday through 8:30 AM on Monday); \$50/holiday; \$30/non-holiday weeknight.


This employee will be compensated a minimum of four (4) hours pay at straight rate or at time and one half rate for hours actually worked, whichever is greater in addition to the above compensation only if there is a need for an extensive telephone investigation and/or a field visit. Consecutive calls which include an investigation and/or field visit, and all documentation and telephone follow-up time associated with the activity count as one assignment for call out pay if they occur within 2 hours and 40 minutes of one another.

Approved As To The  
Form and Content

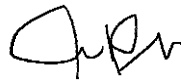
  
\_\_\_\_\_  
Rory Fluman  
County Manager  
Dated: August \_\_, 2021

  
\_\_\_\_\_  
Christopher H. Gardner  
County Attorney  
Dated: ~~August 7~~ 2021  
*September*


CSEA

  
\_\_\_\_\_  
Debbie Picerno  
Labor Relations Specialist  
Dated: August ~~31~~, 2021

Digitally signed by  
Jennifer Priebe  
Date: 2021.08.31  
13:18:10 -04'00'

  
\_\_\_\_\_  
Jennifer Priebe  
Director Environmental Health  
Dated: August \_\_, 2021

CSEA

  
\_\_\_\_\_  
Katie Soule  
Treasurer— CSEA Local 885  
County Office Building Unit President  
Dated: August \_\_, 2021

  
\_\_\_\_\_  
Keith M. Brown  
Interim Public Health Director  
Dated: August \_\_, 2021

## APPENDIX G

### LABOR-MANAGEMENT AGREEMENT

The County of Schenectady (hereinafter “Employer”) and the CSEA Local 885 (hereinafter “Union”) hereby agree to the following:

**WHEREAS** the parties herein entered into a Collective Bargaining Agreement for the years 2021 - 2025; and

**WHEREAS** as part of that Agreement, under Article XXII, Section D – Uniforms – the parties agreed to engage in a Labor Management meeting regarding the issue of a Work Boot/Work Shoe allowance for employees at the Highway Department and certain employees in the maintenance departments throughout the County; and


**WHEREAS** the parties herein have engaged in several Labor Management discussions regarding the issues of Work Boot/Work Shoe allowances; and

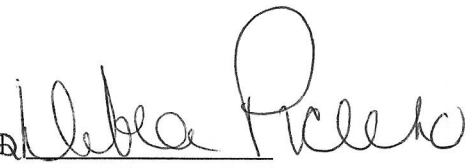
**WHEREAS** the parties are desirous of entering into this Labor-Management Agreement to address the above;

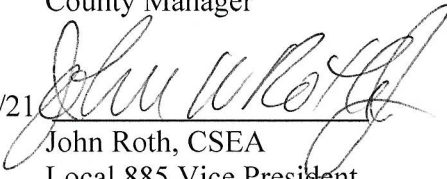
#### **NOW, IT IS THEREFORE AGREED:**

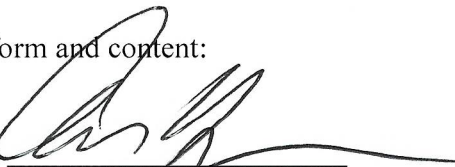
1. Effective 1/1/22, all employees at the Department of Engineering and Public Works, exclusive of the following titles (*Director of Public Works, Director of Bureau of Engineering, Executive Secretary (II), (Senior) Public Works Accounts and Benefits Assistant, (Senior) Requisition Clerk, (Senior) Account Clerk*) shall be entitled to a yearly work boot/work shoe allowance of One Hundred Fifty (\$150.00) Dollars; and
2. Effective 1/1/22, in the Office of Facilities, the following titles shall be entitled to a One Hundred Fifty (\$150.00) Dollar yearly work boot/work shoe allowance: Head General Mechanic, Senior General Mechanic, Senior Head Cleaner, Construction Crew Leader, Maintenance Supervisor (Office of Facilities), Electrician, Senior Plumber, HVAC/R Technician, Construction Worker, General Mechanic, Senior Electrician, Maintenance Worker, Carpenter, Construction Crew Leader.

3. Effective 1/1/22, at the Glendale Nursing Home, the following titles shall be entitled to a One Hundred Fifty (\$150.00) Dollar yearly work boot/work shoe allowance: Head General Mechanic, Utility Worker, Motor Equipment Operator (Light), Maintenance Worker, Maintenance Helper.
4. The above allowances shall be administered as determined by the individual Department Heads.
5. Any titles not listed in numbers 2 or 3 herein, and/or any positions created or filled following the date of this Agreement, may be entitled to this allowance, at the discretion of the County Manager, in consultation with the Department Head and County Attorney's Office.

Dated: 1 / 21   
 Rory Fluman  
 County Manager

Dated: 2/10/22   
 Debra Picerno, CSEA  
 Labor Relations Specialist

Dated: 1 / 21   
 John Roth, CSEA  
 Local 885 Vice President

Approved as to form and content:  
 Dated: 2 / 22   
 Christopher H. Gardner  
 County Attorney



APPENDIX H

SCHENECTADY COUNTY DEPARTMENT OF ENGINEERING AND PUBLIC  
WORKS  
LABOR MANAGEMENT AGREEMENT  
REGARDING OVERTIME CALCULATIONS DURING WINTER OPERATIONS

FEBRUARY 10, 2022

The County of Schenectady and the Department of Engineering and Public Works (hereinafter “Employer”) and the CSEA Local 885 (hereinafter “Union”) hereby agree to the following:

**WHEREAS** there exists two Labor Management Agreements Regarding Winter Operations and Road Machinery Winter Operations, which were attached as pages 119 and 120 of the 2016-2019 Collective Bargaining Agreement;

**WHEREAS** those Agreements were amended and merged into Article VII, Section 2 of the 2021-2025 Collective Bargaining Agreement

**WHEREAS** as part of those Agreements, during the winter operations period (1<sup>st</sup> Monday after Thanksgiving through the last Friday in March), drivers and mechanics have two (2) shifts:

DRIVERS

- Shift 1: 5am – 1pm
- Shift 2: 1pm – 9pm

MECHANICS

- Shift 1: 7am – 3pm
- Shift 2: 3pm – 11pm

; and

**WHEREAS** also as part of that Agreements, specific overtime shifts were designated for each shift as follows:

DRIVERS

- Shift 1: 1am – 5am
- Shift 2: 9pm – 1am

MECHANICS

- Shift 1: 3am – 7am
- Shift 2: 11pm – 3am

; and



**WHEREAS** there are other titles related to the driver and mechanic roles (including Welders, Mechanics Helpers, Team Leads and Dispatchers) who are also subject to the winter operations schedule; and

**WHEREAS** the parties acknowledge that pursuant to Article VIII of the Collective Bargaining Agreement, all employees in the bargaining unit are compensated for overtime at the rate of time and one-half of their regular rate of pay for all hours worked in excess of eight (8) hours in any work day or forty (40) hours in any work week; and

**WHEREAS** the standard calculation for overtime County-Wide involves hours actually worked by an employee, and does not typically include any hours wherein accruals were used; and

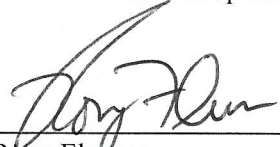
**WHEREAS** there exists a number of legitimate public safety interests in ensuring that the drivers and road machinery crews are rested and willing to report for their designated overtime shifts when the weather and situation calls for it; and therefore

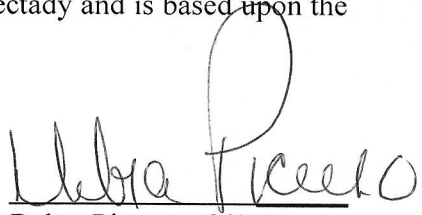
**WHEREAS** the parties are desirous of entering into this Labor-Management Agreement to adjust how overtime is calculated for the drivers and road machinery crew only, during the winter operations only:

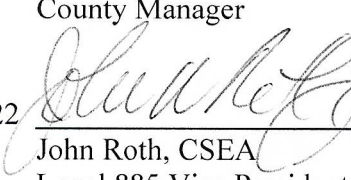
**NOW, IT IS THEREFORE AGREED:**

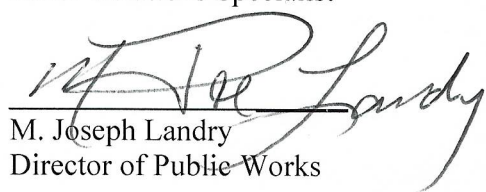
1. During the winter operations period only, the Drivers, Mechanics, and other related titles subject to the winter operations shift schedule only shall be entitled to their applicable overtime rate of pay, for any hours worked during each shift's designated four (4) hour overtime period, regardless of the number of hours actually worked during their regular shift. The employee must have prior Department Head approval to take time off, and must use accruals to cover any hours not actually worked. Dock time, or any other type of unauthorized absence would not qualify under this Agreement.
2. This Agreement shall apply only to the Drivers, Mechanics and other related titles, as defined herein, who are subject to the winter operations shift schedule.

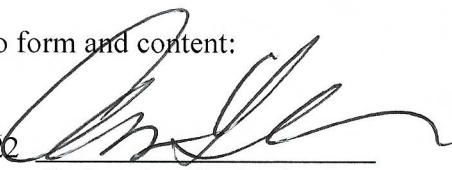
3. This Agreement shall apply only to the defined winter operations period. This Agreement shall not be precedential in any other grievance at the Department of Engineering and Public Works or at the County of Schenectady and is based upon the facts and circumstances specific to this matter.

Dated: 1 / 122   
Rory Fluman  
County Manager

Dated: 29 / 122   
Debra Picerno, CSEA  
Labor Relations Specialist

Dated: 2 / 10 / 22   
John Roth, CSEA  
Local 885 Vice President

Dated: 1 / 122   
M. Joseph Landry  
Director of Public Works

Approved as to form and content:  
Dated: 2 / 29 / 22   
Christopher H. Gardner  
County Attorney

APPENDIX I

**PILOT AGREEMENT  
BETWEEN THE  
COUNTY OF SCHENECTADY AND  
CSEA, INC., LOCAL 1000, AFSCME, AFL-CIO  
FOR A TEMPORARY SIX-MONTH INCREASE IN  
THE SHIFT DIFFERENTIAL ON THE SECOND AND  
THIRD SHIFTS TO MEET STATE STAFFING  
REQUIREMENTS AT THE GLENDALE NURSING HOME**

WHEREAS, enforcement of the New York State minimum staffing requirements for nursing homes has commenced; and

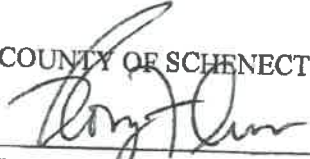
WHEREAS, due to market conditions, the Glendale Nursing Home has to substantially increase the pay to Registered Nurses (RNs) in order to come into full compliance with these state staffing requirements; and

WHEREAS, CSEA, Local 1000, AFSCME, AFL-CIO (Schenectady County Local 885) and the County of Schenectady are committed to bring the highest level of care to the residents of the Glendale Nursing Home;

Effective May 1, 2022, it is hereby agreed to by and between the County of Schenectady and CSEA Local 1000, AFSCME, AFL-CIO (Schenectady County Local 885) as follows:

1. For a six-month trial period, all employees in the title Registered Nurse (RNs) who provide patient care and who work between the hours of 3:00 p.m. to 7:00 a.m. shall receive an additional increase in their shift differential of 20% for all hours actually worked, so long as they work at least four (4) hours during this time period. Notwithstanding any provision of this agreement, the total of shift differential and weekend differential shall not exceed 30%.
2. This 20% bonus shift differential applies only to time worked and does not apply to any paid leave. Additionally, in order to be eligible for this bonus, the employee must not have had an unscheduled absence in the same pay period.
3. At the end of the six-month period and thereafter the County shall have the sole option to continue, discontinue or reduce the 20% bonus shift differential without negotiation with the Union.

COUNTY OF SCHENECTADY

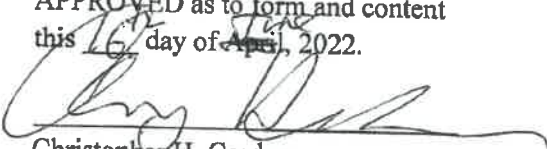


Rory Fluman  
County Manager



Todd M. Zbytniewski  
Administrator  
Glendale Nursing Home

APPROVED as to form and content  
this 16<sup>th</sup> day of April, 2022.

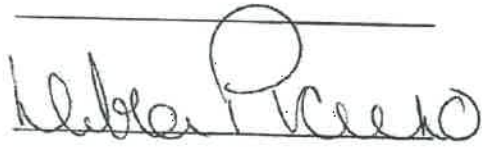


Christopher H. Gardner  
County Attorney

CSEA, LOCAL 1000,  
AFSCME, AFL-CIO  
(SCHENECTADY COUNTY  
LOCAL 885)

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 H/12/22

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