



Erie County Medical Center Corporation  
RFP # 21839  
Addendum Number 1

## **Erie County Medical Center Corporation**

Addendum Number 1 to RFP # 21839

### **ENVIRONMENTAL/HOUSEKEEPING MANAGEMENT SERVICES**

The deadline for submission still remains:

**Wednesday, November 15, 2018 at 11 a.m. EST.**

The following questions were submitted to the Designated Contact:

1. What is the Average wage rate for hourly staff?  
**The Average wage rate for hourly staff is \$16.33.**
2. What is the non-productive percentage we should use for labor?  
**The non-productive percentage is 12%.**
3. What is considered full time (40 hour?)  
**Full time is considered 40 hours per week.**
4. Is there shift Diff? If so what is it Yes
  - a. 2<sup>nd</sup> Shift (85 cents per hour)
  - b. 3<sup>rd</sup> Shift (85 cents per hour)
  - c. Weekend (none)
  - d. Holiday (Time and a half)
5. Could we get a copy of the CBA with the union? **Yes. It will be emailed to you separately.**
6. Can a current employee roster including employee name, job/position title, base wage rate and regularly scheduled hours (or FTE's) be provided?  
**Please see attached Excel document tab Q6 and Q6-2. Q3 is a current active list with rate and YTD FTE. Q3-2 is a YTD FTE for all employees that worked in EVS rather if they are termed or not through PP21.**
7. Can the most current Collective Bargaining Agreement (CBA) be provided? **Yes. It will be emailed to you separately.**
8. The RFP is silent on the term of the proposed agreement. Please identify the term of this Agreement?



3 Years with two, 1-year options to renew.

9. Can the Department Operating Report reflecting current 12-month Annual Budget as well as GL/AP reports, be provided?

Please see attached Excel document tab Q9 and Q9-2. Q9 is the operating expenses for 2017 actual, 2018 projection and 2019 budget. Q9-2 a breakdown of vendor invoices by invoices date, cost center and expense code YTD as of 10/10/18. Note: there is nothing here for medical expenses and things items from our SPD department. However, those are immaterial.

10. Please provide the most current and complete Floor Plans in electronic CAD files.

We do not keep plans in CAD format. A link to all ECMC plans (PDF format) was provided to the individuals listed below:

Sodexo

Ed Fraine

Edward.fraine@sodexo.com

Pegasus Cleaning Corp.

Scott Marshall

smarshall@pegasuscleaning.com

Crothall Healthcare

Joe Adonnino

Joseph.adonnino@crothall.com

Chia Dex Ventures LLC

Momba Chiamchia@chiadex.us

11. Is the Emergency Department expansion included in the Floor Plans? If not, what is the additional square footage for this expansion?

Not yet. After approximately 2 years. See attached PDF.

12. Approximately what percentage of the corridor space in both buildings is carpeted?

Approximately 10% in each building

13. Approximately what percentage of the flooring is “no wax” flooring?

Approximately 15%

14. What is the total estimated square footage of EVS responsibility (provide by building if possible)?

Approximately 1.6M

15. Do you use any type of 3<sup>rd</sup> Party or In-house Patient/Resident Satisfaction Tool?

Press-Ganey for HCAHPS metrics



16. How many staffed beds are in the facilities?  
As of 11/5/18 we have 526 available (staffed) beds for the hospital and 390 for the nursing home.
17. What are the Annual Budgeted Patient Days and the Annual ADJUSTED Patient Days?  
Please see attached Excel document tab Q17, 18, 20. 2019 Adjusted patient days
18. What are the annual discharges?  
Please see attached Excel document tab Q17, 18, 20.
19. What are the estimated annual internal transfers from one patient/resident room to another?  
4,994
20. How many observation patients are there annually?  
Please see attached Excel document tab Q17, 18, 20.
21. How many hours are in your work week to constitute an FTE (40, 37.5, etc.)?  
40 hours = Full-time  
Under 39 hours = Regular Part Time (RPT)  
Up to 19 hours = Part-time
22. Which Vendor Credentialing Company does ECMC use and what is the approximate cost?  
Symplr at \$249/year/vendor (rep)
23. How many Productive FTE's are budgeted for ECMC's EVS departments?  
Please see attached Excel document tab Q23, 24.
24. How many Non-Productive hours are budgeted for ECMC's EVS departments and what percentage is that of the total budgeted hours?  
Please see attached Excel document tab Q23, 24.
25. What is the Average Hourly Rate of ECMC's EVS employees and Shift Differentials?  
Please see answer to Q1.
26. What is the Fringe Rate applied to ECMC's EVS department budget?  
A facility average of 48% is used to calculate fringes. Due to the nature of our benefits it is difficult to calculate based on cost center. Typically lower rate of pay employees have a higher fringe rate.
27. Do EVS employees receive free meals and beverages from the retail venues?  
No. They receive an employee discount of 20%.



28. Is there dedicated EVS labor (locked in) the Emergency Department and how many hours per day? Any other departments with dedicated EVS labor and if so, how many hours per day?
- a. OR
  - b. ED
  - c. CPEP
  - d. Outpatient Dialysis
  - e. Pharmacy
29. How many Emergency Department visits are there annually?  
Please see attached Excel document tab Q29, 31, 34.
30. Is housekeeping responsible for between-case cleaning in the Emergency Department?  
Yes.
31. How many inpatient surgeries are there annually?  
Please see attached Excel document tab Q29, 31, 34.
32. Is housekeeping responsible for between-case cleaning in surgery?  
Yes.
33. Does housekeeping perform end-of-day cleaning in the Sterile Surgical area?  
Yes.
34. How many outpatient surgeries are there annually?  
Please see attached Excel document tab Q29, 31, 34.
35. Is housekeeping responsible for between-case cleaning in surgery?  
Yes.
36. Does EVS change patient-occupied bed linens?  
No.
37. Does EVS remove or replace sharps containers in patient rooms?  
No. Sharps containers are replaced by Stericycle. EVS managers will replace them if they will overflow before the next scheduled replacement.
38. Does EVS clean wheelchairs & stretchers?  
Yes, within the ED and Terrace View LTC.
39. Is EVS responsible for general kitchen cleaning?  
No.



40. Does EVS clean the cafeteria?

No.

41. Is EVS responsible for delivering clean linen?

Yes.

42. Is linen delivered in bulk or pre-built exchange carts?

Bulk.

43. Is EVS responsible for pickup of soiled linen?

Yes.

44. Does EVS perform furniture and bed moving? If yes, how many hours per week?

Yes (limited to cleaning activities).

45. Does EVS set up for meetings and functions? If yes, how many hours per week?

Yes, approximately once per week.

46. Does EVS clean parking decks or surface lots? If yes, how many hours per week?

No. They are responsible for cleaning the parking lot stairwell and empty trash near each elevator.

47. Is EVS responsible for policing the grounds? If yes, how many hours per week?

No. Grounds are addressed by Plant Operations.

48. Who is responsible for cleaning walk-off mats? Is it outsourced?

Doritex cleans walk-off mats and EVS manages the process.

49. Are there Day Porters required for certain areas, such as Dialysis? If so, which areas? Yes

- a. OR
- b. ED
- c. CPEP
- d. Outpatient Dialysis
- e. Pharmacy

50. RFP states that Vendor will purchase Inventory to maintain the EVS program, but does Inventory included Disposable products (Paper, Plastics, Hand Soaps) or just Cleaning Chemicals?

Neither. The vendor will manage the purchasing process on behalf of ECMC using the hospital's policies and procedures.

51. Does ECMC utilize a Bed Tracking/Flow software and if so, which one?



Yes. Telltrack within Meditech.

52. How many open EVS positions does ECMC currently have?

10 (As of November 2, 2018).

53. Contract Award Date is listed as TBD, what is an estimated amount of time between the Award Date and the Contract Start Date?

30 days (or sooner if possible).

54. In order to build the most efficient labor plan, please provide annual data for the following criteria:

- Inpatient Patient Days
- Discharges
- Average daily discharge volume by each hour of the day
- Transfers
- Outpatient volume by department
- Average daily outpatient volume by department by shift
- Behavioral Health Volume

Please see attached Excel document tab Q29, 31, 34.

55. Is temp labor permitted?

Not routinely, but given the type of service, on a case-by-case basis.

56. Please provide frequencies and scope of cleaning for the following:

- Outpatient by department by shift (evening & nights general cleaning-exam rooms, lobby, corridors, etc.)
- Third-shift overnight cleaning (general cleaning-exam rooms, lobby, corridors, etc.)
- Between case OR cleaning (OR tables, floors, trash receptacles)

57. HCAHP Guarantee - Please define the criteria: raw score or top box, discharge date, etc.

Top Box by Discharge Date.

58. Turnover Rate - Please define the following:

- Annual historical rates—14.29% (2017)
- How is this to be computed?  $\text{Turnover rate} = \frac{\text{Terminations}}{\text{Active} + \text{LOA} + \text{Terminations}}$
- How are transfers into other departments factored? Not factored in
- How is termination for Time & Attendance factored? Data can be cut by involuntary and voluntary terminations
- Starting point of measurement? First of each year

59. Equipment Lists

- In order to determine appropriate capital needs, please provide a detailed equipment list that defines quantity, type, model, and approximate age of each, where appropriate.



Hospital Equipment (varying ages)

a. Chargeable Buffers	3
b. Side by Sides	2
c. Ride on Buffer	1
d. T 7 (walk behind scrubber)	2
e. T 3 (riding floor scrubber)	4
f. Plug in Buffer	2
g. Tornado Scrubber	5
h. Shop Vacuums	5
i. 2550 Buffer	2
j. CT 40 Scrubber	1
k. Carpet Extractor	2
l. 5100 Floor Scrubber	1
m. Small Side by Side	1

- Define the equipment dedicated to Terrace View.

TERRACE VIEW LTC Equipment (varying ages)

n. T3 AND 1 CARPET EXTRACTOR 1

60. Please identify location of all EVS closets in the floor plans.

Please refer to the electronic floor plans where EVS closets are identified by name.

61. Windows

- Please define the scope and frequency of inside and outside cleaning.  
(Historically, very infrequently; the plan going forward—TBD).
- Are there differences in scope between each facility?  
No.
- Are outside vendors currently contracted, and if so, what are is the scope, cost and term of the contract(s)?  
(Currently, no. Moving forward—TBD).

62. Please define all existing contracts within the EVS budget in terms of scope, cost and term. Are maintenance contracts for equipment implied?

The following vendors are paid via Purchase Order. Services are ongoing.

- a. Tennant—On-call equipment repair vendor (scrubbers, vacuum cleaners, etc.).
- b. Janitronics—Floor care vendor (refurbishment of ceramic tile flooring—Sani Glaze and Ever-Glaze)
- c. Buffalo Paper and Twine (tissue and other paper products)
- Is Pest Control within scope, and if so, please define. Yes.
  - d. Ashland Pest Control provides services, weekly and as needed



<u>Vendor</u>	<u>2017</u>	<u>2018 (YTD)</u>
<u>Amounts Paid</u>		
Tennant	13,557.82	26,391.84
Janitronics	46,563.70	86,890.35
Buffalo Paper	714,986.43	705,320.35
Ashland Pest	41,026.86	36,816.73

63. Please define SLAs (scope and frequencies) for the following:

- Public spaces (Hospital and Terrace View)—None
- Outdoor Spaces--None
- Garage--None
- Offices (In addition, are there any differences from one set of offices to another?)--None

64. What software is currently being employed for Bed Tracking, Admissions, etc.?

TeleTracking and Meditech.

# Q1

Thru Payroll Date	All
Pay Period Year	2018
IDEA Category	All
Productivity Classific	(Multiple Items)

Corporation	Service Line	Job Code	Maximum Pay Rate	Wages Paid	Hours	Average Rate
<b>01 - ECMC</b>	<b>Environmental Services</b>	Asst Supervisor Cleaning Services	\$28.74	\$52,761.76	1,840.9	\$28.66
		Asst VP of Operations	\$48.45	\$80,726.99	1,680.0	\$48.05
		Clerk	\$15.89	\$384.51	24.2	\$15.89
		Head Janitor	\$17.81	\$29,391.07	1,686.5	\$17.43
		Hosp Housekeeping Attend PT	\$18.22	\$33,668.56	2,063.2	\$16.32
		Hosp Housekeeping Attend RPT	\$17.10	\$1,491,676.15	102,382.3	\$14.57
		Hosp Pub Safety Asst	\$17.22	\$2,414.32	158.2	\$15.26
		Hospital Aide	\$14.60	\$1,320.95	90.5	\$14.60
		Hospital AideRPT	\$14.60	\$1,086.44	74.4	\$14.60
		Hospital Housekeeping Attend	\$18.22	\$1,913,943.82	114,511.8	\$16.71
		Household Assistant LTC	\$17.10	\$1,921.48	112.4	\$17.10
		Household Assistant LTC RPT	\$15.04	\$1,607.78	106.9	\$15.04
		Housekeeping Attendant LTC	\$15.04	\$3,930.87	265.9	\$14.79
		Housekeeping Attendant LTC RPT	\$14.60	\$3,014.43	209.2	\$14.41
		Laundry Worker I	\$18.90	\$984.43	52.1	\$18.90
		Laundry Worker RPT	\$18.30	\$31,152.13	1,703.7	\$18.29
		Mail Clerk	\$15.41	\$21,150.40	1,410.5	\$14.99
		Mail Clerk RPT	\$14.92	\$17,608.79	1,204.4	\$14.62
		Patient Support Aide	\$15.48	\$1,208.77	78.1	\$15.48
		Receptionist	\$16.75	\$28,320.38	1,729.0	\$16.38
		Senior Env Services Supervisor	\$22.94	\$222,707.85	10,242.0	\$21.74
		Senior Environmental Services Supervisor	\$21.58	\$10,013.94	464.1	\$21.58
		SPD Aide	\$18.22	\$28,753.58	1,733.3	\$16.59
		SPD Aide RPT	\$15.93	\$70,141.21	4,560.0	\$15.38
		Sterile Processing Technician	\$15.06	\$115.37	8.0	\$14.42
		<b>Environmental Services Total</b>			<b>\$48.45</b>	<b>\$4,050,005.98</b>

# Q1

Thru Payroll Date	All
Pay Period Year	2018
IDEA Category	All
Productivity Classification	(Multiple Items)

Corporation	Service Line	Job Code	Maximum Pay Rate	Wages Paid	Hours	Average Rate
<b>01 - ECMC</b>	<b>Environmental Services</b>	Asst Supervisor Cleaning Services	\$28.74	\$52,761.76	1,840.9	\$28.66
		Asst VP of Operations	\$48.45	\$80,726.99	1,680.0	\$48.05
<b>01 - ECMC Total</b>			<b>\$48.45</b>	<b>\$4,050,005.98</b>	<b>248,391.5</b>	\$16.30
<b>03 - Terrace View</b>	<b>Environmental Svcs - TV</b>	Admin Control Clerk RPT	\$14.61	\$1,090.32	74.7	\$14.60
		Head Janitor RPT	\$20.17	\$77,715.35	4,170.8	\$18.63
		Household Assistant LTC	\$18.22	\$340,635.75	19,480.7	\$17.49
		Household Assistant LTC RPT	\$15.04	\$97,995.34	6,566.2	\$14.92
		Housekeeping Attendant LTC	\$18.22	\$195,910.60	11,856.5	\$16.52
		Housekeeping Attendant LTC RPT	\$15.93	\$217,483.21	15,165.2	\$14.34
		Laundry Worker I	\$18.90	\$67,585.59	3,543.3	\$19.07
		Laundry Worker RPT	\$16.00	\$7,704.16	484.7	\$15.89
		Maintenance Worker	\$16.47	\$1,327.81	83.0	\$16.00
		Maintenance Worker PT	\$20.29	\$4,609.88	227.6	\$20.25
<b>Environmental Svcs - TV Total</b>			<b>\$20.29</b>	<b>\$1,012,058.01</b>	<b>61,652.5</b>	\$16.42
<b>03 - Terrace View Total</b>			<b>\$20.29</b>	<b>\$1,012,058.01</b>	<b>61,652.5</b>	\$16.42
<b>Grand Total</b>			<b>\$48.45</b>	<b>\$5,062,063.99</b>	<b>310,044.0</b>	\$16.33

# Q2

Thru Payroll Date	All
Pay Period Year	2018
IDEA Category	All

Hours			Productivity Classification			Non-Prod %	Prod %
Corporation	Service Line	Job Code	N - Non-Productive	P - Productive	Grand Total		
01 - ECMC	Environmental Services	Asst Supervisor Cleaning Services	301.0	1,539.9	1,840.9	16%	84%
		Asst VP of Operations	760.0	920.0	1,680.0	45%	55%
		Clerk		24.2	24.2	0%	100%
		Head Janitor	200.0	1,486.5	1,686.5	12%	88%
		Hosp Housekeeping Attend PT		2,063.2	2,063.2	0%	100%
		Hosp Housekeeping Attend RPT	7,250.2	95,132.1	102,382.3	7%	93%
		Hosp Pub Safety Asst	32.0	126.2	158.2	20%	80%
		Hospital Aide	4.0	86.5	90.5	4%	96%
		Hospital AideRPT	7.0	67.4	74.4	9%	91%
		Hospital Housekeeping Attend	19,021.2	95,490.6	114,511.8	17%	83%
		Household Assistant LTC		112.4	112.4	0%	100%
		Household Assistant LTC RPT		106.9	106.9	0%	100%
		Housekeeping Attendant LTC	13.0	252.9	265.9	5%	95%
		Housekeeping Attendant LTC RPT		209.2	209.2	0%	100%
		Laundry Worker I		52.1	52.1	0%	100%
		Laundry Worker RPT	127.0	1,576.7	1,703.7	7%	93%
		Mail Clerk	226.3	1,184.3	1,410.5	16%	84%
		Mail Clerk RPT	94.0	1,110.4	1,204.4	8%	92%
		Patient Support Aide	8.0	70.1	78.1	10%	90%
		Receptionist	128.0	1,601.0	1,729.0	7%	93%
		Senior Env Services Supervisor	1,540.0	8,702.0	10,242.0	15%	85%
		Senior Environmental Services Supervisor		464.1	464.1	0%	100%
		SPD Aide	411.2	1,322.1	1,733.3	24%	76%
		SPD Aide RPT	349.5	4,210.6	4,560.0	8%	92%
Sterile Processing Technician	8.0		8.0	100%	0%		
<b>Environmental Services Total</b>			<b>30,480.3</b>	<b>217,911.1</b>	<b>248,391.5</b>	12%	88%
<b>01 - ECMC Total</b>			<b>30,480.3</b>	<b>217,911.1</b>	<b>248,391.5</b>	12%	88%
03 - Terrace View	Environmental Svcs - TV	Admin Control Clerk RPT		74.7	74.7	0%	100%

# Q2

Thru Payroll Date	All
Pay Period Year	2018
IDEA Category	All

Hours			Productivity Classification			Non-Prod %	Prod %
Corporation	Service Line	Job Code	N - Non-Productive	P - Productive	Grand Total		
01 - ECMC	Environmental Services	Asst Supervisor Cleaning Services	301.0	1,539.9	1,840.9	16%	84%
03 - Terrace View	Environmental Svcs - TV	Head Janitor RPT	331.0	3,839.8	4,170.8	8%	92%
		Household Assistant LTC	3,001.0	16,479.7	19,480.7	15%	85%
		Household Assistant LTC RPT	575.0	5,991.2	6,566.2	9%	91%
		Housekeeping Attendant LTC	1,913.0	9,943.5	11,856.5	16%	84%
		Housekeeping Attendant LTC RPT	777.0	14,388.2	15,165.2	5%	95%
		Laundry Worker I	609.0	2,934.3	3,543.3	17%	83%
		Laundry Worker RPT	73.0	411.7	484.7	15%	85%
		Maintenance Worker	4.0	79.0	83.0	5%	95%
		Maintenance Worker PT		227.6	227.6	0%	100%
	<b>Environmental Svcs - TV Total</b>		<b>7,283.0</b>	<b>54,369.5</b>	<b>61,652.5</b>	<b>12%</b>	<b>88%</b>
<b>03 - Terrace View Total</b>			<b>7,283.0</b>	<b>54,369.5</b>	<b>61,652.5</b>	<b>12%</b>	<b>88%</b>

Service Line	(Multiple Items)
Employee Status	(Multiple Items)

Corporation ID	Job Code Description	Hours per Year	Actual FTE YTD	Total Employees	Current Rate
01	Asst Supervisor Cleaning Services	2,080.0	1.1	1	\$ 28.74
	Asst VP of Operations	2,080.0	1.0	1	\$ 48.45
	Head Janitor	2,080.0	1.0	1	\$ 17.81
	Hosp Housekeeping Attend PT	1,040.0	0.6	1	\$ 18.22
		1,040.0	0.4	1	\$ 15.04
		1,040.0	0.7	1	\$ 14.60
	Hosp Housekeeping Attend RPT	1,820.0	1.2	1	\$ 17.10
		1,820.0	0.4	1	\$ 17.10
		1,820.0	0.9	1	\$ 14.60
		1,820.0	1.1	1	\$ 16.37
		1,820.0	0.9	1	\$ 15.93
		1,820.0	1.0	1	\$ 15.93
		1,820.0	0.9	1	\$ 15.48
		1,820.0	1.0	1	\$ 15.48
		1,820.0	1.0	1	\$ 15.48
		1,820.0	1.0	1	\$ 15.04
		1,820.0	0.1	1	\$ 15.04
		1,820.0	1.0	1	\$ 15.04
		1,820.0	0.1	1	\$ 15.04
		1,820.0	0.9	1	\$ 15.04
		1,820.0	1.0	1	\$ 15.04
		1,820.0	0.0	1	\$ 14.60
		1,820.0	1.0	1	\$ 15.04
		1,820.0	0.9	1	\$ 15.04
		1,820.0	0.6	1	\$ 13.71
		1,820.0	1.0	1	\$ 15.04
		1,820.0	0.9	1	\$ 14.60
		1,820.0	1.2	1	\$ 14.60
		1,820.0	1.3	1	\$ 14.60
		1,820.0	0.7	1	\$ 14.60
		1,820.0	1.0	1	\$ 14.60
		1,820.0	1.0	1	\$ 14.60
		1,820.0	1.0	1	\$ 14.60
		1,820.0	1.3	1	\$ 14.60
		1,820.0	1.0	1	\$ 14.60
		1,820.0	1.0	1	\$ 14.60
		1,820.0	0.9	1	\$ 14.60
		1,820.0	0.2	1	\$ 13.71
		1,820.0	1.0	1	\$ 14.15
		1,820.0	1.0	1	\$ 14.15
		1,820.0	1.2	1	\$ 14.15
		1,820.0	0.0	1	\$ 14.15
		1,820.0	1.0	1	\$ 14.15
		1,820.0	1.2	1	\$ 14.15
		1,820.0	1.0	1	\$ 14.15
		1,820.0	1.1	1	\$ 14.15
		1,820.0	1.0	1	\$ 14.15
		1,820.0	1.0	1	\$ 14.15
		1,820.0	1.0	1	\$ 13.71
		1,820.0	1.2	1	\$ 13.71
		1,820.0	0.9	1	\$ 13.71
		1,820.0	0.7	1	\$ 13.71

Service Line	(Multiple Items)				
Employee Status	(Multiple Items)				
		1,820.0	0.7	1	\$ 13.71
		1,820.0	0.7	1	\$ 13.71
		1,820.0	0.4	1	\$ 13.71
		1,820.0	0.6	1	\$ 13.71
		1,820.0	0.0	1	\$ 13.71
		1,820.0	0.7	1	\$ 13.71
		1,820.0	0.7	1	\$ 13.71
		1,820.0	0.6	1	\$ 13.71
		1,820.0	0.6	1	\$ 13.71
		1,820.0	0.6	1	\$ 13.71
		1,820.0	0.5	1	\$ 13.71
		1,820.0	0.4	1	\$ 13.71
		1,820.0	0.4	1	\$ 13.71
		1,820.0	0.4	1	\$ 13.71
		1,820.0	0.3	1	\$ 13.71
		1,820.0	0.3	1	\$ 13.71
		1,820.0	0.3	1	\$ 13.71
		1,820.0	0.3	1	\$ 13.71
		1,820.0	0.2	1	\$ 13.71
		1,820.0	0.2	1	\$ 13.71
		1,820.0	0.1	1	\$ 13.71
		1,820.0	0.1	1	\$ 13.71
		1,820.0	0.1	1	\$ 13.71
		1,820.0	0.1	1	\$ 13.71
		1,820.0	0.1	1	\$ 13.71
		1,820.0		1	#N/A
	<b>Hospital Housekeeping Attend</b>	2,080.0	1.1	1	\$ 17.39
		2,080.0	1.1	1	\$ 17.39
		2,080.0	1.1	1	\$ 17.39
		2,080.0	1.1	1	\$ 18.22
		2,080.0	0.9	1	\$ 17.10
		2,080.0	1.1	1	\$ 18.22
		2,080.0	1.0	1	\$ 17.10
		2,080.0	1.1	1	\$ 16.82
		2,080.0	1.6	1	\$ 17.10
		2,080.0	1.0	1	\$ 18.22
		2,080.0	0.8	1	\$ 17.10
		2,080.0	1.2	1	\$ 17.10
		2,080.0	1.0	1	\$ 17.10
		2,080.0	1.1	1	\$ 17.10
		2,080.0	1.0	1	\$ 16.82
		2,080.0	1.0	1	\$ 17.10
		2,080.0	0.6	1	\$ 18.22
		2,080.0	1.0	1	\$ 17.10
		2,080.0	1.1	1	\$ 16.82
		2,080.0	0.8	1	\$ 16.82
		2,080.0	1.1	1	\$ 16.82
		2,080.0	1.0	1	\$ 18.22
		2,080.0	1.2	1	\$ 16.82
		2,080.0	1.0	1	\$ 16.82
		2,080.0	1.1	1	\$ 16.82
		2,080.0	1.0	1	\$ 16.82
		2,080.0	0.8	1	\$ 16.37
		2,080.0	1.1	1	\$ 16.37
		2,080.0	1.0	1	\$ 16.37

Service Line	(Multiple Items)				
Employee Status	(Multiple Items)				
		2,080.0	1.1	1	\$ 16.37
		2,080.0	1.0	1	\$ 15.93
		2,080.0	0.9	1	\$ 15.93
		2,080.0	1.0	1	\$ 16.37
		2,080.0	0.9	1	\$ 15.93
		2,080.0	0.9	1	\$ 16.37
		2,080.0	1.1	1	\$ 15.93
		2,080.0	1.0	1	\$ 15.93
		2,080.0	0.0	1	\$ 14.84
		2,080.0	1.0	1	\$ 15.48
		2,080.0	1.1	1	\$ 15.93
		2,080.0	1.0	1	\$ 15.93
		2,080.0	1.2	1	\$ 15.48
		2,080.0	0.7	1	\$ 15.48
		2,080.0	1.0	1	\$ 15.48
		2,080.0	1.1	1	\$ 15.48
		2,080.0	1.1	1	\$ 15.04
		2,080.0	1.2	1	\$ 15.48
		2,080.0	0.6	1	\$ 13.71
		2,080.0	0.8	1	\$ 15.04
		2,080.0	0.9	1	\$ 15.04
		2,080.0	1.2	1	\$ 15.04
		2,080.0	1.1	1	\$ 15.04
		2,080.0	1.0	1	\$ 15.04
		2,080.0	1.1	1	\$ 15.04
		2,080.0	1.1	1	\$ 15.04
		2,080.0	1.4	1	\$ 14.60
		2,080.0	1.0	1	\$ 14.15
		2,080.0	0.3	1	\$ 13.71
		2,080.0	1.1	1	\$ 17.66
		2,080.0	1.0	1	\$ 18.22
		2,080.0	1.0	1	\$ 17.39
		2,080.0	0.3	1	\$ 16.82
		2,080.0	1.0	1	\$ 18.22
		2,080.0	1.0	1	\$ 16.82
		2,080.0	0.3	1	\$ 17.39
		2,080.0	1.2	1	\$ 17.39
		2,080.0	1.0	1	\$ 17.39
		2,080.0	1.1	1	\$ 17.94
		2,080.0	1.0	1	\$ 17.39
		2,080.0	1.4	1	\$ 17.66
		2,080.0	1.0	1	\$ 18.22
		2,080.0	1.0	1	\$ 18.22
		2,080.0	1.0	1	\$ 17.39
		2,080.0	1.4	1	\$ 18.22
		1,820.0	1.0	1	\$ 18.30
	<b>Laundry Worker RPT</b>				
	<b>Mail Clerk</b>	2,080.0	0.8	1	\$ 15.41
	<b>Mail Clerk RPT</b>	1,820.0	0.7	1	\$ 14.92
	<b>Receptionist</b>	2,080.0	1.0	1	\$ 16.75
	<b>Senior Env Services Supervisor</b>	2,080.0	1.1	1	\$ 22.45
		2,080.0	1.1	1	\$ 21.56
		2,080.0	1.0	1	\$ 19.76
		2,080.0		1	#N/A

Service Line	(Multiple Items)				
Employee Status	(Multiple Items)				
<b>01</b>	<b>Senior Env Services Supervisor</b>	2,080.0	1.0	1 \$	22.45
		2,080.0	1.1	1 \$	22.94
	<b>SPD Aide</b>	2,080.0	0.8	1 \$	17.10
	<b>SPD Aide RPT</b>	1,820.0	0.9	1 \$	15.93
		1,820.0	0.9	1 \$	15.48
		1,820.0	0.2	1 \$	13.71
<b>01 Total</b>		<b>316,680.0</b>	<b>138.4</b>	<b>163</b>	#N/A
<b>03</b>	<b>Head Janitor RPT</b>	1,248.0	1.1	1 \$	20.17
		1,248.0	1.4	1 \$	17.22
	<b>Household Assistant LTC</b>	2,080.0	1.0	1 \$	17.10
		2,080.0	1.1	1 \$	17.10
		2,080.0	1.0	1 \$	17.10
		2,080.0	1.0	1 \$	17.10
		2,080.0	1.3	1 \$	17.10
		2,080.0	1.0	1 \$	17.10
		2,080.0	1.2	1 \$	14.60
		2,080.0	1.0	1 \$	17.10
		2,080.0	1.0	1 \$	18.22
		2,080.0	1.0	1 \$	18.22
		2,080.0	1.0	1 \$	18.22
	<b>Household Assistant LTC RPT</b>	1,248.0	1.3	1 \$	15.04
		1,248.0	1.0	1 \$	15.04
		1,248.0	0.7	1 \$	13.71
	<b>Housekeeping Attendant LTC</b>	2,080.0	1.0	1 \$	18.22
		2,080.0	1.0	1 \$	18.22
		2,080.0	1.0	1 \$	15.93
		2,080.0	1.0	1 \$	17.94
		2,080.0	1.0	1 \$	15.48
		2,080.0	1.2	1 \$	15.04
		2,080.0	1.0	1 \$	14.60
	<b>Housekeeping Attendant LTC RPT</b>	1,248.0	0.8	1 \$	14.60
		1,248.0	1.0	1 \$	14.60
		1,248.0	0.7	1 \$	15.04
		1,248.0	1.1	1 \$	13.71
		1,248.0	1.0	1 \$	13.71
		1,248.0	0.7	1 \$	13.71
		1,248.0	0.6	1 \$	13.71
		1,248.0	0.4	1 \$	13.71
		1,248.0	0.2	1 \$	13.71
		1,248.0	0.1	1 \$	13.71
	<b>Laundry Worker I</b>	2,080.0	1.0	1 \$	18.90
		2,080.0	1.1	1 \$	18.90
<b>03 Total</b>		<b>60,320.0</b>	<b>33.2</b>	<b>35</b>	#N/A
<b>Grand Total</b>		<b>377,000.0</b>	<b>171.6</b>	<b>198</b>	#N/A

Q 6-2

Pay Period Year 2018

Corporation	Service Line	Job Code	Employment Status	Maximum Pay Rate	FTEs	
01 - ECMC	Environmental Services	Asst Supervisor Cleaning Services	Full Time	\$28.74	1.10	
		Asst VP of Operations	Full Time	\$48.45	1.00	
		Clerk	Full Time	\$15.89	0.01	
		Head Janitor	Full Time	\$17.81	1.00	
		Hosp Housekeeping Attend PT	Part Time	\$18.22	0.57	
			Part Time	\$15.04	0.43	
			Part Time	\$14.60	0.23	
			Hosp Housekeeping Attend RPT	Regular Part Time	\$17.10	1.18
				Regular Part Time	\$17.10	0.43
				Regular Part Time	\$16.82	0.19
				Regular Part Time	\$17.10	0.24
				Regular Part Time	\$16.82	0.63
				Regular Part Time	\$16.82	0.34
				Regular Part Time	\$14.60	0.93
				Regular Part Time	\$16.37	0.21
				Regular Part Time	\$16.37	1.08
				Regular Part Time	\$15.48	
				Regular Part Time	\$15.48	0.46
				Regular Part Time	\$15.48	0.26
				Regular Part Time	\$15.93	0.93
				Regular Part Time	\$15.93	0.97
				Regular Part Time	\$15.48	0.93
				Regular Part Time	\$15.48	0.11
				Regular Part Time	\$15.48	0.95
				Regular Part Time	\$15.48	0.54
				Regular Part Time	\$15.48	1.02
				Regular Part Time	\$15.48	0.17
				Regular Part Time	\$15.04	0.18
				Regular Part Time	\$15.04	0.34
				Regular Part Time	\$15.04	0.97
				Regular Part Time	\$15.04	0.11
				Regular Part Time	\$14.60	
				Regular Part Time	\$15.04	0.31
				Regular Part Time	\$15.04	0.96
				Regular Part Time	\$15.04	0.12
				Regular Part Time	\$15.04	0.91
				Regular Part Time	\$14.60	
				Regular Part Time	\$15.04	1.03
				Regular Part Time	\$14.60	
				Regular Part Time	\$15.04	0.80
				Regular Part Time	\$14.60	
				Regular Part Time	\$14.60	0.51
				Regular Part Time	\$15.04	1.22
				Regular Part Time	\$15.04	0.75
				Regular Part Time	\$15.04	1.02
				Regular Part Time	\$15.04	0.91
				Regular Part Time	\$13.71	0.64
				Regular Part Time	\$15.04	0.99
				Regular Part Time	\$14.60	
				Regular Part Time	\$14.60	0.50
		Regular Part Time	\$14.60	0.90		
		Regular Part Time	\$13.27			
		Regular Part Time	\$13.27			
		Regular Part Time	\$13.27			
		Regular Part Time	\$14.60	1.21		
		Regular Part Time	\$14.60	0.36		
		Regular Part Time	\$15.04	0.66		
		Regular Part Time	\$14.60	1.33		
		Regular Part Time	\$14.60	0.69		
		Regular Part Time	\$14.60	0.95		
		Regular Part Time	\$14.60	0.87		
		Regular Part Time	\$14.60	1.01		
		Regular Part Time	\$14.60	0.60		
		Regular Part Time	\$14.60	1.30		
		Regular Part Time	\$14.60	1.02		
		Regular Part Time	\$14.60	1.01		
		Regular Part Time	\$14.60	0.92		
		Regular Part Time	\$13.27			
		Regular Part Time	\$13.71	0.18		
		Regular Part Time	\$14.15	0.98		
		Regular Part Time	\$14.15	1.04		
		Regular Part Time	\$14.15	1.15		
		Regular Part Time	\$13.71	0.09		
		Regular Part Time	\$14.15			
		Regular Part Time	\$13.71	0.18		
		Regular Part Time	\$14.15	0.89		
		Regular Part Time	\$14.15	0.84		
		Regular Part Time	\$13.71	0.12		
		Regular Part Time	\$14.15	1.15		
		Regular Part Time	\$13.71	0.28		
		Regular Part Time	\$14.15	0.97		
		Regular Part Time	\$14.15	1.09		
		Regular Part Time	\$14.15	0.98		
		Regular Part Time	\$13.71	0.99		

Q 6-2

Pay Period Year 2018

Corporation	Service Line	Job Code	Employment Status	Maximum Pay Rate	FTEs	
01 - ECMC	Environmental Services	Asst Supervisor Cleaning Services	Full Time	\$28.74	1.10	
			Full Time	\$48.45	1.00	
		Asst VP of Operations	Regular Part Time	\$13.71	1.17	
			Regular Part Time	\$13.71	0.22	
			Regular Part Time	\$13.71	0.86	
			Regular Part Time	\$13.71	0.84	
			Regular Part Time	\$13.71	0.43	
			Regular Part Time	\$13.71	0.33	
			Regular Part Time	\$13.71	0.69	
			Regular Part Time	\$13.71	0.68	
			Regular Part Time	\$13.71	0.69	
			Regular Part Time	\$13.71	0.09	
			Regular Part Time	\$13.71	0.64	
			Regular Part Time	\$13.71	0.02	
			Regular Part Time	\$13.71	0.66	
			Regular Part Time	\$13.71	0.67	
			Regular Part Time	\$13.71	0.65	
			Regular Part Time	\$13.71	0.57	
			Regular Part Time	\$13.71	0.58	
			Regular Part Time	\$13.71	0.47	
			Regular Part Time	\$13.71	0.43	
			Regular Part Time	\$13.71	0.43	
			Regular Part Time	\$13.71	0.30	
			Regular Part Time	\$13.71	0.21	
			Regular Part Time	\$13.71	0.33	
			Regular Part Time	\$13.71	0.32	
			Regular Part Time	\$13.71	0.28	
			Regular Part Time	\$13.71	0.22	
			Regular Part Time	\$13.71	0.19	
			Regular Part Time	\$13.71	0.09	
			Regular Part Time	\$13.71	0.09	
			Regular Part Time	\$13.71	0.09	
			Hosp Pub Safety Asst	Full Time	\$17.22	0.05
				Full Time	\$17.22	0.05
		Hospital Aide	Full Time	\$14.60	0.05	
		Hospital AideRPT	Regular Part Time	\$14.60	0.04	
		Hospital Housekeeping Attend	Full Time	\$17.39	1.08	
			Full Time	\$17.39	1.14	
			Full Time	\$17.39	1.14	
			Full Time	\$17.87	0.02	
			Full Time	\$18.22	1.15	
			Full Time	\$18.22	0.64	
			Full Time	\$17.10	0.89	
			Full Time	\$18.22	1.00	
			Full Time	\$17.10	0.97	
			Full Time	\$17.10	0.86	
			Full Time	\$17.10	1.56	
			Full Time	\$17.10	0.69	
			Full Time	\$18.22	0.98	
			Full Time	\$17.10	0.80	
	Full Time	\$17.10	1.15			
	Full Time	\$17.10	1.00			
	Full Time	\$17.10	1.11			
	Full Time	\$16.82	0.98			
	Full Time	\$17.10	0.78			
	Full Time	\$18.22	0.55			
	Full Time	\$17.10	1.00			
	Full Time	\$16.82	0.43			
	Full Time	\$16.82	0.43			
	Full Time	\$16.82	1.15			
	Full Time	\$18.22	0.38			
	Full Time	\$16.82	1.17			
	Full Time	\$16.82	1.00			
	Full Time	\$16.82	1.13			
	Full Time	\$16.82	1.05			
	Full Time	\$16.37	0.75			
	Full Time	\$16.37	1.07			
	Full Time	\$16.37	1.01			
	Full Time	\$16.37	1.07			
	Full Time	\$15.93	1.00			
	Full Time	\$15.93	0.92			
	Full Time	\$16.37	1.00			
	Full Time	\$15.93	0.87			
	Full Time	\$16.37	0.91			
	Full Time	\$15.93	1.09			
	Full Time	\$15.93	0.34			
	Full Time	\$15.48	0.27			
	Full Time	\$14.84				
	Full Time	\$15.93				
	Full Time	\$15.93	1.17			
	Full Time	\$15.93	0.78			
	Full Time	\$15.93	0.87			
	Full Time	\$15.93	1.02			

Q 6-2

Pay Period Year 2018

Corporation	Service Line	Job Code	Employment Status	Maximum Pay Rate	FTEs
01 - ECMC	Environmental Services	Asst Supervisor Cleaning Services	Full Time	\$28.74	1.10
			Full Time	\$48.45	1.00
		Asst VP of Operations	Full Time	\$15.48	1.17
			Full Time	\$15.48	0.57
		Full Time	\$15.48	0.43	
		Full Time	\$15.04	0.13	
		Full Time	\$15.48	1.10	
		Full Time	\$15.48	0.75	
		Full Time	\$15.48	1.15	
		Full Time	\$13.71	0.64	
		Full Time	\$15.04	0.81	
		Full Time	\$15.04	0.14	
		Full Time	\$15.04	0.32	
		Full Time	\$14.60	0.45	
		Full Time	\$15.04	0.95	
		Full Time	\$15.04	1.14	
		Full Time	\$15.04	1.11	
		Full Time	\$14.60	0.49	
		Full Time	\$14.60	0.23	
		Full Time	\$14.15	0.14	
		Full Time	\$13.71	0.28	
		Full Time	\$17.66	1.09	
		Full Time	\$18.22	0.99	
		Full Time	\$17.94	0.39	
		Full Time	\$17.39	0.96	
		Full Time	\$16.82	0.32	
		Full Time	\$18.22	1.00	
		Full Time	\$16.82	1.02	
		Full Time	\$17.39	0.34	
		Full Time	\$17.39	1.15	
		Full Time	\$17.39	1.00	
		Full Time	\$17.94	1.12	
		Full Time	\$17.39	0.99	
		Full Time	\$17.66	1.37	
		Full Time	\$18.22	1.00	
		Full Time	\$18.22	0.56	
		Full Time	\$17.39	1.03	
		Full Time	\$18.22	1.35	
		Full Time	\$17.87	0.05	
		Full Time	\$17.10	0.07	
		Household Assistant LTC	Full Time	\$17.10	0.07
		Household Assistant LTC RPT	Regular Part Time	\$15.04	0.06
			Regular Part Time	\$15.04	0.01
		Housekeeping Attendant LTC	Full Time	\$15.04	0.07
			Full Time	\$14.60	0.09
		Housekeeping Attendant LTC RPT	Regular Part Time	\$14.60	0.07
			Regular Part Time	\$14.60	0.01
			Regular Part Time	\$14.60	0.02
			Regular Part Time	\$13.71	0.00
			Regular Part Time	\$13.71	0.01
Regular Part Time	\$13.71		0.01		
Laundry Worker I	Full Time	\$18.90	0.03		
Laundry Worker RPT	Regular Part Time	\$18.30	1.01		
Mail Clerk	Full Time	\$15.41	0.84		
Mail Clerk RPT	Regular Part Time	\$14.92	0.72		
Patient Support Aide	Full Time	\$15.48	0.05		
Receptionist	Full Time	\$16.75	1.03		
Senior Env Services Supervisor	Full Time	\$22.45	1.11		
	Full Time	\$21.56	0.73		
	Full Time	\$21.56	1.08		
	Full Time	\$19.76	1.01		
	Full Time	\$22.45	1.04		
	Full Time	\$22.94	1.13		
	Senior Environmental Services Supervisor	Part Time	\$21.58	0.28	
	SPD Aide	Full Time	\$18.22	0.05	
Full Time		\$17.10	0.80		
Regular Part Time		\$14.60	0.16		
Full Time		\$18.22	0.02		
SPD Aide RPT		Regular Part Time	\$15.93	0.66	
	Regular Part Time	\$15.93	0.94		
	Regular Part Time	\$15.48	0.90		
	Regular Part Time	\$13.71	0.21		
	Full Time	\$15.06	0.00		
<b>Environmental Services Total</b>				<b>\$48.45</b>	<b>147.85</b>
<b>01 - ECMC Total</b>				<b>\$48.45</b>	<b>147.85</b>
03 - Terrace View	Environmental Svcs - TV	Admin Control Clerk RPT	Regular Part Time	\$14.61	0.04
			Regular Part Time	\$20.17	1.11
			Regular Part Time	\$17.22	1.37
		Household Assistant LTC	Full Time	\$17.10	1.00
			Full Time	\$17.10	1.09
			Full Time	\$17.10	1.04
			Full Time	\$17.10	1.01
			Full Time	\$17.10	1.23
			Full Time	\$17.10	1.00
			Full Time	\$18.22	0.77

Q 6-2

Pay Period Year 2018

Corporation	Service Line	Job Code	Employment Status	Maximum Pay Rate	FTEs	
01 - ECMC	Environmental Services	Asst Supervisor Cleaning Services	Full Time	\$28.74	1.10	
		Asst VP of Operations	Full Time	\$48.45	1.00	
03 - Terrace View	Environmental Svcs - TV	Household Assistant LTC	Full Time	\$15.48	0.20	
			Full Time	\$14.60	0.20	
			Full Time	\$17.10	1.02	
			Full Time	\$18.22	1.00	
			Full Time	\$18.22	1.03	
			Full Time	\$18.22	1.00	
			Household Assistant LTC RPT	Regular Part Time	\$15.04	0.61
				Regular Part Time	\$15.04	1.28
				Regular Part Time	\$15.04	1.03
				Regular Part Time	\$15.04	0.73
		Regular Part Time		\$14.60	0.16	
		Regular Part Time		\$13.71	0.09	
		Housekeeping Attendant LTC	Full Time	\$18.22	1.00	
			Full Time	\$18.22	1.04	
			Full Time	\$15.93	1.00	
			Full Time	\$17.94	1.00	
			Full Time	\$15.48	1.00	
			Full Time	\$15.04	1.10	
			Full Time	\$15.04	0.53	
			Full Time	\$15.04	0.38	
			Housekeeping Attendant LTC RPT	Regular Part Time	\$15.93	0.82
				Regular Part Time	\$14.60	0.89
		Regular Part Time		\$14.60	0.82	
		Regular Part Time		\$15.04	1.01	
		Regular Part Time		\$15.04	0.75	
		Regular Part Time		\$14.60	0.09	
		Regular Part Time		\$14.15	1.13	
		Regular Part Time		\$13.71	0.52	
		Regular Part Time		\$13.71	0.48	
		Regular Part Time		\$13.71	0.57	
		Laundry Worker I	Full Time	\$18.90	1.04	
			Full Time	\$18.90	1.06	
Laundry Worker RPT	Regular Part Time		\$16.00	0.29		
	Maintenance Worker		Full Time	\$16.47	0.05	
Maintenance Worker PT	Part Time	\$20.29	0.14			
<b>Environmental Svcs - TV Total</b>				<b>\$20.29</b>	<b>36.70</b>	
<b>03 - Terrace View Total</b>				<b>\$20.29</b>	<b>36.70</b>	
<b>Grand Total</b>				<b>\$48.45</b>	<b>184.55</b>	

## Q9

Account Category	Account	2017 Actual	2018 Projection	2019 Pass8 - GL	Grand Total
01 - SALARY & WAGES	0091 - SAL-SR. VPS/DIRECTOR	98,064	100,706	102,028	300,798
01 - SALARY & WAGES	0097 - SAL-SUPERV./COORD.	504,299	559,428	489,954	1,553,680
01 - SALARY & WAGES	0230 - SAL-LPN	115	44	0	159
01 - SALARY & WAGES	0240 - SAL-AIDE/HELPER	188,055	149,607	165,257	502,919
01 - SALARY & WAGES	0500 - SAL-TECH/SPECIALIST	0	94	0	94
01 - SALARY & WAGES	0613 - SAL-LABORER	5,760,699	6,091,992	6,605,605	18,458,296
01 - SALARY & WAGES	0810 - SAL-SUPPORT STAFF	87,201	88,563	95,790	271,553
01 - SALARY & WAGES	7100 - SAL-VACATION ACCR.	-19,494	97,983	0	78,489
01 - SALARY & WAGES Total		6,618,938	7,088,417	7,458,634	21,165,989
02 - EMPLOYEE BENEFITS	7125 - EMPLOYEE BENEFITS	3,198,407	3,637,602	3,850,537	10,686,545
02 - EMPLOYEE BENEFITS Total		3,198,407	3,637,602	3,850,537	10,686,545
05 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES	2,234,512	2,278,689	2,387,000	6,900,202
05 - FEES-CONTRACTUAL	3540 - FEES-OTHER	1,113	753	0	1,866
05 - FEES-CONTRACTUAL	3720 - FEES-WASTE DISPOS	570,636	584,979	584,979	1,740,595
05 - FEES-CONTRACTUAL	3740 - FEES-HIS-SOFTWARE	1,465	0	0	1,465
05 - FEES-CONTRACTUAL	3810 - REPAIR/MAINT-PURCH	12,254	34,969	34,969	82,192
05 - FEES-CONTRACTUAL Total		2,819,981	2,899,391	3,006,949	8,726,320
06 - MEDICAL SUPPLIES	1150 - SPLY-LABORATORY	39	0	0	39
06 - MEDICAL SUPPLIES	1250 - SPLY-SURG PACK/SHT	4	19	20	43
06 - MEDICAL SUPPLIES	1280 - SPLY-SURGICAL-GEN	22,069	30,295	30,900	83,264
06 - MEDICAL SUPPLIES	1300 - SPLY-OTH MED MTL	7,711	5,724	8,478	21,913
06 - MEDICAL SUPPLIES	1330 - SPLY-DRESS/BNDGS	29	0	0	29
06 - MEDICAL SUPPLIES	1420 - SPLY-GEN PATIENT	36,145	40,077	40,739	116,961
06 - MEDICAL SUPPLIES Total		65,997	76,115	80,137	222,249
07 - PHARMACEUTICAL/IV	1100 - SPLY-PHARMACUET-SPD	0	0	0	1
07 - PHARMACEUTICAL/IV	1170 - SPLY-PHARM CATALOG	91	0	0	91
07 - PHARMACEUTICAL/IV Total		91	0	0	92
08 - OTHER SUPPLIES	0990 - SPLY-DEFAULT	0	0	0	0
08 - OTHER SUPPLIES	1290 - SPLY-LINEN/BEDDING	10,263	14,615	14,788	39,665
08 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED	95,239	108,419	109,702	313,359
08 - OTHER SUPPLIES	2320 - SPLY-OFFICE/ADMIN	1,260	510	1,478	3,248
08 - OTHER SUPPLIES	2400 - SPLY-CLEANING	682,737	766,494	775,570	2,224,801
08 - OTHER SUPPLIES	2430 - SPLY-EMPL CLOTHING	3,677	25,473	25,775	54,925
08 - OTHER SUPPLIES	2600 - SPLY-MIN N/MED EQ.	3,302	4,682	4,738	12,722
08 - OTHER SUPPLIES	2900 - SPLY-HARDWARE	6,852	22,599	22,866	52,318
08 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE	20,197	5,094	5,154	30,445
08 - OTHER SUPPLIES Total		823,527	947,886	960,071	2,731,484
09 - RENTALS/LEASES	3630 - RENT/LSE-MOV EQUIP	7,050	-9,019	4,740	2,772
09 - RENTALS/LEASES Total		7,050	-9,019	4,740	2,772
13 - MISCELLANEOUS	2380 - SPLY-POSTAGE	191,000	303,149	203,149	697,297
13 - MISCELLANEOUS	2580 - DUES	0	271	270	541
13 - MISCELLANEOUS	2680 - PATIENT LOSS	1,134	0	0	1,134
13 - MISCELLANEOUS	3911 - NOVELTIES	4,470	0	0	4,470
13 - MISCELLANEOUS	5200 - CATERING/ADMIN	0	0	0	0
13 - MISCELLANEOUS	5460 - COURIER SERVICES	110,965	115,026	115,026	341,017
13 - MISCELLANEOUS Total		307,568	418,445	318,445	1,044,459
Grand Total		13,841,559	15,058,838	15,679,513	44,579,910

Department	Account Category	Account	Description	1	2	3	4	5	6	7	8	9	10	11	12	Grand Total
2220 - LAUNDRY	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES	ATLAS HEALTH CARE LINEN SERVICES	65,553	42,968	10,508	54,263	41,856	56,244	29,928	68,235	37,326	0	0	0	406,882
2220 - LAUNDRY	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES		65,553	42,968	10,508	54,263	41,856	56,244	29,928	68,235	37,326	0	0	0	406,882
2220 - LAUNDRY	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES Total		65,553	42,968	10,508	54,263	41,856	56,244	29,928	68,235	37,326	0	0	0	406,882
2220 - LAUNDRY	5 - FEES-CONTRACTUAL Total			65,553	42,968	10,508	54,263	41,856	56,244	29,928	68,235	37,326	0	0	0	406,882
2220 - LAUNDRY	8 - OTHER SUPPLIES	2320 - SPLY-OFFICE/ADMIN	THERMOPATCH CORP	0	0	431	0	0	0	0	0	0	0	0	0	431
2220 - LAUNDRY	8 - OTHER SUPPLIES	2320 - SPLY-OFFICE/ADMIN		0	0	431	0	0	0	0	0	0	0	0	0	431
2220 - LAUNDRY	8 - OTHER SUPPLIES	2320 - SPLY-OFFICE/ADMIN Total		0	0	431	0	0	0	0	0	0	0	0	0	431
2220 - LAUNDRY	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	BUFFALO PAPER AND TWINE CO	714	781	1,543	1,790	1,759	1,564	1,065	1,244	1,272	0	0	0	11,733
2220 - LAUNDRY	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		714	781	1,543	1,790	1,759	1,564	1,065	1,244	1,272	0	0	0	11,733
2220 - LAUNDRY	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING Total		714	781	1,543	1,790	1,759	1,564	1,065	1,244	1,272	0	0	0	11,733
2220 - LAUNDRY	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE	BUFFALO PAPER AND TWINE CO	0	0	0	0	0	0	0	0	46	0	0	0	46
2220 - LAUNDRY	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE		0	0	0	0	0	0	0	0	46	0	0	0	46
2220 - LAUNDRY	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE Total		0	0	0	0	0	0	0	0	46	0	0	0	46
2220 - LAUNDRY	8 - OTHER SUPPLIES Total			714	781	1,974	1,790	1,759	1,564	1,065	1,244	1,318	0	0	0	12,210
2220 - LAUNDRY Total				66,268	43,749	12,482	56,053	43,615	57,808	30,993	69,480	38,644	0	0	0	419,092
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES	EMPIRE LAUNDRY MACHINERY INC	0	0	0	0	128	85	0	0	0	0	0	0	213
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES		0	0	0	0	128	85	0	0	0	0	0	0	213
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES	MODERN DISPOSAL INC	0	0	0	2,727	0	0	0	0	0	0	0	0	2,727
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES		0	0	0	2,727	0	0	0	0	0	0	0	0	2,727
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES Total		0	0	0	2,727	128	85	0	0	0	0	0	0	2,940
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3540 - FEES-OTHER	TENNANT CO	0	0	0	0	0	0	356	0	0	0	0	0	356
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3540 - FEES-OTHER		0	0	0	0	0	0	356	0	0	0	0	0	356
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3540 - FEES-OTHER	EMPIRE LAUNDRY MACHINERY INC	0	0	0	0	85	0	0	0	0	0	0	0	85
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3540 - FEES-OTHER		0	0	0	0	85	0	0	0	0	0	0	0	85
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3540 - FEES-OTHER	BUFFALO PAPER AND TWINE CO	0	0	0	0	95	0	113	0	0	0	0	0	208
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3540 - FEES-OTHER		0	0	0	0	95	0	113	0	0	0	0	0	208
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3540 - FEES-OTHER Total		0	0	0	0	180	0	469	0	0	0	0	0	649
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3720 - FEES-WASTE DISPOS	MODERN DISPOSAL INC	3,098	0	6,087	0	3,203	2,727	0	0	0	0	0	0	15,115
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3720 - FEES-WASTE DISPOS		3,098	0	6,087	0	3,203	2,727	0	0	0	0	0	0	15,115
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3720 - FEES-WASTE DISPOS Total		3,098	0	6,087	0	3,203	2,727	0	0	0	0	0	0	15,115
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3810 - REPAIR/MAINT-PURCH	HEWLETT-PACKARD COMPANY	93	179	184	0	185	0	189	0	89	0	0	0	919
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3810 - REPAIR/MAINT-PURCH		93	179	184	0	185	0	189	0	89	0	0	0	919
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL	3810 - REPAIR/MAINT-PURCH Total		93	179	184	0	185	0	189	0	89	0	0	0	919
2240 - ENVIRONMENTAL	5 - FEES-CONTRACTUAL Total			3,190	179	6,271	2,727	3,696	2,812	658	0	89	0	0	0	19,622
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1290 - SPLY-LINEN/BEDDING	CARDINAL HEALTH MED PROD &	0	0	609	0	0	0	0	0	0	0	0	0	609
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1290 - SPLY-LINEN/BEDDING		0	0	609	0	0	0	0	0	0	0	0	0	609
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1290 - SPLY-LINEN/BEDDING	CARDINAL VALUE LINK	710	710	175	710	0	0	0	0	533	0	0	0	2,837
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1290 - SPLY-LINEN/BEDDING		710	710	175	710	0	0	0	0	533	0	0	0	2,837
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1290 - SPLY-LINEN/BEDDING Total		710	710	784	710	0	0	0	0	533	0	0	0	3,445
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED	CASCADES CONTAINERBOARD	0	0	0	0	0	649	0	0	0	0	0	0	649
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED		0	0	0	0	0	649	0	0	0	0	0	0	649
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED	CARDINAL VALUE LINK	624	748	608	541	782	543	603	481	842	180	0	0	5,952

Q9-2

2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED		624	748	608	541	782	543	603	481	842	180	0	0	5,952
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED Total		624	748	608	541	782	1,192	603	481	842	180	0	0	6,601
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	BUFFALO PAPER AND TWINE CO	11,527	9,046	7,268	13,197	13,006	11,195	9,726	14,039	10,641	2,525	0	0	102,170
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		11,527	9,046	7,268	13,197	13,006	11,195	9,726	14,039	10,641	2,525	0	0	102,170
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING Total		11,527	9,046	7,268	13,197	13,006	11,195	9,726	14,039	10,641	2,525	0	0	102,170
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2430 - SPLY-EMPL CLOTHING	DREISSIG APPAREL INC	0	0	0	902	0	0	0	0	1,369	0	0	0	2,271
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2430 - SPLY-EMPL CLOTHING		0	0	0	902	0	0	0	0	1,369	0	0	0	2,271
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2430 - SPLY-EMPL CLOTHING Total		0	0	0	902	0	0	0	0	1,369	0	0	0	2,271
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE	MEDLINE INDUSTRIES INC	0	0	0	0	0	0	0	561	0	0	0	0	561
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE		0	0	0	0	0	0	0	561	0	0	0	0	561
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE	FM OFFICE EXPRESS INC	0	0	0	21	0	0	0	0	0	0	0	0	21
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE		0	0	0	21	0	0	0	0	0	0	0	0	21
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE	BUFFALO PAPER AND TWINE CO	570	0	708	8,038	150	201	1,335	124	27	0	0	0	11,152
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE		570	0	708	8,038	150	201	1,335	124	27	0	0	0	11,152
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE	DREISSIG APPAREL INC	0	0	0	0	0	837	0	0	1,970	0	0	0	2,806
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE		0	0	0	0	0	837	0	0	1,970	0	0	0	2,806
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE	AD SPECIALTY SOLUTIONS LLC	0	0	0	0	0	0	0	0	165	0	0	0	165
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE		0	0	0	0	0	0	0	0	165	0	0	0	165
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2900 - SPLY-HARDWARE Total		570	0	708	8,059	150	1,037	1,335	684	2,162	0	0	0	14,705
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE	FM OFFICE EXPRESS INC	0	0	0	0	0	0	0	221	0	0	0	0	221
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE		0	0	0	0	0	0	0	221	0	0	0	0	221
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE	EMPIRE LAUNDRY MACHINERY INC	0	0	0	0	212	394	0	0	0	0	0	0	605
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE		0	0	0	0	212	394	0	0	0	0	0	0	605
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE	BUFFALO PAPER AND TWINE CO	0	0	0	214	278	240	0	0	0	0	0	0	732
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE		0	0	0	214	278	240	0	0	0	0	0	0	732
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE Total		0	0	0	214	490	634	0	221	0	0	0	0	1,559
2240 - ENVIRONMENTAL	8 - OTHER SUPPLIES Total			13,431	10,504	9,367	23,624	14,427	14,058	11,664	15,426	15,546	2,705	0	0	130,752
2240 - ENVIRONMENTAL	2240 - ENVIRONMENTAL SERVICES-TV Total			16,621	10,682	15,638	26,351	18,123	16,870	12,322	15,426	15,635	2,705	0	0	150,374
3230 - LAUNDRY/LINEN SVC	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES	ATLAS HEALTH CARE LINEN SERVICES	114,955	102,622	114,707	144,355	153,224	145,007	147,763	154,174	146,756	57,833	33,359	33,359	1,348,115
3230 - LAUNDRY/LINEN SVC	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES		114,955	102,622	114,707	144,355	153,224	145,007	147,763	154,174	146,756	57,833	33,359	33,359	1,348,115
3230 - LAUNDRY/LINEN SVC	5 - FEES-CONTRACTUAL	3010 - PURCHASED SERVICES Total		114,955	102,622	114,707	144,355	153,224	145,007	147,763	154,174	146,756	57,833	33,359	33,359	1,348,115
3230 - LAUNDRY/LINEN SVC	5 - FEES-CONTRACTUAL	3510 - FEES-CONSULT/MGMT	ALTUS MANAGEMENT, LLC	0	0	0	0	0	0	0	0	12,500	0	0	0	12,500
3230 - LAUNDRY/LINEN SVC	5 - FEES-CONTRACTUAL	3510 - FEES-CONSULT/MGMT		0	0	0	0	0	0	0	0	12,500	0	0	0	12,500
3230 - LAUNDRY/LINEN SVC	5 - FEES-CONTRACTUAL	3510 - FEES-CONSULT/MGMT Total		0	0	0	0	0	0	0	0	12,500	0	0	0	12,500
3230 - LAUNDRY/LINEN SVC	5 - FEES-CONTRACTUAL Total			114,955	102,622	114,707	144,355	153,224	145,007	147,763	154,174	159,256	57,833	33,359	33,359	1,360,615
3230 - LAUNDRY/LINEN SVC	3230 - LAUNDRY/LINEN SVC Total			114,955	102,622	114,707	144,355	153,224	145,007	147,763	154,174	159,256	57,833	33,359	33,359	1,360,615
3320 - MAIL/MESSNGER	13 - MISCELLANEOUS	2380 - SPLY-POSTAGE	US POSTAL SERVICE	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	0	0	0	0	200,000
3320 - MAIL/MESSNGER	13 - MISCELLANEOUS	2380 - SPLY-POSTAGE		25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	0	0	0	0	200,000
3320 - MAIL/MESSNGER	13 - MISCELLANEOUS	2380 - SPLY-POSTAGE	IMMEDIATE MAILING SERVICES INC	4,000	0	0	4,000	0	4,000	0	332	0	0	0	0	12,332
3320 - MAIL/MESSNGER	13 - MISCELLANEOUS	2380 - SPLY-POSTAGE		4,000	0	0	4,000	0	4,000	0	332	0	0	0	0	12,332
3320 - MAIL/MESSNGER	13 - MISCELLANEOUS	2380 - SPLY-POSTAGE Total		29,000	25,000	25,000	29,000	25,000	29,000	25,000	25,332	0	0	0	0	212,332
3320 - MAIL/MESSNGER	13 - MISCELLANEOUS	5460 - COURIER SERVICES	FOXY DELIVERY SERVICE INC	11,165	8,623	7,706	11,171	9,605	7,963	9,063	7,623	8,549	0	0	0	81,468
3320 - MAIL/MESSNGER	13 - MISCELLANEOUS	5460 - COURIER SERVICES		11,165	8,623	7,706	11,171	9,605	7,963	9,063	7,623	8,549	0	0	0	81,468
3320 - MAIL/MESSNGER	13 - MISCELLANEOUS	5460 - COURIER SERVICES Total		11,165	8,623	7,706	11,171	9,605	7,963	9,063	7,623	8,549	0	0	0	81,468



Q9-2

4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1290 - SPLY-LINEN/BEDDING Total		599	898	898	1,098	898	194	774	1,065	1,452	48	0	0	7,924
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED	FISHER HEALTHCARE	0	0	0	0	0	0	183	0	0	0	0	0	183
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED		0	0	0	0	0	0	183	0	0	0	0	0	183
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED	CARDINAL HEALTH MED PROD &	5,861	8,230	8,552	7,577	11,182	6,205	13,857	9,003	6,525	1,813	0	0	78,803
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED		5,861	8,230	8,552	7,577	11,182	6,205	13,857	9,003	6,525	1,813	0	0	78,803
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED	BUFFALO PAPER AND TWINE CO	0	90	0	0	0	0	0	0	0	0	0	0	90
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED		0	90	0	0	0	0	0	0	0	0	0	0	90
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	1360 - SPLY-OTH NON/MED Total		5,861	8,321	8,552	7,577	11,182	6,205	14,040	9,003	6,525	1,813	0	0	79,077
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2320 - SPLY-OFFICE/ADMIN	OFFICE DEPOT	0	0	167	0	0	186	0	0	0	0	0	0	353
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2320 - SPLY-OFFICE/ADMIN		0	0	167	0	0	186	0	0	0	0	0	0	353
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2320 - SPLY-OFFICE/ADMIN Total		0	0	167	0	0	186	0	0	0	0	0	0	353
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	TENNANT CO	0	0	1,622	959	0	0	0	0	0	0	0	0	2,582
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	0	1,622	959	0	0	0	0	0	0	0	0	2,582
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	LIFTECH EQUIPMENT CO INC	0	0	659	-326	0	0	390	333	275	0	0	0	1,330
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	0	659	-326	0	0	390	333	275	0	0	0	1,330
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	POSITIVE PROMOTIONS	0	0	0	0	363	0	0	0	0	0	0	0	363
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	0	0	0	363	0	0	0	0	0	0	0	363
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	ASHLAND PEST CONTROL INC.	0	11,861	-1,728	0	0	0	0	0	0	0	0	0	10,132
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	11,861	-1,728	0	0	0	0	0	0	0	0	0	10,132
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	CARDINAL HEALTH MED PROD &	220	26	73	73	73	27	188	140	375	0	0	0	1,195
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		220	26	73	73	73	27	188	140	375	0	0	0	1,195
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	SAIA COMMUNICATIONS	0	0	0	0	340	0	0	0	0	0	0	0	340
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	0	0	0	340	0	0	0	0	0	0	0	340
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	LINEAGE	0	531	0	0	531	0	531	0	531	0	0	0	2,124
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	531	0	0	531	0	531	0	531	0	0	0	2,124
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	MSDSonline, INC.	0	0	0	0	0	0	2,198	-2,198	0	0	0	0	0
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	0	0	0	0	0	2,198	-2,198	0	0	0	0	0
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	SANIGLAZE	0	0	18,576	-4,529	0	0	0	0	0	0	0	0	14,046
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	0	18,576	-4,529	0	0	0	0	0	0	0	0	14,046
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	ADPRO SPORTS	0	0	0	0	0	0	3,440	0	0	0	0	0	3,440
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	0	0	0	0	0	3,440	0	0	0	0	0	3,440
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	1 ACCORD SERVICES INC	0	4,689	-4,689	0	0	0	0	0	0	0	0	0	0
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	4,689	-4,689	0	0	0	0	0	0	0	0	0	0
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	BUFFALO PAPER AND TWINE CO	37,778	30,367	74,451	30,773	64,873	40,800	64,359	42,673	51,326	11,990	0	0	449,390
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		37,778	30,367	74,451	30,773	64,873	40,800	64,359	42,673	51,326	11,990	0	0	449,390
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	DREISSIG APPAREL INC	1,604	-866	-738	0	0	8,008	0	-41	0	0	0	0	7,967
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		1,604	-866	-738	0	0	8,008	0	-41	0	0	0	0	7,967
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	CONTRACT SPECIALISTS INTERNATIONAL	750	750	0	-750	0	750	750	1,500	-2,250	0	0	0	1,500
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		750	750	0	-750	0	750	750	1,500	-2,250	0	0	0	1,500
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING	AD SPECIALTY SOLUTIONS LLC	0	0	0	0	0	0	0	343	0	0	0	0	343
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING		0	0	0	0	0	0	0	343	0	0	0	0	343
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2400 - SPLY-CLEANING Total		40,352	47,357	88,225	26,201	66,180	49,585	71,855	42,750	50,258	11,990	0	0	494,752
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2430 - SPLY-EMPL CLOTHING	ADPRO SPORTS	0	0	0	0	0	0	3,440	0	0	0	0	0	3,440
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2430 - SPLY-EMPL CLOTHING		0	0	0	0	0	0	3,440	0	0	0	0	0	3,440

Q9-2

4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2430 - SPLY-EMPL CLOTHING	DREISSIG APPAREL INC	0	1,604	738	2,999	6,165	0	0	484	0	0	0	0	11,990
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2430 - SPLY-EMPL CLOTHING		0	1,604	738	2,999	6,165	0	0	484	0	0	0	0	11,990
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2430 - SPLY-EMPL CLOTHING Total		0	1,604	738	2,999	6,165	0	3,440	484	0	0	0	0	15,430
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2600 - SPLY-MIN N/MED EQ.	BUFFALO PAPER AND TWINE CO	0	546	0	0	546	1,819	0	0	0	0	0	0	2,911
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2600 - SPLY-MIN N/MED EQ.		0	546	0	0	546	1,819	0	0	0	0	0	0	2,911
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2600 - SPLY-MIN N/MED EQ. Total		0	546	0	0	546	1,819	0	0	0	0	0	0	2,911
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE	DORNOCH MEDICAL SYSTEMS, INC	0	0	950	0	0	0	0	0	0	0	0	0	950
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE		0	0	950	0	0	0	0	0	0	0	0	0	950
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES	2910 - SPLY-MAINTENANCE Total		0	0	950	0	0	0	0	0	0	0	0	0	950
4200 - ENVIRONMENTAL	8 - OTHER SUPPLIES Total			46,812	58,726	99,530	37,874	84,971	57,988	90,110	53,301	58,235	13,851	0	0	601,397
4200 - ENVIRONMENTAL	9 - RENTALS/LEASES	3630 - RENT/LSE-MOV EQUIP	HEWLETT-PACKARD COMPANY	600	539	615	0	677	0	702	0	356	0	0	0	3,488
4200 - ENVIRONMENTAL	9 - RENTALS/LEASES	3630 - RENT/LSE-MOV EQUIP		600	539	615	0	677	0	702	0	356	0	0	0	3,488
4200 - ENVIRONMENTAL	9 - RENTALS/LEASES	3630 - RENT/LSE-MOV EQUIP Total		600	539	615	0	677	0	702	0	356	0	0	0	3,488
4200 - ENVIRONMENTAL	9 - RENTALS/LEASES Total			600	539	615	0	677	0	702	0	356	0	0	0	3,488
4200 - ENVIRONMENTAL Total				108,861	108,147	172,648	117,960	144,941	128,731	162,744	104,494	119,470	15,875	183	183	1,184,238
Grand Total				346,870	298,824	348,181	384,891	394,508	385,379	387,885	376,529	342,120	76,979	34,108	33,542	3,409,815

## Q17, Q18, Q20

	<u>2017 Actual</u>	<u>2018 Budget</u>	<u>2018 Projected</u>	<u>2019 Budget</u>	<u>Change 2019 - 2018 Projected</u>	<u>%</u>
<b>Discharges</b>						
Acute	13,639	13,750	14,313	14,313	-	0.0% adjusted +80 for recalibrating of projected
Rehabilitation	458	444	496	496	-	0.0%
Behavioral Health	3,291	3,512	3,478	3,478	-	0.0%
Chemical Dependency-Detox	1,552	2,279	1,909	2,749	840	36.9% adjusted +468 for the increase of ADC for new beds opened
Chemical Dependency-Rehab	316	305	314	314	-	0.0%
<b>Total</b>	<u>19,256</u>	<u>20,290</u>	<u>20,510</u>	<u>21,350</u>	<u>840</u>	<u>4.1%</u>
<b>Patient Days</b>						
Acute	81,990	78,635	85,411	85,411	-	0.0%
Rehabilitation	9,245	10,212	9,465	9,465	-	0.0%
Behavioral Health	45,673	45,981	44,085	44,085	-	0.0%
Chemical Dependency-Detox	5,835	9,124	7,365	10,721	3,356	36.8%
Chemical Dependency-Rehab	5,838	5,901	6,132	6,132	-	0.0%
<b>Total</b>	<u>148,581</u>	<u>149,853</u>	<u>152,458</u>	<u>155,814</u>	<u>3,356</u>	<u>2.2%</u>
<b>Average Daily Census</b>						
Acute	224.6	215.4	234.0	234.0	-	0.0%
Rehabilitation	25.3	28.0	25.9	25.9	-	0.0%
Behavioral Health	125.1	126.0	120.8	120.8	-	0.0%
Chemical Dependency-Detox	16.0	25.0	20.2	29.4	9.0	36.0%
Chemical Dependency-Rehab	16.0	16.2	16.8	16.8	-	0.0%
<b>Total</b>	<u>407.1</u>	<u>410.6</u>	<u>417.7</u>	<u>426.9</u>	<u>9.2</u>	<u>2.2%</u>
<b>Average Length of Stay</b>						
Acute	6.0	5.7	6.0	6.0	-	0.0%
Rehabilitation	20.2	23.0	19.1	19.1	-	0.0%
Behavioral Health	13.9	13.1	12.7	12.7	-	0.0%
Chemical Dependency-Detox	3.8	4.0	3.9	3.9	-	0.0%
Chemical Dependency-Rehab	18.5	19.3	19.5	19.5	-	0.0%
<b>Total</b>	<u>7.7</u>	<u>7.4</u>	<u>7.4</u>	<u>7.4</u>	<u>-</u>	<u>0.0%</u>
<b>Observation Days</b>	<u>4,549</u>	<u>4,295</u>	<u>5,552</u>	<u>6,116</u>	<u>564</u>	<u>13.1%</u>

## Q23, Q24

Department	P - Productive FTE Hours	N - Non-Productive FTE Hours	O - Other Productive Non-FTE Hours	Z - Other Non-Productive Non-FTE Hours	Grand Total
2240 - ENVIRONMENTAL SERVICES-TV	65,050	8,499	0	0	73,549
3230 - LAUNDRY/LINEN SVC	10,450	1,208	0	0	11,658
3320 - MAIL/MESSENGER	2,789	643	0	0	3,432
4200 - ENVIRONMENTAL	283,119	37,430	0	0	320,549
Grand Total	361,408	47,780	0	0	409,188

# Volume Assumptions

	2017 <u>Actual</u>	2018 <u>Projection</u>	2019 <u>Budget</u>	<u>Increase (Decrease)</u>	
				<u>19 - 18</u>	<u>%</u>
Discharges					
Acute	13,639	14,313	14,313	-	0.0%
Other	<u>5,617</u>	<u>6,197</u>	<u>7,037</u>	<u>840</u>	<u>13.6%</u>
Total	<u>19,256</u>	<u>20,510</u>	<u>21,350</u>	<u>840</u>	<u>4.1%</u>
Average Length of Stay					
Acute	6.0	6.0	6.0	-	0.0%
Other	<u>11.9</u>	<u>10.8</u>	<u>10.0</u>	<u>(0.8)</u>	<u>-7.5%</u>
Total	<u>7.7</u>	<u>7.4</u>	<u>7.4</u>	<u>(0.0)</u>	<u>-0.4%</u>
Observation	4,549	5,552	6,116	564	10.2%
Outpatient Visits					
Clinics	111,132	125,173	129,407	4,234	3.4%
Behavioral Health	35,293	36,130	37,200	1,070	3.0%
Chemical Dependency	48,224	44,825	48,149	3,324	7.4%
Dialysis	24,773	25,117	25,177	60	0.2%
Other	82,035	78,201	82,262	4,061	5.2%
Surgical Cases					
Inpatient	6,304	6,237	6,237	-	0.0%
Outpatient	<u>6,525</u>	<u>7,053</u>	<u>7,053</u>	<u>-</u>	<u>0.0%</u>
Total	<u>12,829</u>	<u>13,290</u>	<u>13,290</u>	<u>-</u>	<u>0.0%</u>
Case Mix Index	<u>1.83</u>	<u>1.86</u>	<u>1.86</u>	<u>-</u>	<u>0.0%</u>
Emergency Visits	56,522	57,141	57,141	-	0.0%
CPEP Visits	12,342	12,740	12,740	-	0.0%
Terrace View ADC	379.5	381.7	383.0	1.3	0.3%

INT-ROOM FINISH SCHEDULE GROUND LEVEL												
Number	Name	Floor		Base Finish	Wall		Ceiling	Accent	Cabinetry Horizontal	Cabinetry Vertical	Upper Cabinet	Finish Notes (FN)
		Finish	Accent		Finish	Accent						
E1	ELEVATOR	RF-2		PREFAB	PREFAB		PREFAB					
E2	ELEVATOR	RF-2		PREFAB	PREFAB		PREFAB					
E3	ELEVATOR	RF-2		PREFAB	PREFAB		PREFAB					
E4	ELEVATOR	RF-2		PREFAB	PREFAB		PREFAB					
G001	VALET	FM-1		TERB-1	HPC-1	ST	GWB/HPC-2		SS-1	HPL-2	HPL-2	
G002	VESTIBULE	FM-1		TERB-1	HPC-1	ST	GWB/HPC-2					
G003	WAITING ROOM	TER-1,2	TER-3,4	TERB-1	PT-1,2	ST / GWC-1,2,3	APC-3	GWB/PNT-7 DS-1	SS-1	IDG-3/HPL-2		
G003A	PATIENT EDUCATION	TER-1,2	TERR-3,4	TERB-1	PT-1,2	ST / H1ST/GWC-3	APC-3	GWB/PNT-7				
G004	RECEPTION	TER-1		TERB-1	PT-3	IDG-1	APC-1	DS-1,AP-7	SS-1	QS-1/SS-1	HPL-1	
G005	SECURITY	RES-1		RES-1	PNT-1		APC-1					
G006	BEREAVEMENT	LVT-1		RES-1	PNT-1	PNT-8	APC-1					
G007	CORRIDOR	RF-1		RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G008	CORRIDOR	RF-1		RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G008A	CORRIDOR	RF-1		RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G008B	STORAGE - TBD											
G009	CPEP INTAKE	RF-4		RF-4	FRLP-1	HPC-1	APC-1	GWB/HPC-2			HPL-2	
G010	CPEP INTAKE	RF-4		RF-4	FRLP-1	HPC-1	APC-1	GWB/HPC-2			HPL-2	
G011	CORRIDOR	RF-1	RF-2,3	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G012	PASSAGE	RF-1	RF-2,3	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G013	POC TESTING	RF-1		RES-1	RV-2	PNT-1	APC-1	GWB/PNT-7	SS-2	HPL-2	HPL-2	
G014	CORRIDOR	RF-1	RF-2,3	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G015	AMB. TRIAGE	RF-3	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G016	AMB. TRIAGE	RF-3	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G017	AMB. RECEPTION	RF-2		RES-1	PNT-1		APC-1	GWB/PNT-7	SS-2	HPL-2	HPL-2	
G018	SOILED HOLDING	SFC-2		SFC-2	HPC-1	WWP-1/RV-1	APC-2		SS-2			FN-2
G019	CORRIDOR	RF-1	RF-2,3	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G019A	CORRIDOR	RF-1		RES-1	PNT-1		APC-1	GWB/PNT-7				
G019B	PAT TOIL	SFC-2		SFC-2	PT-4	HPC-1	GWB/HPC-2					FN-1
G019C	HW ALCOVE	RF-2		RES-1	RV-2		GWB/PNT-7					
G020	TRIAGE	RF-3	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G021	TRIAGE	RF-3	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G022	TRIAGE	RF-3	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G023	TRIAGE	RF-3	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G024	CORRIDOR	RF-1		RES-1	FRLP-1	RV-2	APC-1	APC-1	GWB/PNT-7			
G025	NURSE STATION	RF-2		RES-2	PNT-3		APC-1	GWB/PNT-3	SS-2			FN-6
G026	CLEAN SUPPLY	SFC-2		RES-1	PNT-1	RV-1	APC-4					
G027	PAT TOIL	SFC-2		SFC-2	PT-4	HPC-1	GWB/HPC-2					FN-1
G028	PAT TOIL	SFC-2		SFC-2	PT-4	HPC-1	GWB/HPC-2					FN-1
G029	SUB WAITING	RF-3		RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7	SS-2	HPL-2		
G030	CONSULT	LVT-1		RES-1	PNT-1	PNT-8	APC-1					
G031	ELEC	Sealed Conc		RES-1	PNT-1		Exposed					
G032	REG. DISCHARGE	LVT-1	RF-3	RES-1	PNT-1	GWC-4	APC-1	GWB/PNT-7	SS-1/HPL-1	HPL-2	HPL-2	
G033	MENS ROOM	TER-3		TER-3	PT-4	GT-1,2	GWB/HPC-2		SS-4	HPL-2		
G034	FAMILY TOILET	TER-3		TER-3	PT-4	GT-1,2	GWB/HPC-2		SS-4	HPL-2		
G035	WHICH STOR.	TER-2		TER-2	PT-3		APC-1	GWB/PNT-7				
G035A	GLYCOL CLOSET	TER-2		TER-2	RES-1	PNT-1	EXPOSED					
G036	PASSAGE	TER-3	TER-4	TERB-1	PT-3		APC-1					
G037	WOMENS ROOM	TER-3		TER-3	PT-4	GT-1,2	GWB/HPC-2		SS-4	HPL-2		
G038	CORRIDOR	TER-3		TERB-1	PT-2		APC-1	GWB/PNT-7				
G039	VENDING	TER-3		TERB-1	PT-3		APC-1	GWB/PNT-7				
G040	QUIET ROOM	LVT-1		RES-1	PNT-1	PNT-8	APC-1	GWB/PNT-7				
G041	CARE MGMT	LVT-1		RES-1	PNT-1	PNT-8	APC-1	GWB/PNT-7				
G042	CARE MGMT	LVT-1		RES-1	PNT-1	PNT-8	APC-1	GWB/PNT-7				
G043	CARE MGMT	LVT-1		RES-1	PNT-1	PNT-8	APC-1	GWB/PNT-7				
G044	CORRIDOR	RF-2		RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G044A	ALCOVE	RF-2		RES-1	RV-2		GWB/PNT-7					
G045	REG. DISCHARGE (FINANCIAL COUNSELOR)	LVT-1		RES-1	PNT-1	PNT-8	APC-1	GWB/PNT-7				
G046	MEDS	RF-2		RES-1	PNT-1		APC-1		SS-2	HPL-1	HPL-2	
G047	ASIS OFFICE	RF-2		RES-1	PNT-1		APC-1		SS-2	HPL-1	HPL-2	
G048	ASIS INTERVIEW	RF-4		RES-1	PNT-1		APC-1		SS-2	HPL-1	HPL-2	
G049	ALCOVE	RF-2		RES-1	RV-3		GWB/PNT-7		HPL-1			
G050	FAST TRACK TREATMENT CUBICLE	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G051	FAST TRACK TREATMENT CUBICLE	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G051A	ALCOVE	RF-2		RES-1	RV-2		GWB/PNT-7					
G052	ALCOVE	RF-2		RES-1	RV-3		GWB/PNT-7		HPL-1			
G053	CORRIDOR	RF-1	RF-2,4	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G053A	CART ALCOVE	RF-2		RES-2	MMU		GWB/PNT-4		SS-2	HPL-2/SS-2		FN-6
G054	FAST TRACK TREATMENT CUBICLE	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G055	FAST TRACK TREATMENT CUBICLE	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G056	ALCOVE	RF-2		RES-1	RV-3		GWB/PNT-7		HPL-1			
G057	FAST TRACK TREATMENT/PROCEDURE	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G058	STORAGE	RF-2		RES-1	PNT-1	RV-1	APC-4					
G059	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G060	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G061	ALCOVE	RF-2		RES-1	RV-3		GWB/PNT-7		HPL-1			
G062	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G063	CORRIDOR	RF-1	RF-2,4	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G064	NURSE STATION	RF-2		RES-2	PNT-4		APC-1	GWB/PNT-4	SS-2	SS-2/HPL-2/AP-1		FN-6
G065	CORRIDOR	RF-1	RF-2,4	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G067	CLEAN SUPPLY	SFC-2		RES-1	PNT-1	RV-1	APC-4					
G068	SOILED	SFC-2		SFC-2	HPC-1	WWP-1/RV-1	APC-2		SS-2			FN-2
G069	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G070	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G071	ALCOVE	RF-2		RES-1	RV-3		GWB/PNT-7		HPL-1			
G072	NOUR	RF-2		RES-1	PNT-1		APC-1		SS-2	HPL-2	HPL-2	
G073	PAT TOIL	SFC-2		SFC-2	PT-4	HPC-1	GWB/HPC-2					FN-1
G074	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G075	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G076	ALCOVE	RF-2		RES-1	RV-3		GWB/PNT-7		HPL-1			
G077	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G078	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G079	ALCOVE	RF-2		RES-1	RV-3		GWB/PNT-7		HPL-1			
G080	CORRIDOR	RF-1	RF-2,4	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G080A	ALCOVE	RF-2		RES-2	MMU		GWB/PNT-4		SS-2	HPL-2/SS-2		FN-6
G081	TREATMENT	RF-4	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G082	POC TESTING	RF-1		RES-1	RV-2	PNT-1	APC-1	GWB/PNT-7	SS-2	HPL-2	HPL-2	
G083	SANE SUPPORT/CONSULT	LVT-1		RES-1	PNT-1	PNT-8	APC-1					
G084	SANE ROOM	LVT-1		RES-1	PNT-1		APC-1	GWB/PNT-7	SS-2	HPL-2	HPL-2	
G085	TOILET/SHOWER	SFC-2		SFC-2	PT-4		GWB/HPC-2					
G086	SANE DOCUMENTATION	LVT-1		RES-1	PNT-1	PNT-8	APC-1					
G087	PAT TOIL	SFC-2		SFC-2	PT-4	HPC-1	GWB/HPC-2					FN-1
G088	DATA	SDT-1		RES-1	PNT-1		APC-1					
G089	EQUIP STORAGE	RF-2		RES-1	PNT-1	RV-1	APC-4					
G090	HSKP'G	SFC-2		SFC-2	HPC-1	WWP-1	APC-2					FN-3
G091	CORRIDOR	RF-1	RF-2,5	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G092	TREATMENT	RF-5	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G093	TREATMENT	RF-5	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G094	ALCOVE	RF-2		RES-1	RV-4		GWB/PNT-7		HPL-1			
G095	TREATMENT	RF-5	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G096	TREATMENT	RF-5	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G097	ALCOVE	RF-2		RES-1	RV-4		GWB/PNT-7		HPL-1			
G098	EQUIP STORAGE	RF-2		RES-1	PNT-1	RV-1	APC-4					
G099	STAFF TOIL	SFC-2		SFC-2	HPC-1	PT-4	GWB/HPC-2					FN-4
G101	STAFF BREAK ROOM	LVT-1		RES-1	PNT-1	PNT-8	APC-1	GWB/PNT-7	SS-2	HPL-2	HPL-2	
G102	ALCOVE	RF-2		RES-1	RV-4		GWB/PNT-7		HPL-1			
G103	CLEAN SUPPLY	SFC-2		RES-1	PNT-1	RV-1	APC-4					
G104	POC TESTING	RF-1		RES-1	RV-2	PNT-1	APC-1	GWB/PNT-7	SS-2	HPL-2	HPL-2	
G105	HSKP'G	SFC-2		SFC-2	HPC-1	WWP-1	APC-2					FN-3
G106	PATIENT BELONGINGS	RF-2		RES-1	PNT-1	RV-1	APC-4					
G107	PAT TOIL	SFC-2		SFC-2	PT-4	HPC-1	GWB/HPC-2					FN-1
G108	ALCOVE	RF-2		RES-1	RV-4		GWB/PNT-7		HPL-1			
G109	LARGE TREATMENT	RF-5	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G110	LARGE TREATMENT	RF-5	RF-2	RES-1	FRLP-1	PNT-1	APC-1		SS-2	HPL-2	HPL-2	
G111	ALCOVE	RF-2		RES-1	RV-4		GWB/PNT-7		HPL-1			
G112	CORRIDOR	RF-1	RF-2,5	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G113	NURSE STATION	RF-2		RES-2	PNT-5		APC-1	GWB/PNT-5	SS-2	SS-2/HPL-2/AP-2,5		FN-6
G114	CORRIDOR	RF-1	RF-2,5	RES-1	FRLP-1	PNT-1	APC-1	GWB/PNT-7				
G114A	ALCOVE	RF-2		RES-2	MMU		GWB/PNT-5		SS-2	HPL-2/SS-2		FN-6



**ECMC**  
**EMERGENCY DEPARTMENT**  
**MODERNIZATION AND**  
**EXPANSION**

**CANNONDESIGN**

2170 Whitehaven Road  
 Grand Island, New York 14072  
 T: 716.773.6800  
 F: 716.773.5059

EDR  
 Civil, Landscape  
 274 North Goodman Street  
 Rochester, NY 14607  
 585.271.0040  
**SHEN MILSON & WILKE LLC**  
 Medical Equipment Planning  
 417 Fifth Avenue  
 New York, NY 10016  
 212.725.6800

**CON# 171047**  
**CONFORMED SET**  
 04.23.2018

1	ADDENDUM #2	02 MAR 2018
2	CONSTRUCTION DOCUMENTS	22 JAN 2018
No.	Description	Date

Drawing Title:  
**ROOM FINISH SCHEDULE**  
**PARTIAL GROUND LEVEL,**  
**PARTIAL LEVEL 01,**  
**HELIPAD LINK**

Project No.: 004773.00 Checked by: Checker

**A1202**

INT- ROOM FINISH SCHEDULE LEVEL 01												
Number	Name	Floor		Base Finish	Wall		Ceiling		Cabinetry Horizontal	Cabinetry Vertical	Upper Cabinet	Finish Notes (FN)
		Finish	Accent		Finish	Accent	Finish	Accent				
1000	CORRIDOR	Patch to Match		Patch to Match	Patch to Match	Patch to Match						
1001	ELEVATOR LOBBY	RF-2		RES-1	FRLP-1	PNT-1	APC-4					
1002	STORAGE	RF-2		RES-1	PNT-1		APC-4					
1002A	ELEVATOR CONTROL ROOM	Sealed Conc		RES-1	PNT-1		EXPOSED/PNT-7					
1003	ELECTRICAL DISTRIBUTION ROOM	Sealed Conc		RES-1	PNT-1		EXPOSED/PNT-7					
1004	CORRIDOR	RF-2		RES-1	PNT-1		EXPOSED/PNT-7					
1005	UPS ROOM	SDT-1		RES-1	PNT-1		EXPOSED/PNT-7					
1006	EMERGENCY ELECTRICAL DISTRIBUTION ROOM	Sealed Conc		RES-1	PNT-1		EXPOSED/PNT-7					
1007	GENERATOR ROOM	SFC-4		SFC-4	PNT-1		EXPOSED/PNT-7					
1008	CORRIDOR	RF-2		RES-1	PNT-1		EXPOSED/PNT-7					
1009	MECHANICAL PENTHOUSE	SFC-4		SFC-4	PNT-1		EXPOSED/PNT-7					
1010	ELEVATOR LOBBY	Patch to Match		Patch to Match	PNT-1		APC-4					

INT- ROOM FINISH SCHEDULE LEVEL 03												
Number	Name	Floor		Base Finish	Wall		Ceiling		Cabinetry Horizontal	Cabinetry Vertical	Upper Cabinet	Finish Notes (FN)
		Finish	Accent		Finish	Accent	Finish	Accent				
3001	HELIPAD LINK	RF-2		RF-2	RV-2	HPC-1	GWB/HPC-2					

INT-ROOM FINISH SCHEDULE GROUND LEVEL CONT.												
Number	Name	Floor		Base Finish	Wall		Ceiling		Cabinetry Horizontal	Cabinetry Vertical	Upper Cabinet	Finish Notes (FN)
		Finish	Accent		Finish	Accent	Finish	Accent				
G237	TRAUMA	SFC-1	SFC-3	SFC-1	SSP-1		GWB/HPC-2		SS-2	HPL-2	HPL-2	
G238	MEDS/ STOR	SFC-2		SFC-2	RV-1		APC-2					
G239	TRAUMA	SFC-1	SFC-3	SFC-1	SSP-1		GWB/HPC-2		SS-2	HPL-2	HPL-2	
G240	TRAUMA	SFC-1	SFC-3	SFC-1	SSP-1		GWB/HPC-2		SS-2	HPL-2	HPL-2	
G241	MEDS/ STOR	SFC-2		SFC-2	RV-1		HPC-1					
G242	TRAUMA	SFC-1	SFC-3	SFC-1	SSP-1		GWB/HPC-2		SS-2	HPL-2	HPL-2	
G243	EQUIP STORAGE	SFC-2		RES-1	RV-1		HPC-1					
G244	CARE INITIATION STORAGE	RF-2		RES-1	PNT-1		RV-1		APC-4			
G245	CORRIDOR	SFC-3		SFC-3	FRLP-1,2		HPC-1		APC-1		GWB/PNT-7	
G245A	NOUR	SFC-2		SFC-2	RV-1		HPC-1		APC-2			
G246	POC TESTING	SFC-3		SFC-3	HPC-1		RV-1		GWB/HPC-2			
G247	SOILED	SFC-2		SFC-2	HPC-1		WWP-1/RV-1		APC-2			
G248	SCRUB	SFC-3		SFC-3	RV-2				GWB/HPC-2			FN-2
G249	CORRIDOR	SFC-3		SFC-3	FRLP-1		HPC-1		APC-1			
G250	SCRUB	SFC-3		SFC-3	RV-2				GWB/HPC-2			
G251	CORRIDOR	SFC-3		SFC-3	FRLP-1		FRLP-1/FRLP-2, HPC-1		APC-1		GWB/HPC-2	
G252	NURSE STATION	SFC-2		SFC-2/RES-2	HPC-1				APC-1		GWB/PNT-2	SS-2
G253	STAFF TOIL	SFC-2		SFC-2	HPC-1		PT-4		GWB/HPC-2			FN-4
G254	EMS LOUNGE	LVT-1		RES-1	PNT-1		PNT-8		APC-1			
G255	CORRIDOR	RF-1	RF-2,7	RES-1	FRLP-1		FRLP-7		APC-1		GWB/PNT-7	
G255A	HW ALCOVE	RV-7		RES-1	RV-2				GWB/PNT-7			
G256	HSKPG / MECH	SFC-2		SFC-2	HPC-1		WWP-1		APC-2			FN-3
G258	EMS EQUIPMENT	RF-2		RES-1	PNT-1		RV-1		APC-4			
G258A	GLYCOL CLOSET	Sealed Conc		RES-1	PNT-1				Exposed			
G259	CONSULT/ QUIET	LVT-1		RES-1	PNT-1		PNT-8		APC-1			
G260	AMBULANCE VESTIBULE	FM-1		RES-1	HPC-1				GWB/PNT-7			
G261	STRETCHER ALCOVE	FM-1		RES-1	HPC-1				GWB/PNT-7			
G262	CORRIDOR	RF-1		RES-1	HPC-1				GWB/HPC-2			
G263	STRETCHER HOLDING	RF-2		RES-1	FRLP-1				APC-1		GWB/PNT-7	
G264	STAFF TOIL	SFC-2		SFC-2	HPC-1		PT-4		GWB/HPC-2			FN-4
G265	ELEC	Sealed Conc		RES-1	PNT-1				Exposed			
G266	DATA	SDT-1		RES-1	PNT-1				APC-1			
G267	TOILET	SFC-2		SFC-2	HPC-1		PT-4		GWB/HPC-2			FN-4
G268	STAFF REST AREA	LVT-1		RES-1	PNT-1				APC-1			
G268A	GLYCOL CLOSET	Sealed Conc		RES-1	PNT-1				Exposed			
G269	CORRIDOR	RF-7	RF-2	RES-1	FRLP-1		PNT-1		APC-1		GWB/PNT-7	
G270	ELEVATOR LOBBY	RF-7	RF-2	RES-1	FRLP-1		PNT-1		APC-1		GWB/PNT-7	
G271	STRETCHER STORAGE	RF-2		RES-1	PNT-1		RV-1		APC-4			
G271A	ELEVATOR MACHINE ROOM	Sealed Conc		RES-1	PNT-1				EXPOSED			
G272	EBOLA HSKPG STOR	SFC-2		SFC-2	HPC-1		RV-1		APC-2			
G273	ELEVATOR LOBBY	RF-7	RF-2	RES-1	FRLP-1		PNT-1		APC-1		GWB/PNT-7	
G275	CONFERENCE ROOM	LVT-1		RES-1	PNT-1		PNT-8		APC-1		GWB/PNT-7	SS-2
G275A	CLOSET	LVT-1		RES-1	PNT-1				GWB/PNT-7			HPL-2
G276	CORRIDOR	RF-1		RES-1	FRLP-1		PNT-1		APC-1		GWB/PNT-6	HPL-2
G277	CORRIDOR	TER-4	TER-3	RES-1	PT-1.2		PT-3,PNT-1,ST		APC-1		GWB/PNT-7	
G278	CONTROL ROOM	Sealed Conc		RES-1	PNT-1				Exposed			
G279	HSKPG	SFC-2		SFC-2	HPC-1		WWP-1		APC-2			FN-3
G280	TRAUMA ON CALL	LVT-1		RES-1	PNT-1				APC-1			
G281	TOILSHOW	SFC-2		SFC-2	PT-4				GWB/HPC-2			
G282	CORRIDOR	RF-1		RES-1	PNT-1				APC-1		GWB/PNT-7	
G283	VESTIBULE	FM-1		RES-1	FRLP-1		PNT-1		GWB/PNT-7			
G284	STAFF REST AREA	LVT-1		RES-1	PNT-1				APC-1			
G285	CORRIDOR	RF-1	RF-7	RES-1	FRLP-1		PNT-1		APC-1		GWB/PNT-7	
TE1	TRAUMA ELEVATOR	RF-2		PREFAB	PREFAB				PREFAB			
TE2	TRAUMA ELEVATOR	RF-2		PREFAB	PREFAB				PREFAB			



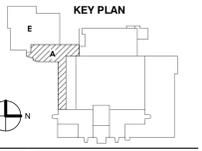
**1 LEVEL GROUND FINISH PLAN - AREA A**  
1/8" = 1'-0"



**2 LEVEL GROUND FINISH PLAN - AREA A**  
1/8" = 1'-0"

**CON# 171047**  
**CONFORMED SET**  
04.23.2018

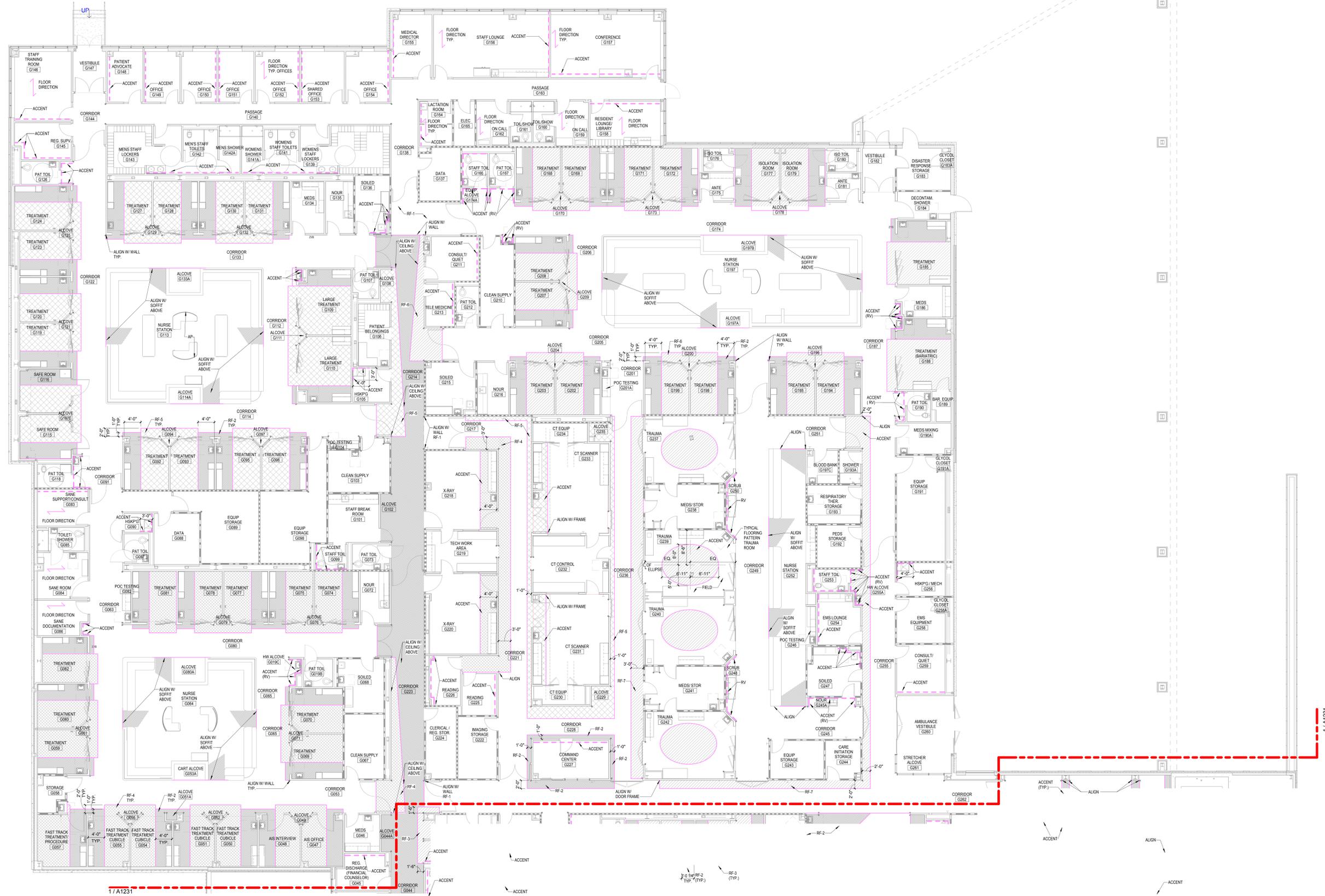
CONSTRUCTION DOCUMENTS 22 JAN 2018  
No. Description Date



Drawing Title:  
**LEVEL GROUND FINISH PLAN - AREA A**

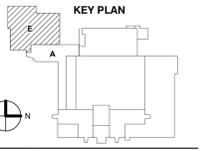
Project No.: 004773.00 Checked by: Checker

**A1231**



1 LEVEL GROUND FINISH PLAN - AREA B  
1/8" = 1'-0"

CONSTRUCTION DOCUMENTS 22 JAN 2018  
No. Description Date



LEVEL GROUND FINISH  
PLAN - AREA B

Project No.: 004773.00 Checked by: Checker

A1232

© Cannon Design 2018  
 All rights reserved. No part of this document may  
 be reproduced or stored in a retrieval system without prior  
 written permission from Cannon Design.  
 4/20/2018 3:47:27 PM

# **AGREEMENT**

**by and between**  
**THE COUNTY OF ERIE**  
**ECMCC/ECC /Buffalo and Erie**  
**County Public Libraries**  
**and**  
**THE AMERICAN FEDERATION**  
**OF STATE, COUNTY AND**  
**MUNICIPAL EMPLOYEES**  
**LOCAL 1095, COUNCIL 66,**  
**AFL-CIO**

**COVERING THE CALENDAR**  
**YEARS**  
**2017-2018-2019-2020-2021**

**STATEMENT OF PURPOSE** .....1

**ARTICLE 1**  
    **RECOGNITION** .....1

**ARTICLE 2**.....2  
    DEFINITIONS

**ARTICLE 3**.....4  
    MANAGEMENT RIGHTS

**ARTICLE 4**.....4  
    UNION SECURITY

**ARTICLE 5**.....6  
    NO STRIKE CLAUSE

**ARTICLE 6**.....7  
    BULLETIN BOARDS

**ARTICLE 7**.....7  
    UNION ACTIVITIES ON EMPLOYER’S  
    TIME AND PREMISES

**ARTICLE 8**.....7  
    TIME OFF FOR UNION BUSINESS

**ARTICLE 9**.....8  
    HOURS OF WORK

**ARTICLE 10**.....10  
    PAID LEAVE OF ABSENCES  
    10.1 Holidays.  
    10.2 Vacations  
    10.3 Sick Leave  
    10.4 Personal Leave  
    10.5 Bereavement Leave  
    10.6 Jury Duty Leave  
    10.7 Military Leave  
    10.8 Emergency Closings  
    10.9 Civil Service Examinations

**ARTICLE 11**.....19  
    LEAVE OF ABSENCE WITHOUT PAY  
    11.1 Application for Leave Without Pay  
    11.2 Maternity Leave  
    11.3 Leave Without Pay Because of Extended Illness  
    11.4 Leave for War Work  
    11.5 Education Leave for Veterans  
    11.6 Leave of Absence for Educational Purposes  
    11.7 Leave of Absence to Serve Another Position  
    in the County Service  
    11.8 Leave of Absence to Accept Employment Outside  
    the Employer’s Service  
    11.9 Leaves for Other Reasons  
    11.10 Political Leave  
    11.11 Adoption Leave

**ARTICLE 12**.....22  
    EMPLOYMENT OPPORTUNITIES

<b>ARTICLE 13</b> .....	<b>22</b>
RETIREMENT PLAN	
<b>ARTICLE 14</b> .....	<b>23</b>
HEALTH INSURANCE	
<b>ARTICLE 15</b> .....	<b>25</b>
WAGES	
15.1	New Appointments.
15.2	Promotions
15.3	Demotions
15.4	Reinstatement
15.5	Reallocation
15.6	Reclassifications
15.7	Increments and Increment Periods
15.8	Temporary Assignments
15.9	Leaves of Absence
15.10	Exclusions
15.11	Pay Period
15.12	Shift Differential Pay
15.13	Wage Schedule
15.14	Longevity Pay
<b>ARTICLE 16</b> .....	<b>30</b>
OVERTIME WORK	
COMPENSATORY TIME	
<b>ARTICLE 17</b> .....	<b>33</b>
JOB POSTING	
<b>ARTICLE 18</b> .....	<b>34</b>
PROMOTIONS	
<b>ARTICLE 19</b> .....	<b>35</b>
LAYOFF AND RECALL	
<b>ARTICLE 20</b> .....	<b>37</b>
CHANGE IN JOB AND WORK LOCATION	
<b>ARTICLE 21</b> .....	<b>38</b>
SHIFT PREFERENCE	
<b>ARTICLE 22</b> .....	<b>39</b>
GRIEVANCES AND ARBITRATION	
22.1	General
22.2	Definitions
22.3	Rights of the Parties
22.4	Grievance Procedure
22.5	Arbitration
<b>ARTICLE 23</b> .....	<b>43</b>
DISCIPLINE AND DISCHARGE	
<b>ARTICLE 24</b> .....	<b>45</b>
PROBATIONARY PERIOD	

**ARTICLE 25**.....45

    GENERAL PROVISIONS

    25.1 Pledge Against Discrimination and Coercion:

    25.2 Political Activity:

    25.3 Personnel Files:

    25.4 Transportation Allowance and Formula

    25.5 Travel Policies

    25.6 Travel Procedures

    25.7 Disabled Employees

    25.8 Supervisory Employees

    25.9 Subcontracting

    25.10 Labor-Management Committee

    25.11 Work Rules

    25.12 Protection and Security for Employees

    25.13 Regular Part-Time Employees

    25.14 Printing of Contract

    25.15 Temporary Employees

    25.17 Job Assignments

    25.18 Public Health Aides and Nurses Aides

    25.19 Safety and Health

    25.20 Part-Time Employees

**ARTICLE 26**.....50

    SAVINGS CLAUSE

**ARTICLE 27**.....51

    STATUTORY PROVISION

**ARTICLE 28**.....51

    EFFECTIVE DATE AND TERMINATION

**PAY SCALES FOR COUNTY** .....57-60

**PAY SCALES FOR PARKS/HIGHWAYS** .....61-64

**AFSCME LOCAL 1095**  
**35 TYROL CHEEKTOWAGA NY 14227**  
**716-608-1095**

*Richard Canazzi - President*  
*Paul Mason - Vice President*  
*Norman Moorhouse - Grievance Chairman*  
*Sean Lauck Secretary - Treasurer*  
*Karl Anderson - Sgt.at Arms*  
*Daniel Dugan- Recording Security*

## **STATEMENT OF PURPOSE**

THIS AGREEMENT entered into by the County of Erie, New York, Erie County Medical Center Corporation, Erie Community College and the Buffalo & Erie County Public Library hereinafter collectively referred to as the Employer, and Local 1095 and Council 66, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as Union, has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment. NOW, THEREFORE, it is mutually AGREED, as follows:

### **ARTICLE 1 RECOGNITION**

**1.1** The Employer recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for the term of this Agreement of all individuals who are members of the bargaining unit as defined in this Agreement.

**1.2** The Employer agrees to meet quarterly with the President and two (2) members of the unit and at special meetings when deemed necessary, to review any new job titles, any changed titles and/or job specifications for the purpose of allocating these new or revised jobs which may have been created in the preceding three (3) months to the appropriate bargaining unit. In the event the parties fail to reach a mutual agreement upon the allocations of such titles, then the disputed titles and/or specifications will be submitted to the appropriate official of the Public Employment Relations Board (PERB) for his advice and guidance within fifteen (15) days of the meeting, whose decisions will be final and binding on the parties.

**1.3** The Employer shall notify the Union by registered mail to the Union's local office prior to the implementation of a change in the description of an existing bargaining unit position. The Union may request, in writing by registered mail to the Division of Labor Relations, a meeting with the County concerning such job description of an existing within seven (7) working days of the receipt of such notification. Such meeting shall be held as soon as practicable after such request is received by the County. The Employer shall not implement such job description until such meeting, if requested, has been held. A copy of the finalized job description shall be sent to the Union. It is agreed and understood that the implementation, composition and content of finalized job descriptions or any change thereto are within the sole and exclusive discretion of the Employer.

## ARTICLE 2 DEFINITIONS

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

- (a) **“Employer”** means County of Erie, Erie County Medical Center Corporation, Erie Community College and the Buffalo & Erie County Public Library collectively.
- (b) **“County”** means County of Erie.
- (c) **“Union”** or **“AFSCME”** Means Local 1095 and Council 66, American Federation of State, County and Municipal Employees, AFL-CIO.
- (d) **“Employee or Employees”** means only those individuals who hold a full-time permanent position, who hold regular part-time positions (20 working hours or more per week) or who hold part-time positions (less than 20 hours per week) covered by the bargaining unit herein.
- (e) **“Bargaining Unit”** means the certified bargaining unit commonly known as the “Blue Collar Unit” which is composed of only those employees as defined above and individuals who hold certain regular part-time positions (less than 20 hours per week) and temporary employees (as defined in this Agreement) all of whose titles appear in Appendix A attached hereto.
- (f) **“Position”** means one of the positions included under one class title in the Plan of Class Titles and Salary Ranges.
- (g) **“Class”** means a group of similar positions included under the same title in the Plan of Class Titles and Salary Ranges.
- (h) **“Salary Range”** means the range of compensation from base to Step 7, as appearing in the Plan of Class Titles and Salary Ranges.
- (i) **“Job Group”** Means a group of classes of positions allocated to the same salary range in the Plan of Class Titles and Salary Ranges.
- (j) **“Increment”** means the annual increment as provided in the table of increments for Job Groups in the Plan of Class Titles and Salary Ranges.
- (k) **“Increment Step”** means the point in the increment scale reached through successive periods of actual service, as designated in Steps 1,2,3,4,5,6 and 7 in the Plan of Class Titles and Salary Ranges.
- (l) **“Open Competitive List”** means an eligible list resulting from an open competitive civil service examination.

- (m) **“Promotional List”** means an eligible list resulting from a promotional civil service examination.
- (n) **“Appointing Authority”** means the person or body ultimately responsible for employee selection and appointment within the department (usually the department head), subject to Civil Service Law and any rules promulgated thereunder.
- (o) **“Actual Service”** means total time spent actually working in a position including any time off and/or leaves with pay.
- (p) **“Service”** means “Actual Service” as defined above.
- (q) **“Continuous Service”** means an uninterrupted period of actual service which includes any authorized leave of absence without pay computed from the date an employee assumes a position with the Employer. However, a period of actual service in a regular part-time position (20 hours or more per week) or a non-regular part-time position (less than 20 hours per week) shall be credited as 50% of such period for purpose of computing continuous service. If an employee is rehired within one (1) year or is recalled within two years of layoff, the interruption in continuous service shall be removed. The period of interruption, however, shall not be included in computing the total period of continuous service. Except as so provided, an interruption shall result in permanent loss of all continuous service.
- (r) **“Seniority”**- except as defined and determined by Civil Service Law for purposes of the provisions therein, seniority means the length of an employee’s continuous service as defined above with the Employer, regardless of bargaining unit. Once per year the Employer shall post on all bulletin boards a seniority list showing the continuous service of each employee. A copy of the seniority list shall be furnished to the Local Union when it is posted. The seniority list will show the names, job titles and the date of hire of all employees in the unit entitled to seniority.
- (s) **“Permanent Vacancy”** means an unencumbered budgeted position covered by the bargaining unit which may or may not be filled within the sole discretion of the Employer.
- (t) **“Department”** means a unit of County Government specifically designated as a department under the Erie County Charter and Erie County Administrative Code as amended from time to time, and additionally, departments and units as organized at and by Erie County Medical Center Corporation and Erie Community College.
- (u) **“Department Head”** means the person designated pursuant to Charter, Local Law, Administrative Rule or resolution of the County Legislature as the head of a Department or his/her designee(s) in his respective department, institutions, divisions, bureaus, and/or other administrative units for the purpose of handling grievances, and additionally departments and units as organized at and by Erie County Medical Center Corporation.

(v) **“Work Day”** means the normal number of regular, consecutive hours an employee is scheduled for work within the confines of the provisions of this Agreement.

(w) **“Erie County Medical Center Corporation”**- pursuant to Public Authorities Law, Article 10-c §3629, Erie County employees, employed at Erie County Medical Center became employees of Erie County Medical Center Corporation. As expressly referenced in the PAL, employees of ECMCC are, likewise, deemed to be employees of Erie County and ECMCC shall be bound by collective bargaining agreements and success or agreements between Erie County and respective representing unions, as determined by prior unit placement.

(x) **“Competitive Class Departmental Seniority”**- the date in which an employee in a competitive class position passes their probationary period and becomes permanent in their title in their current department.

### **ARTICLE 3 MANAGEMENT RIGHTS**

**3.1** Except as expressly limited by other provisions of this Agreement, all of the authority, rights and responsibilities possessed by the Employer are retained by it, including, but not limited to, the right to determine the mission, purposes, objectives and policies of the Employer; to determine facilities, methods, means and number of personnel for the conduct of the Employer’s programs,; to administer the merit system, including the examination, selection, recruitment, hiring, appraisal, training, retention, promotion, assignment or transfer of employees pursuant to law; to direct, deploy and utilize the work force; to establish specifications for each class of positions, and to classify or re-classify, and to allocate or reallocate new or existing positions in accordance with law; and to discipline or discharge employees in accordance with law and the provisions of this Agreement.

### **ARTICLE 4 UNION SECURITY**

**4.1** Checkoff of Union Dues and other Deductions: The Employer shall deduct from the wages of employees of the bargaining unit and remit each month to Local 1095, American Federation of State, County and Municipal Employees, AFL-CIO, New York Council 66, membership dues for those employees authorizing such deductions.

**4.2** The Employer agrees to deduct Union membership dues in accordance with the amount certified by the Union to the Employer and to maintain such dues deductions in accordance with the terms and conditions of the form of Authorization for Payroll Deduction of Union Dues provided by the Union from the pay of all employees who have executed such authorization for payroll deduction of Union dues, and any additional deductions for any health insurance and/or dental plan program made available through the Union.

**4.3** Payroll deduction of Union dues under the properly executed Authorization for Payroll Deduction of Union Dues forms shall be effective at the time the form is signed by the employee and shall be deducted by the next full pay period and each pay period thereafter from the pay of the employee.

**4.4** The aggregate total of all such deductions shall be remitted each month to the designated financial officer of the Union together with a list from whom dues have been deducted on or before the fifteenth (15) day of the following month when such deductions were made.

**4.5** Any changes in the amount of Union Dues to be deducted must be certified by the Union in writing and be forwarded to the Employer.

**4.6** Agency Shop: The Employer agrees that any present or future member of the bargaining unit who is not a Union member and who does not make application for membership shall deduct from their paychecks a service fee in an amount equal to the regular amount of dues of this Union for the duration of the Agreement. The deduction shall be transmitted at the same time and to the same offices as set forth in 4.4 above. The Union agrees to hold the Employer safe and harmless because of said deduction.

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

**4.8** The Employer agrees there will be no promotion or financing by any labor organization including this bargaining unit. The Employer agrees to submit to the Union every month a list of new employees hired, their division, their home addresses and the status of their employment.

**4.9** Pledge Against Coercion. The Employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union.

**4.10** Access to Employees. Union stewards, officers, international and council representatives shall, on an exclusive basis, have access to employees during working hours to explain Union membership services and programs under mutually developed arrangements with Department or Agency Heads. Any such arrangements shall insure that such access shall not interfere with work duties or work performance and shall be limited to no more than fifteen (15) minutes per employee per month.

**4.11 Dues Deduction for Political Action.** The Employer agrees to deduct from wages of any bargaining unit employee of the Union who submits to the payroll department a voluntary, signed political and legislative payroll deduction authorization card, payroll deductions for the American Federation of State, County and Municipal Employees Political and Legislative Fund. Such voluntary payroll deduction authorization card must be executed by the employee and may be revoked at any time by giving written notice to both the Employer and the Union. Payroll deductions will commence no later than the next pay period after the cards are received by the payroll department. The voluntary, signed payroll deduction authorization card for the Political and Legislative Fund shall specify a whole dollar amount to be deducted from the employee's pay period, twenty-six (26) times in each calendar year. Monies voluntarily deducted pursuant to the provisions of this Section shall be remitted to the Union once a month, thirty (30) days after the last deduction is made each month, together with a list showing the name of each employee from whose pay such deductions have been authorized and the amount to be deducted during the period covered by the remittance. Adjustments to reflect actual deductions will be made twice a year. The Union agrees to hold the Employer harmless and to defend said Employer, including all costs of such defense, against any claims whatsoever arising out of the deductions made pursuant to this section.

## **ARTICLE 5 NO STRIKE CLAUSE**

**5.1** The Union recognizes the status of the members of its bargaining unit as "public employees" and the provisions of law applicable thereto which prohibit strikes, the willful absence from one's position, a stoppage of work or the abstinence, in whole or in part, from the full, faithful proper performance of the duties of employment, for the purpose of inducing, influencing or coercing a change in conditions or compensation, or the rights, privileges and obligations of employment.

**5.2** The Union further recognizes that any public employee who engages in said acts is subject to the penalties provided under New York State Law.

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

**5.4** No lockout of employees shall be instituted by the Employer during the term of this Agreement.

## **ARTICLE 6 BULLETIN BOARDS**

**6.1** The Employer shall provide exclusive locked bulletin boards in an accessible place in each area occupied by a substantial number of employees for the purpose of posting bulletins, notices and material issued by the Union, which shall be signed by the designated official of the Union or its appropriate chapter. Keys for such boards shall be given to the person designated in writing by the Union.

**6.2** Campaign material for election to Union Offices shall be permitted under this section.

## **ARTICLE 7 UNION ACTIVITIES ON EMPLOYER'S TIME AND PREMISES**

**7.1** The Employer agrees that during working hours, after obtaining permission from supervisors, which permission should not be unreasonably withheld and for reasonable periods of time on Employer's premises and without loss of pay a Union representative or alternate in each department or institution, whose names shall be submitted to the department or institution head or his authorized representative in writing by the Union shall be allowed to engage in the following activities when necessary:

- (1)** Post Union notices
- (2)** Distribute Union literature
- (3)** Transmit communication authorized by the local Union or its officers to the Employer or his representatives
- (4)** Consult with the Employer, his representatives, local Union officers, or other Union representatives concerning the enforcement of any provisions of this Agreement

**7.2** The Employer will give release time with pay to ten (10) members of the Local Union contract negotiating team to participate in contract negotiations. Release time will be paid for hours spent while the parties are engaged in collective bargaining sections with the employer.

## **ARTICLE 8 TIME OFF FOR UNION BUSINESS**

**8.1** The Employer agrees to grant time off without charge to accumulated leave credits, with pay, for Union delegates to functions of International Union, Council or other bodies with which the Union is affiliated, but not exceed an aggregate of working days per contract year as follows: effective January 1, 2018, an aggregate of sixty (60) working days

**8.2** An employee elected to office of the President or Grievance Chairman of the local Union shall be allowed reasonable periods of time off without loss of time or pay for the period of his/her term of office to engage in Union business. The Local President and Grievance Chairman shall record their union business on a form provided and submitted to their employer by the end of each pay period. It is understood that only time actually engaged in Union business directly related to the bargaining and enforcement of the collective bargaining agreement with the employer will be paid.

**8.3** The duly elected secretary treasurer of the local Union shall be granted up to eight (8) hours paid release time during each pay period.

## **ARTICLE 9 HOURS OF WORK**

**9.1** The normal working hours for full-time employees shall be eight (8) hours per day, forty (40) hours per week. The establishment of working hours shall be within the discretion of the head of the department, provided that work week hours shall not exceed forty (40) hours for any employee.

**(a)** In the event the Employer deems necessary any change in the work week or shift assignment, the Employer shall first make offer to the employee in the work unit/division of the shift change in the order with the greatest department seniority until it reaches a volunteer. However, if no employee elects to accept the shift change offer, then the employee in the work unit/division of the shift change with the least departmental seniority will be reassigned to that shift. The affected employee(s) will be notified in writing with a copy forwarded to the Office of the Local Union seven (7) calendar days in advance of the proposed change except in emergency situations. ECMCC shall use title within unit.

**(b)** The Employer shall give employees preferential selection by seniority in available work week schedules where and when it in its sole and exclusive discretion it deems practicable.

**9.2** Employees engaged in continuous operations are defined as being any employee or group of employees engaged in an operation for which there is regularly scheduled employment for twenty-four (24) hours per day for seven (7) days per week.

**9.3** All employees work schedules shall provide for a fifteen (15) minute rest period during each one half shift. Employees may be permitted to leave the work site during rest periods and such permission shall not unreasonably withheld.

**9.4** Except in an emergency, employees required to work at least four (4) hours beyond their regular quitting time into the next shift shall receive a fifteen (15) minute rest period before they start to work on the next shift. In addition, they shall be granted the regular rest period that occurs during the overtime shift of more than four (4) hours.

**9.5** Employees of Erie County and ECC shall be granted a ten (10) minute personal clean-up period prior to the end of each shift worked. This benefit shall not apply to employees of the Erie County Medical Center Corporation.

**9.6** The work week shall consist of five (5) consecutive eight (8) hour days, Monday through Friday, inclusive, except in continuous operations. If an ECMCC employee at Terrace View Long Term Care is absent for all or part of the employee's scheduled weekend, ECMCC may schedule the employee to make up such weekend shifts at either the employee's next unscheduled weekend shift or in the case of overstaffing for that weekend the weekend thereafter, by providing two (2) weeks' notice to the employee.

**9.7** Work schedules showing an employee's shifts, workdays and hours shall be posted on department bulletin boards at the employee's regular work locations at all times.

**9.8** Any employee who is regularly scheduled to report for work and who presents himself for work as scheduled shall be assigned work.

**9.9** If work is not available, and the employee is excused from duty, he shall be paid at his regular rate for four (4) hours work.

**9.10** Any employee who is called in and reports for emergency duty, in addition to or outside his regularly scheduled shift shall be paid a minimum of three (3) hours.

**(a)** Except as provided in sub-section (C), *infra*, the lunch period provided for employees in the bargaining unit will remain the same except for employees hired after ratification of the 2006-2015 (RATIFIED ON 10/23/2009) collective bargaining agreement who shall receive a one-half hour paid lunch period. Following ratification of the CBA, employees who, in their prior anniversary year, were eligible for a one (1) hour lunch period, but were required to remain on duty during such lunch period or received a one-half hour lunch period for a cumulative period of not less than nine (9) months, shall be paid the sum of \$350 (\$175 for Regular Part-time employees) within thirty (30) calendar days following the employee's anniversary date.

**(b)** Employees, not including ECMCC employees, hired after ratification of the 2006-2015 (RATIFIED ON 10/23/2009) Agreement shall receive a one-half hour paid lunch period, or where appropriate, the cash sum provided in sub-section (a) hereof.

**(c)** Effective January 1, 1996. ECMCC, all new hires at ECMCC after 12/31/1995 shall have one-half hour paid lunch, with no additional compensation. In keeping with the established practice, this term applies only to those employees who change their status to full time, provisional appointees who actually receive their permanent appointment after said date and other temporary employees who might become permanent after January 1, 1996. Also, these terms do not apply to an employee who might come into a blue collar position from another bargaining unit.

**ARTICLE 10**  
**PAID LEAVE OF ABSENCES**

**10.1 Holidays.** The following holidays shall be observed by all employees in this bargaining unit as paid holidays:

- (1)** New Year's Day
- (2)** Martin Luther King, Jr. Day
- (3)** Presidents' Day
- (4)** Good Friday
- (5)** Memorial Day
- (6)** Independence Day
- (7)** Labor Day
- (8)** Veteran's Day
- (9)** Thanksgiving Day
- (10)** Christmas Day

**(a)** If any of the aforementioned holidays fall on a Saturday, the Employer will observe the holiday on the prior Friday. If a holiday falls on a Sunday, the following Monday will be observed as the holiday.

**(b)** An employee who is required to work on a day celebrated as a holiday shall in addition to holiday pay, be paid at their straight time hourly rate plus one-half their hourly rate for the first eight (8) hours worked on such holiday. Effective January, 1, 1989, employee shall be paid at two (2) times their hourly rate for all hours worked on such holiday in excess of eight (8) hours.

**(c)** Every effort will be made to distribute the taking of holidays on an equitable basis.

**(d)** If a holiday falls during an employee's scheduled vacation, the vacation period will be extended one (1) day. If a holiday falls on an employee's scheduled day off, one (1) day's additional pay shall be given for said holiday.

**(e)** An employee who is on paid sick leave the day before or after a holiday will be paid for the holiday. Employees who are absent due to sickness on both the scheduled workday before and the scheduled workday after the holiday, will not receive holiday pay, but if they so request, will be granted a paid sick day if such accumulated sick leave is available.

**(f)** For the purpose of computing overtime, all holiday hours (worked or unworked) for which an employee is compensated shall be regarded as hours worked.

**(g)** An Employee shall be eligible for holiday pay provided he/she would have been scheduled to work on such day if it had not been observed as a holiday unless the employee is on a day off, vacation or sick and further provided he worked his last scheduled work day prior to the holiday unless he/she is excused by the Employer.

(h) Notwithstanding, the conditions set forth in section 10.1(a) of Article 10, employees who are scheduled for and actually work a continuous schedule of 24 hours per day for 7 days per week, shall celebrate all holidays only on the calendar date on which the holiday traditionally falls.

**10.2 Vacations**

(a) Every effort will be made to grant employees vacation at their requested time, subject to their department’s responsibility to maintain work coverage and efficient operations for service to the public.

(b) Vacation credits will accrue and be available for use on a pay period basis for regular full time employees provided they are on a compensable pay status for five (5) or more working days each pay period. Vacation credits will be granted by pay period in accordance with the following schedule:

<b>Service</b>	<b>Hours/Pay Period</b>	<b>Days/Year</b>
Commencement of employment through completion of two (2) years of service	3.08 hours	10 days
Second (2 <sup>nd</sup> ) year anniversary date through completion of nine (9) years of service	4.62 hours	15 days
Ninth (9 <sup>th</sup> ) year anniversary date through completion of sixteen (16) years of service	6.16 hours	20 days
Sixteenth(16 <sup>th</sup> ) year anniversary date through completion of twenty-five (25) years of service	7.70 hours	25 days
Twenty-fifth (25 <sup>th</sup> ) year anniversary date through successive years of service.	9.23 hours	30 days

(c) Department heads will establish vacation periods, schedules and vacation units based on their work requirements. The scheduling of vacations shall be based on the seniority of the employee, subject to paragraph (a) above. Employees may, with the prior approval of the department head, utilize vacation allowances as may be convenient to departmental operations but not less than in units of one (1) hour. The scheduling of vacation time in a Competitive Class Position will be based on Competitive Class Department seniority as defined in Article 2 section (X).

(d) With approval of the department head or immediate supervisor, an employee may take vacation days as they are accumulated in accordance with this Section.

(1) Vacation credits may be accumulated up to twenty (20) vacation days in the employee's vacation bank on the employee's employment anniversary date.

(2) If, however, the employee is unable to use his/her vacation time due to the Employer or departmental policy restrictions regarding the use of vacation time, the employee will be granted an additional thirty (30) calendar days to use such vacation time which exceeds the accumulation limit of twenty (20) vacation days.

(e) Vacation pay shall be the regular straight time rate of pay in effect for the employee at the time he takes vacation.

(f) If a holiday occurs during an employee's vacation, the holiday will be credited and vacation credits not charged. An employee on paid leave, jury duty, paid military duty, paid vacation time or full pay status will be considered as time worked in determining vacation credits.

(g) If an employee is promoted or transferred to another County, ECC, ECMCC department, vacation credits will be transferred.

(h) Employees who resign, are discharged for cause, or are laid-off shall be compensated for unused, accumulated vacation credits. Deceased employees shall have their estate compensated for unused, accumulated vacation credits at the time of the employee's death.

(i) The period of leave without pay between resignation and reinstatement shall not be counted in determining an employee's vacation credit allotment.

(j) Commencing January 1, 2018 Employees shall be permitted to sell back forty (40) hours or sixty (60) hours of accrued and unused vacation leave at the employee's rate of pay. Employees must have been on the Employer's payroll for the entirety of the year of sale and must have a minimum of eighty (80) hours accrued and unused vacation leave at the time of sale. Employees must notify their supervisor by September 1st of each year they wish to sell vacation hours. Payment shall be made by Payroll Period number 24 of the same year.

### 10.3 Sick Leave

(a) **Sick Leave Allowance:** All permanent employees in the bargaining unit shall earn sick leave credits immediately upon entering the service of the employer at the rate of four (4) hours per pay period. An employee may accumulate sick leave up to a maximum of 1800 hours/225 days for purposes of calculating sick leave credits and charges, one work day equals eight (8) hours.

**(b) Reasons for Granting Sick Leave.** Sick leave with pay shall be granted by the Employer to an employee, when incapacitated or unable to perform the duties of his/her position by reason of:

- (1) Sickness or injury
- (2) Serious illness in the employee's immediate family, requiring care and attendance of employee. Immediate family shall include parent, spouse, brother, sister, children or grandparents; or other blood relative who is an actual member of the employee's household. Certificate or affidavit, issued by the attending physician certified to the necessity for the attendance of the employee shall be filed with the Department Head or his designee and sick leave for this purpose shall be granted only with his approval.
- (3) Quarantine regulations
- (4) Medical or Dental Visits
- (5) Maternity

**(c) Sick Leave Credits and Charges**

(1) A credit for sick leave under this provision shall be allowed at the rate of four (4) hours for each pay period during which the employee shall have been on full pay status for at least fifty percent (50%) of the working days of that pay period. This is equal to thirteen (13) days per year, and has been converted to a pay period basis to facilitate accounting and payroll procedures while at the same time enabling employees to be advised of their sick leave balances on a continuing regular basis.

(2) Charges against sick leave credits due to employee usage shall be comparable to past procedures; i.e., where a full day was charged in the past; this will now be an eight (8) hour charge against the employee's sick leave balance, where a half day was charged in the past, four (4) hours will be charged against the employee's sick leave balance. It is agreed and understood, except where otherwise specifically provided in this article, charges against sick leave may not be made in units of less than one (1) hour. Request for use of sick leave shall be submitted on the prescribed Employer form. If after reporting to work an employee goes home sick, he/she will be allowed to use sick leave in one (1) hour increments.

**(d) Extended Sick Leave**

(1) An employee who has completed the years of continuous service indicated below may receive such additional sick leave with pay as may be recommended by the employee's department head, and approved by the Commissioner of Personnel, but no such additional sick leave shall be approved by the Personnel Commissioner in excess of:

Fifteen (15) continuous years of service

Five (5) months in addition to the sick leave accumulated by such employee.

(2) No credits for sick leave, personal leave or vacation shall be earned during periods of extended sick leave with pay, granted in accordance with this section.

(3) Employees shall be eligible for the additional periods of sick leave granted in accordance with this provision until the levels of extended sick leave to which they are entitled have been exhausted.

(4) No extended sick leave with pay will be granted until all other accumulated leave time has been used.

(5) No extended sick leave shall be granted to any employee unless and until said employee provides the County with a written prognosis from his/her Doctor stating that the employee will be able to return to work after the period of the leave. Furthermore, the County has the right to check further into any such leave request.

**(e) Reporting Time**

(1) In institutions and in positions requiring replacement in case of absence shall be at least two (2) hours before the start of the employee's assigned hours of work.

(2) In all other situations, the time for reporting absence shall be at least twenty (20) minutes before the start of the employee's assigned hours of work.

(3) The employee shall report such absence to his supervisor designated by his department head for such purposes.

(4) In case of failure to report within the required time limits, the absence may be deductible from sick leave and shall not be considered as time off without pay in the discretion of the employee's department head or designee.

(5) Daily call-in is required each and every day except as outlined in "The Clarification of Policy and Procedure for the Reporting of Absence Under the Sick Leave Provisions" issued by the Department of Personnel as amended by the Commissioner from time to time.

(6) A certificate or affidavit, showing incapacity and inability of the employee to perform his/her duties issued by the attending physician, shall be filed with the Department Head or designee in case of absence of more than four (4) consecutive work days. The Department Head or designee may check further on any illness regardless of certificate or affidavit.

(7) If an employee fails to submit proof of illness to the Commissioner when required to do so, the absence shall not be deductible from sick leave and shall be considered as time off without pay.

(8) If an employee is on sick leave and the appropriate form is not received by the Department of Personnel through no fault of the employee, such employee shall be paid as if such form had been received.

**(f) Abuse of Sick Leave Benefits**

Abuse of sick leave privileges shall be grounds for disciplinary action. In addition, where an employee's absences are such that the Employer has reasonable grounds to believe that an abuse of sick leave may exist, such employee will be notified of such suspected abuse and thereafter may be required, for up to a year following the day of each notice, to submit a satisfactory doctor's Certificate or affidavit indicating the specific nature of the disability and its duration to the Department Head or designee before such absence may be charged against the employee's accumulated sick leave balance. The Union will work cooperatively with the Employer to reduce and prevent abuses of sick leave.

**(g) Reinstatement of Sick Leave**

When an employee is reinstated into the same position or re-employed in the Employer Bargaining Unit within one (1) year following resignation or two (2) years of layoff, sick leave credits accumulated at time of resignation or layoff shall be restored.

**(h) Medical or Dental Visits**

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

(2) An employee will also be able to utilize sick leave units of not less than one (1) hour if it is necessary for said employee to accompany a member of his/her immediate family to a medical or dental visit. All procedures set forth in subdivision one above will apply to these instances also.

(3) Utilization of sick leave pursuant to this section shall not exceed a total of fourteen (14) medical or dental visits in a calendar year.

**(i) Criminal Assault**

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

he/she shall have all accrued sick leave credits necessarily used, during such absence restored upon his/her return to duty.

**(j) Worker's Compensation**

(1) Restoration of sick leave used in lieu of Worker's Compensation Benefits. After an employee injured on his/her job has been awarded benefits by the New York State Compensation Board and if the injured employee had used "sick leave previously accumulated", a partial restoration of such unused sick leave shall be computed as follows:

(2) Amount of W.C. Weekly Indemnity repaid to the Department – Actual Gross Salary for same period of time x the number of days' sick leave used = number of days to be restored via notification from Comptroller.

(3) In certain cases where specific injuries or special awards as made on other than the normal two-thirds of weekly wages (subject to maximum benefit prescribed by law) the same formula shall be applied after the formal award of such benefits he/she been presented to the Employer. The Worker's Compensation Law requires an employee to be off at least ten (10) working days after the date of injury to be eligible for full benefits thereunder.

(4) Any employee absents from work due to a compensable injury certified by the New York State Worker's Compensation Board shall be granted extended sick leave under Section 10.3 if the employee meets the continuous service requirements. Upon exhausting all leave credits under Section 10.3, the Employer will extend health insurance benefits for a maximum of twelve (12) months, provided the employee continues to be certified as disabled by the NYS Workers' Compensation Board.

(5) Employees will accumulate seniority and benefits, except personal leave days while off on certified workers' compensation. Employees may use any or all accumulated sick days at the employee's option.

(6) In situations where an individual in this bargaining unit is on paid sick leave and is later determined to be eligible for unemployment insurance, this collective bargaining agreement shall not be construed as providing with simultaneous continuation of paid sick leave benefits.

**(k)** Upon retirement, the employee shall continue the same health insurance option in effect on the date of retirement and shall have the health insurance benefits provided in Article 14.

**(l)** Effective January 1, 1993, employees who retire with ten (10) years or more of Employer service shall be eligible for the following:

(1) Sick leave payout. Employees who retire with ten (10) years or more of County/ECMCC/ECC service shall be eligible for a sick leave payout for sick leave hours accumulated. If 1800 or greater hours accumulated, Five Thousand Dollars (\$5,000). If 1200-1799 hours accumulated, three thousand dollars (\$3,000). If 800-1199 hours accumulated, two thousand dollars (\$2,000). Payment may be via separate check.

(2) Sick Leave Incentive. Employees will become eligible for the initial sick leave bonus of Three hundred dollars (\$300) the first pay after the maximum of eighteen hundred (1800) hours is reached.

(3) Additionally, employees shall be eligible for a two hundred dollars (\$200) annual payment(s) for calendar years where they maintain the maximum sick leave accumulation and use forty (40) or fewer hours of sick leave.

**(m)** Employees who have submitted their notice of intent to resign or retire shall be ineligible to use sick leave unless or until such request is accompanied by a written doctor excusal from work. Employees who fail to provide such written excuse shall be docked for all time absent during such period.

#### **10.4 Personal Leave**

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

**(b)** Personal leave is not cumulative from year to year. Unused personal leave credit shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond the maximum permitted by this Agreement.

**(c)** In order for the department head and/or the immediate supervisor to arrange for adequate work coverage, applications for personal leave must be filled by an employee on a prescribed form with the head of the department or immediate supervisor at least five (5) working days in advance when the requested time is for four (4) and three (3) working days in advance when the request is for three (3) days or less. Personal leave days requested for immediately before or immediately after a holiday may be denied due to staffing or operational needs. There shall be no restrictions on when this leave is to be taken unless stated in this Article. In cases of emergency, the five (5) or three (3) days of advance notice may be waived by the department head. All requests must receive approval of the employee's immediate supervisor or department head and shall not be granted in less than one (1) hour increments.

(d) In cases of reinstatement or transfers, unused personal leave credits shall be restored or transferred.

### **10.5 Bereavement Leave**

An employee who has a death in the immediate family (parent, spouse, brother, sister, children, grandparent, grandchildren, parent-in-law, son-in-law, brother-in-law, sister-in-law, daughter-in-law, stepchildren or other relative who is an actual member of the employee's household) upon submission of sufficient proof to the employer, shall be given time off without loss of pay up to a maximum of five (5) consecutive calendar days from and including the date of death. However, if the death occurs after the employee reports to work, that day will not be counted as one of the five (5) consecutive calendar days and upon giving appropriate notice, such employee will be allowed to leave for the remainder of the shift without loss of pay. An employee who has a death of a stepparent or a foster child shall be allowed one (1) day off with pay to attend the funeral.

### **10.6 Jury Duty Leave**

On proof of the necessity of Jury Service or attending court for other than personal matters, leave of absence with pay shall be granted to all employees.

### **10.7 Military Leave**

Any employee who is required to render ordered military or naval duty, or to attend a training program or perform other duties under United States or New York State supervision, shall be granted military leave of absence with no loss of time or pay not to exceed thirty (30) days pursuant to the Military Law.

### **10.8 Emergency Closings**

In the event the County Executive declares the closing of certain County facilities and/or operations and/or services due to any flood, fire, power failure, and uncontrollable weather conditions or to his/her cause beyond the County's control, the resulting time off from work shall be treated as follows:

- (a) If such declaration is before 8:00 a.m., the County shall endeavor to use radio and T.V. stations in the Buffalo area to announce such declaration.
- (b) Any employee who is prevented from coming to work because of an emergency closing of the facility or building in which he/she works, will not be required to charge such absence to any accumulated leave balance.
- (c) If such declaration is made after the employee's first three and one-half (3.5) hours of actual work, the employee shall suffer no loss in pay nor be required to charge any time off from work as a result of such closing.

(d) In the event the above conditions prevent any employee from reporting to work on time, such tardiness may be excused by the head of the department and employees may be dismissed prior to their regular quitting time. In the event of the inability of employees to report for duty because of storms or other uncontrollable conditions, the department head shall grant employees time off with pay, such pay to be charged at the employee's option from any accumulated leave time.

(e) Should the County Executive and the department head approve any of the actions in this sections in one (1) or more than one facility, operation, service or department, such approval or approvals will be based on the individual conditions and will be independent of any other facility, operation, service or department in the County.

### **10.9 Civil Service Examinations**

Employees shall be allowed time off with pay to take open competitive and promotional examinations by the Civil Service Commission, for positions within the Employer's service.

## **ARTICLE 11 LEAVE OF ABSENCE WITHOUT PAY**

### **11.1 Application for Leave Without Pay**

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

(b) A leave of absence without pay may be approved by a department head providing such leave does not exceed fourteen (14) days.

### **11.2 Maternity Leave**

(a) Employees who are unable to perform the duties of their positions because of pregnancy may use sick leave for the period of disability certified by their personal physician. In the event that sick leave is exhausted prior to the employee's ability to return to duty, a Request for Leave of Absence on the regular PO-18 form should be submitted to cover the additional period of disability indicated by period of leave requested and shall be substantiated by a statement completed by the employee's personal physician.

**(b)** Substantiation of Request for Sick Leave or Leave Without Pay for Pregnancy. A certificate is required from the employee's personal physician specifying:

- the date that the employee is no longer able to carry out all normal assigned duties.
- the expected date of confinement, and
- the date the employee may return to duty shall accompany the request whether it be for sick leave (form PO-19) or for leave without pay (form PO-18). In those instances where the duration of certified absence will utilize the employee's sick leave balance, and in addition, a period of leave without both the PO-19 and PO-18 should be completed at the same time, and the above certificate used to substantiate both requests.

**(c)** At the request of the employee, and after receiving the recommendation of the department head, the Commissioner of Personnel or designee may grant extensions of any leave of absence without pay in accordance with this section.

### **11.3 Leave Without Pay Because of Extended Illness**

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

### **11.4 Leave for War Work**

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

### **11.5 Education Leave for Veterans**

Any veteran who is qualified to receive education or training or vocational rehabilitation under the provisions of any Federal or New York State Law, shall be granted leave of absence without pay subject to the approval of the Commissioner of Personnel for the period of such education, or training or vocational rehabilitation, provided that the attendance of veteran is required at times that will preclude employment in his position. Such leave of absence shall not exceed beyond a period of four (4) years, nor beyond the period for which the veteran shall be eligible to continue the education or training or vocational rehabilitation. It shall terminate at any time that the veteran ceases actual attendance at the classes or courses required by the education, training or rehabilitation

program. A veteran who has been on such leave of absence shall be reinstated to his position, provided he/she makes application for such reinstatement within a sixty (60) day period and within one (1) year after termination of such leave of absence in the discretion of the Department Head.

#### **11.6 Leave of Absence for Educational Purposes**

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

#### **11.7 Leave of Absence to Serve Another Position in the County Service**

Leave of absence without pay may be granted by a Department Head to a permanent employee to serve temporarily or provisionally in another position in the classified class.

#### **11.8 Leave of Absence to Accept Employment Outside the Employer's Service**

Leave of absence shall not be granted to an employee to accept employment outside the Employer's service, except an employee elected or selected by the Union to perform Union work which takes the employee away from his employment with the Employer. Such employee, upon the written request by him and the Union, submitted twenty (20) days prior to the commencement of the leave, may be granted a leave not to exceed three (3) months, without pay, by his/her Department Head, work permitting and upon the approval of the Director of Labor Relations. Such leave may be renewed upon a written request from the employee and the Union may be subject to the above approvals. The number of employees on such leave will not exceed three (3) employees at any one time.

#### **11.9 Leaves for Other Reasons**

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

#### **11.10 Political Leave**

Any employee who is elected or appointed to an elective office or who is appointed to a non-elective public office not to exceed four (4) years, shall be granted leave or leaves of absence without pay by the Department Head subject to the approval of the Commissioner of Personnel provided written application is made for such leave specifically outlining the extent of leave requested and the public office elected or appointed to. Leaves of absence to non-elective public office may be only granted for periods of one (1) year, but may be renewed. Employees will not accumulate seniority if elected or appointed to a non-employer position.

**11.11 Adoption Leave**

In case of legal adoption under article seven (7) of the Domestic Relations Law, leave shall be granted where the adoptive child is required to reside with the adoptive parents for at least six (6) months prior to an order for adoption being made. In such cases, leave shall be granted for six (6) months commencing from the date the adoptive child begins actual residence with the adoptive parents. Such leave must be applied for, in writing, including legal notices, no later than ten (10) working days prior to the commencement of leave.

**ARTICLE 12  
EMPLOYMENT OPPORTUNITIES**

Any permanent employee shall be granted a leave of absence without pay to enable such employee to serve temporarily, provisionally for trial periods, or for periods necessary to qualify for permanent appointment of a competitive class, or another position of a higher class that requires such conditions to be met, or where an employee is offered a job on a permanent transfer, so long as said employment is with any agency of the Employer.

**ARTICLE 13  
RETIREMENT PLAN**

Effective January 1971, Erie County adopted the retirement plan commonly known as “The Career Retirement Plan”, which provides the following:

- (a) Crediting unused sick leave to accumulated service on retirement up to a maximum of 165 days;
- (b) Subject to availability, the right to purchase up to three (3) years credit for military service during World War II.
- (c) The right to transfer credits within the system for a period of one (1) year;
- (d) The right to repay contributions while in the service where the previous right has elapsed.
- (e) New guaranteed death benefits of three (3) times the maximum salary or \$20,000.00 whichever is the lesser;
- (f) “New Improved Career Retirement Plan”, Section 75-I of the New York State Retirement and Social Security law.

## ARTICLE 14 HEALTH INSURANCE

### **14.1 ACTIVE HEALTH INSURANCE**

Employees shall have a choice among four (4) insurance products; Core Plan, Enhanced Plan, Value Plan or the Bronze Plan. Employees hired prior to 1/1/2018 shall have the Core Plan as their base plan. Employees shall make financial contributions for health insurance as follows:

#### **(a) ACTIVE HEALTH INSURANCE -HIRED PRIOR TO 10/23/2009**

For Employees on Erie County payroll PRIOR to (10/23/2009) who remain enrolled as a primary insured on a single or family coverage health insurance plan shall be Required to pay 15% of annual Core premium increases commencing January 1, 2011. If the employee opts for the Value Plan they shall be required to pay 15% of the annual Value Plan increases commencing January 1, 2011.

#### **(b) ACTIVE HEALTH INSURANCE -HIRED BETWEEN 10/23/2009 AND 1/1/2018**

**Employees hired BETWEEN 10/23/2009 and 12/31/2017** shall be required to pay 15% of annual Core premium costs. If the employee opts to select the Value Plan they shall be required to pay 15% of the annual Value Plan costs.

#### **(c) ACTIVE HEALTH INSURANCE -HIRED ON OR AFTER 1/1/2018**

Employees hired on or AFTER 1/1/2018 will pay 15% of the Value Plan premium and the full monthly cost of the difference between the Enhanced or Core plan, if selected, and the Value plan. Additionally, these employees shall pay a contribution equal to 15% of the Value plan.

**(d)** Employees hired prior to 1/1/2018 who select the Enhanced Plan or any successor there- to shall continue to pay the difference between the full monthly cost of the Core Plan and the full cost of the Enhanced Plan. Additionally, these employees shall pay a contribution equal in amount to those employees who select the Core plan, as specified in Section (a) these employees shall not be required to pay the full cost of the Enhanced Plan.

**(e)** For employees hired prior to 1/1/2018 and who select the Value Plan or any successor thereto shall be entitled to participate in a 105-H account. Employees who choose the Value Plan and participate in the 105-H account shall have deposited thereto, by the Employer, an amount equal to fifty percent (50%) of the difference between the full monthly premium costs of the Core Plan and the Value Plan in an I.R. S. Section 105-H account. Monies are deposited on a bi-weekly basis and shall roll over year to year until expended, or until the employee's death, at which time any unexpended funds shall revert to the County. In the event of employee termination, any remaining funds after claims filed through the date of termination have been processed revert to the employer.

**(f)** The Bronze plan will be offered to all employees at no employee Contribution.

(g) Employees shall bear the expense of their respective contribution obligation, through bi-weekly payroll deductions, of any amount in excess of the Employer's respective contribution.

(h) Employees may be required to submit written proof of family status.

## **14.2 Retiree Health Insurance:**

Retirees shall have the choice between two (2) Pre-65/Pre-Medicare Plan Options; the Core Plan (POS 203) and Option D (PPO 812) and four (4) Post-65/Post Medicare Plan Options; Option A (Senior Blue 402), Option B (Senior Blue 401), Option C (Forever Blue PPO aka PPO 201) and Option D (PPO 812). Retirees shall make financial contributions for health insurance as follows:

**(a) Hire date prior to January 1, 2004 and having remained continuously employed at Retirement:** Retiree shall not be required to contribute to Core plan (POS 203). If Option D plan (PPO 812) is selected, retiree pays premium amount in excess of the full Core Plan (POS 203) premium.

**(b) Hire date January 1, 2004 through October 22, 2009, and retired with less than 30 years of continuous County Service at Retirement:**

**Pre-65, Pre-Medicare Retirees** - Retiree contribution 50% of Core plan (POS 203), if Option D (PPO 812) is selected, retiree pays premium amount in excess of 50% of Core POS plan.

**Post-65, Post Medicare Retirees** - Retirees are required to purchase Medicare Part B. Retirees may select from three (3) Medicare Advantage plans at 50% premium contribution. If Option D (Core PPO 812 Plan – Out of Area Plan) is selected, retiree pays difference in premium between 50% of the highest cost Medicare Advantage Plan and the Option D premium.

**(c) Hire date January 1, 2004 through October 22, 2009, and retires with 30 or more years of continuous County Service at Retirement:**

**Pre-65, Pre-Medicare Retirees** - Retiree contribution of 25% of Core plan (POS 203), If Option D is selected, retiree pays premium amount in excess of 25% of Core plan (POS 203).

**Post-65, Post Medicare Retirees** - Retirees are required to purchase Medicare Part B. Retirees may select from three (3) Medicare Advantage plans at 25% premium contribution. If Option D (Core PPO 812 Plan – Out of Area Plan) is selected, retiree pays difference in premium between 25% of the highest cost Medicare Advantage Plan and the Option D premium.

**(d) Hire date on or after October 23, 2009**

Pre and Post - 65 plans are made available to retirees and their eligible family members at 100% of the total premium costs.

### **14.3 Health Insurance Waiver**

County Employees eligible for medical and dental insurance may waive coverage and receive a cash payment in lieu-of the benefits. The amount payable to employees who waive health insurance coverage shall be \$150.00 per month for single coverage and \$300.00 per month for family coverage. However, where such employee is or is eligible to be covered by another County employee, no waiver payments shall be due.

### **14.4 Leave Credits at Retirement**

Employees who notify the Employer of their retirement and who do so retire, upon such retirement shall be paid for any personal leave days which have not been used as of the effective day of retirement.

### **14.5 Dental**

The Employer shall provide the Dental Plan with 100% orthodontia and 100% prosthetics coverage for each employee covered under this contract in accordance with the type of coverage (single or family) desired by the employee. The employer shall pay the full cost of single coverage and 90% of the cost of family coverage up to the annual allotment.

## **ARTICLE 15 WAGES**

### **15.1 New Appointments**

**(a)** New Hires. An employee appointed to a position in a class title shall be paid at the Probationary rate of the class as appears in the classification, salary and wage schedule set forth in the appropriate appendix/table of this Agreement.

(1) Employees hired prior to January 1, 2010: Upon completion of a probationary period of up to 26 weeks of work, employees shall be moved to the first step of the applicable class as appearing in the classification, salary and wage schedule set forth in the appropriate appendix/table of this agreement.

(2) Employees hired on and after January 1, 2010: Upon completion of their probationary period of up to 26 weeks, employees shall be eligible to move to the next step on the earlier of January 1 or July 1, following completion of six (6) months of actual service.

**(b)** Except as provided in Section 15.1(a) (ii), supra, for the purposes of computing an employee's eligibility to move to the step two (2) wage increment, employees shall be credited with time worked at both the probationary rate and at the step one (1) rate. It is agreed and understood that payment throughout the incremental system will comply with Section 15.7, hereof.

## 15.2 Promotions

(a) An employee, promoted to a position in a higher job group, shall receive a salary at the increment step in the range for the higher position which is nearest, but not less than: \$150.00 YEARLY for promotions to Job Groups two (2) through five (5). \$200.00 YEARLY for promotions to Job Groups six (6) and higher, above the salary paid to the employee at the time of the promotion.

(b) For hourly employees not associated with a particular job group, the following will apply. Promotions to the below listed positions will utilize the \$150 rule when computing the increment step at which the employee will be appointed.

Watch Attendant – Highway  
Park Maintenance Worker I  
Laborer – Forestry  
Laborer – Highway

(c) For the below listed titles, promotions will be made at the increment step which is closest to but not less than \$200.

Park Maintenance Worker II  
Motor Equipment Operator  
Park Maintenance Worker III  
Shovel Operator  
Blacksmith  
Crew Chief (Highway, Forestry)  
Auto Mechanic (Highway, Parks)  
General Crew Chief (Highway, Parks)

(d) An employee who is promoted after reaching step five (5) or any of the longevity steps of any salary group shall be promoted to the new salary grade in the same step or longevity such employee was in at the time of promotion.

## 15.3 Demotions

A permanent full-time employee who accepts appointment to a position that is in a job group of the position in which he is serving shall upon appointment to the lower position receive a salary or wage rate at the increment step in the salary or wage rate in the lower job corresponding the increment step reached in his/her former position.

## 15.4 Reinstatement

(a) A permanent full-time employee covered by the Agreement who has been laid off and subsequently reinstated to the same job in accordance with the provisions of this Agreement shall be reinstated at the same salary or wage step he/she was at the time of layoff.

- (b) A permanent full-time employee who has resigned and is subsequently reinstated pursuant to the appropriate provisions of this Agreement (to the same job) shall be reinstated at the same salary or wage rate at the increment level he/she would have reached had he/she continued to serve continuously in that position.

### **15.5 Reallocation**

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

### **15.6 Reclassifications**

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

### **15.7 Increments and Increment Periods**

- (a) The regular increment dates for employees covered by this agreement shall be either January 1 or July 1, providing they have the required period of actual service.

- (1) Employees hired prior to January 1, 2010: Employees appointed or promoted to a position shall be eligible for their first increment after six (6) months of actual service on January 1 or July 1, as the case may be. Employees will be eligible for successive increments on a yearly basis from that January 1 or July 1. In cases of reinstatement, eligibility for an increment must total a year of actual service.

- (2) Employees hired on and after January 1, 2010: Upon completion of their respective probationary period, employees shall be eligible to move to their first step wage Increment on the earlier of January 1 or July 1, following completion of six (6) months of actual service. Employees shall be eligible to move to the next successive wage Increment step on the earlier of January 1 or July 1 the following years. In cases of reinstatement, eligibility for an increment must total a year of actual service.

- (b) All employees shall be eligible for and automatically granted increment steps two (2) and three (3). Employees shall be eligible for and granted increment steps four (4), five (5) six (6) and seven (7) based on merit.

- (c) In computing increment eligibility, when appointments are made on January 1st or July 1st, and the day falls on a holiday or nonscheduled work day, the increment period will include these days.

**(d)** Because of payroll procedures that enable the Employer to have a regular payday throughout the year, the increment eligibility period and pay periods may not at all time coincide. In such cases the increment credit is the first day of the respective pay period during which January 1st or July 1st falls.

**(e)** Leaves without pay over three (3) months shall constitute an interruption of continuous service for computing yearly increments. Employees receiving flat salaries and those employees in seasonal or non-regular employment are excluded from these salary rules.

### **15.8 Temporary Assignments**

**(a)** An hourly employee temporarily assigned to a higher level position for four (4) continuous hours or more, in the work day shall be paid the wage rate established for such higher position for hours actually worked beginning with the 5th hour.

**(b)** An employee other than hourly, temporarily assigned to a higher level encumbered position not in excess of thirty (30) continuous days as prescribed by the Civil Service law, shall not be eligible for a salary increase. However, effective on the 31st day of such temporary assignment, the employee shall be paid at the new rate until his/her return to his/her prior assignment. A person temporarily promoted to a position held permanently by an employee on authorized leave shall be paid the salary for the higher position.

**(c)** Temporary job openings in regular encumbered positions are defined as job vacancies that may periodically develop in any job classification because of illness, vacation or leave of absence for any other reason. Job openings that recur on a regular basis shall not be considered temporary job openings.

**(d)** Temporary job openings in higher classifications shall be filled by Employer assignment or reassignment, and the assignment shall be made on the basis of seniority and qualifications before a new employee or temporary is hired. For hourly employees only, temporary assignments to higher job classifications shall be made in each location to replace the employee who is temporarily assigned to the higher job classifications. It is understood that this does not apply to temporary assignments which may have to be made during the shift.

**(e)** An employee in the non-competitive or labor class temporarily assigned to a higher level encumbered position not in excess of fifteen (15) continuous work days shall not be eligible for a salary increase. However, effective on the 16th day of such temporary assignment, the employee shall be paid at the new rate until his/her return to his/her prior assignment.

**(f)** When a supervisor, within one-half hour prior to the start of a shift, is aware of the necessity to assign an employee to duties in a lower job classification for the entire shift, such assignment shall be made in the following manner:

- (1) Supervisor shall decide from which job group the employee will be selected to work in the lower job classification.
- (2) Whenever practical, the least senior employee from the higher job group will be selected to work in the lower job classification for that shift.
- (3) Grievances concerning this section (15.8) (f) shall be processed through second step only.

### **15.9 Leaves of Absence**

**(a)** Military Leave, pursuant to Section 243 of the Military Law shall be deemed actual service.

**(b)** Other leaves without pay over three (3) months shall constitute an interruption of continuous service for computing yearly increments.

### **15.10 Exclusions**

Employees receiving flat salaries and those employees in seasonal or non-regular Employment are excluded from these salary rules.

### **15.11 Pay Period**

**(a)** The salaries and wages of employees shall be paid bi-weekly. In the event this day is a holiday, the preceding day shall be the pay day. Every effort shall be made to pay the second and third shift, a day previous to the first shift employees.

**(b)** The Employer will make every effort to include on each employee's paycheck the remaining accrued balance of vacation, personal leave time, compensatory time and sick leave time.

### **15.12 Shift Differential Pay**

Effective January 1, 2000

Employees who work the second and third shift shall be paid a shift differential of 0.85 cents per hour.

### **15.13 Wage Schedule (SEE ATTACHMENT B)**

## 15.14 Longevity Pay

- (a) An employee shall be eligible for the first longevity increment after reaching the maximum step (Step 7) and a minimum of five (5) years actual service at the maximum increment step of the job group.
- (b) All employees receiving the first one-half longevity increment for a period of four (4) continuous years in the same step will receive a second one-half longevity increment.
- (c) Again, on the completion of another four (4) continuous years of service, in the same step, the employee will receive a third one half longevity increment.
- (d) Again, on the completion of another four (4) continuous years of service, in the same step, the employee will receive a fourth one half longevity increment.
- (e) In computing longevity increment eligibility, when appointments are made on January 1st or July 1st, and the day falls on a holiday or non-scheduled work day, the increment period will include these day.
- (e) Because of payroll procedures that enable the Employer to have a regular payday throughout the year, the increment eligibility period and pay periods may not at all times coincide. In such cases, the increment date is the first day of the respective pay period during which January 1 or July 1 falls.
- (f) **Longevity – Effective January 1, 2000:** An additional longevity step will be created (Step E). Eligibility for this step after three (3) years in previous step. All other steps remain at four (4) years.
- (g) **Longevity - Effective January 1, 2001:** The years between all longevity steps A through E will be reduced to three (3) years.

## ARTICLE 16 OVERTIME WORK

### 16.1

- (a) Overtime work shall be distributed equally to employees working within the same job classification within a department or unit subdivision. The distribution of overtime shall be equalized over a three (3) month period beginning on the first day of the calendar month following the effective date of this Agreement.
- (b) Parties hereto agree to negotiate a procedure whereby overtime canvassing at ECMCC shall be on the basis of cost code, not department. For ECMCC employees only, overtime work shall be distributed by exhausting an overtime wheel containing names of employees working within the same job classification within a department or unit subdivision arranged by seniority. Once an overtime shift is accepted by an employee, an

obligation to work the entire shift is required, unless released early. An employee must provide notice to their supervisor of the cancellation of an accepted overtime shift at least two (2) hours prior to the start of the overtime shift. If an employee does not provide such two (2) hours' notice, the employee shall not be canvassed for overtime sixty (60) days thereafter.

**16.2** On such occasion, the opportunity to work overtime shall be offered to the employee within the job classification who has the least number of overtime hours to his/her credit at that time. If this employee does not accept the assignment, the employee with the next fewest number of overtime hours to his/her credit will be offered the assignment. The procedure shall be followed until the required employees have been selected for the overtime work or until such list is exhausted, whichever is sooner. This procedure does not apply to ECMCC employees.

**(a) MANDATORY OVERTIME** It is agreed and understood, however, that in the event of an emergency or upon exhaustion of such overtime list overtime shall become mandatory and shall be assigned beginning at the start of such overtime list (employee with the least number of overtime hours in the job classification within the department or unit subdivision to his credit) until the overtime manpower needs are met. Under such mandatory conditions, overtime may not be refused. Any such refusal shall be grounds for disciplinary action.

**16.3** A record of the overtime hours worked by each employee shall be posted on the department bulletin board no later than one week after the end of each payday.

**16.4** All employees shall be paid at their straight time hourly rate plus one-half their hourly rate for all hours worked in excess of eight (8) hours in any work day or in excess of forty (40) hours per week. Excluded from computation of forty (40) hours per week to be included for purposes of the overtime premium of one-half is all sick leave and personal leave. If weather conditions cause overtime work, such overtime shall be paid at time and one-half regardless of sick or personal days used during the week. It is agreed and understood that there shall be no pyramiding of overtime.

**16.5** Any employee required to work four (4) hours of overtime following his/her regular full shift shall receive a fifteen (15) minute preceding break. A similar fifteen (15) minute break shall be provided preceding each subsequent four (4) hour period of overtime to be worked. Such break(s) shall be deemed as time worked for overtime purposes.

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

**16.7** All cash payments for overtime shall be made not later than the next regular payroll check.

**16.8** There shall be no discrimination against any employee who declines to work overtime, except where such overtime is mandatory.

### **16.9 COMPENSATORY TIME**

(1) Employees may annually request in writing to be provided compensatory time in lieu of cash payment for overtime worked. This written request shall be filed with the employee's department head annually by January 1<sup>st</sup> of that year. Compensatory time earned, may be taken in no less than one (1) hour increments and upon the prior approval of the employee's department head or designee. Each employee that opts to take compensatory time in accordance with this section, shall accumulate compensatory time at the rate of time and one-half (1.5) for each hour or part thereof worked. The maximum number of accumulated overtime compensatory hours that may be banked by an employee at any one time is eighty (80) hours. Once the employee's compensatory bank reaches eight (80) hours, he/she shall be paid in cash for each hour(s) or part thereof worked above the maximum amount of allowable accrued compensatory time.

(2) As an employee uses the compensatory time in his/her compensatory bank under this section, his/her bank will fall below the maximum eighty (80) hours. When this occurs, he/she shall accumulate compensatory time for each instance the employee works overtime until the maximum of 80 hours is reached. Each time the maximum is reached, he/she shall be paid in cash as set forth above. Any unused compensatory time shall be rolled over into the following year.

(3) Employees may request in writing and provide to their department head or designee to revert back to cash payment for overtime hours worked once a year regardless of compensatory hours in their bank. These Employees will no longer receive compensatory time for that year. Once the request is made the County shall make overtime payments at the rate of time and one-half (1.5) for each hour or part thereof worked no later than the next pay period. The Employee will not be eligible again for compensatory time until the following year when the appropriate request is filed with the employee's department head.

**16.10** Effective January 1, 1991, employees who work overtime more than four (4) hours into the next shift shall receive the appropriate shift bonus for all hours worked on that shift. It is agreed that, in any department or division where the shift bonus is paid for all such overtime work, that practice shall continue.

## ARTICLE 17 JOB POSTINGS

**17.1** All Permanent vacancies, after the exercise by the Employer of its right to reassign employees throughout the Employer's facilities which will not be made in an arbitrary and capricious manner, shall be posted at least ten (10) days prior to filling of such position in all functional units of the Employer. In the event the Employer elects to exercise its right to reassign an employee in the same job title for a period in excess of twenty (20) consecutive work days, and should such reassignment cause a change from one work location to another, the employee so reassigned will be the least senior employee in the job title, capable of performing the work, from the work site selected by management. Upon deciding to reassign an employee under this section (17.1), the supervisor will post notice of the transfer at the location involved, for the minimum of five (5) days prior to the transfer. If the least senior employee must be transferred during five (5) days, and should a more senior qualified employee indicate his desire to be reassigned, the more senior employee shall be reassigned and the less senior employee shall return to his original location. If a more senior employee, in the same job title, capable of performing the work volunteers, he/she shall be so transferred. It is agreed and understood that this section does not apply to a physical change of work location less than five (5) miles.

**17.2 POSTED VACANCIES** shall be filled in the following order of precedence:

**(a)** The exercise of any **Shift Preference** rights provided for in this Agreement Under Article 21.

**(b)** The exercise of any change in job and work location rights as provided for in Article 20 **Transfers** of this Agreement provided that the employee has greater seniority than any employee with **RECALL** rights, as provided for in Article 19, and **PROMOTIONAL** rights as provided for in Article 18. Employees must meet the requirements and qualifications of Article 18.2 of this Agreement to be eligible for filling vacancies according to this paragraph.

**(c)** In the event the aforementioned procedures do not result in the filling of the position, and all things being equal as compared to any non-bargaining unit candidates, qualified employees from the bargaining unit who have submitted application shall be considered for said promotion first. The Employer shall notify the Local Union Office of all applicable vacancies, and it shall be the obligation of the Union to post and advertise such vacancies to the members of the Bargaining Unit outside of eligible divisions as describes in subsection (b) herein. In order to qualify for consideration, Bargaining Unit Members shall be subject to the ten (10) calendar day application period that governs internal applications from the division.

**17.3** It is agreed and understood that the procedures set forth in this Agreement for filling a permanent vacancy must be exhausted prior to the Employer filling such positions with individuals outside of the bargaining unit.

**17.4** The President of the Local shall receive copies of all job postings.

## **ARTICLE 18 PROMOTIONS**

**18.1** Whenever an opportunity for promotion (advancement of an employee to a higher paying position) occurs as a result of a permanent vacancy in a bargaining unit position or the creation of a new position in the bargaining unit after exhaustion of management's right of reassignment, shift preference and rights under Article 20 of this Agreement, the Employer shall use the following procedure:

**(a)** Competitive Class Positions – The Employer shall promote to competitive class positions pursuant to New York Civil Service Law, as amended from time to time. All exam announcements shall be posted pursuant to law with copies given to the President of the Local Union as soon as practicable prior to the posting of such notices.

**(b)** All other positions – A notice of the permanent vacancy shall be posted on appropriate bulletin boards throughout the recognized division of a department in which such vacancy exists for at least ten (10) calendar days prior to filling such vacancy. During this period, employees within such division may apply for promotion to the position. The application shall be in writing and shall be submitted to the employee department head or his designee.

The notice shall include the following:

- Job Title
- Rate of Pay (Job Grade)
- Description of Duties
- Work Location and Current Work Schedule
- Minimum qualifications listed in the general job description for the vacant job title as established by the Erie County Personnel Office.
- Specific skills, knowledge and abilities required for that particular vacant position which are not inconsistent with the general job description.

**18.2** Appointments to the vacancies so posted shall be on basis of seniority among those submitting bids who have skills, abilities and qualifications to perform the work. The determination of an employee's skills, abilities and qualifications to perform the work shall be the sole right and responsibility of the Employer, which shall not be exercised in an arbitrary or capricious manner, as measured against the following considerations:

- Has the physical qualifications to do the work;
- Meets or exceeds the skills, knowledge and abilities required which are listed in the notice of vacancy for the specific position and the minimum qualifications listed in the general job description for the vacant job title as established by the Erie County Personnel Office;
- General qualifications including such factors as work performance record, conduct and attendance.

**18.3** The President of the Union shall receive copies of all job postings.

**18.4** A notice of those who apply and who is selected will be posted on the department bulletin board.

**18.5** If no qualified employee bids for the position subject to any recall rights provided for in this Agreement, the Employer may fill such position within its sole discretion from any other source.

## **ARTICLE 19 LAYOFF AND RECALL**

**19.1** The Employer shall forward a list of those employees being laid off to the Local Union Secretary on the same date that the notices are issued to the employees.

**19.2** Notice of Layoff – The Employer will give fourteen (14) calendar days’ notice of layoff. This applies to employees who are initially laid off because their position has been abolished and not to any employees who are retrenched as a result of any applicable bumping procedure, whether under this Agreement or New York Civil Service Law.

**19.3** When a permanent employee in the competitive class is to be laid off, Section 80 and other pertinent sections of the Civil Service Law will be invoked and will govern the layoff procedure of such employee.

**19.4** When any other employee in the non-competitive class, unclassified service or labor class is to be laid off, due to a reduction in the work force, he/she shall be permitted to replace an employee with less seniority. Such employee may, if he/she so desires, bump any employee in the same class title providing the bumping employee has greater seniority than the employee he/she bumps.

### **19.5 Layoff Procedure**

**(a)** For Competitive Class, the layoff of permanent employees in the competitive class title will be governed by Section 19.3 above.

**(b)** For Non-Competitive Class, unclassified service and labor class positions:

**(1)** Before any permanent incumbent in any job classification is laid off in any department or institution, all part-timers, then temporary, then probationary employees in that department or institution in the same classification shall be first laid off in that order.

**(2)** Where there is a layoff in a specific classification (and no part-time temporary, provisional or probationary employees are involved), the employee with the lowest seniority in that classification shall displace an incumbent when the lowest seniority in the same classification first in that department or institution or second in that classification in the County of Erie.

**(3)** Where the employee is the least senior employee in a particular classification and consequently cannot bump anyone in that classification anywhere in the department or County, such employee, will be permitted to bump the least senior employee in his job family in the following order:

1. Within Job Family within the Department.
2. Within the Department for any Blue Collar title in which qualifications, etc. are met.
3. Within Job Family County wide.

**(c)** If such employee is unable to so bump, he/she shall be allowed to bump, provided he meets or exceeds the job specifications for the position and is qualified to perform the duties of said position and seniority permitting, the least senior employee holding a labor class bargaining unit position in Job Group 3. If such employee is unable to bump a less senior employee in Job Group 3, the above process shall be repeated for Job Group 2 and then Job Group 1.

**(d)** If this fails to produce a bumping opportunity for the laid off employee, he/she shall be permitted to bump a less senior regular part-time(RPT) employee in Group 1 providing he/she meets or exceeds job specifications for the position and is specifically qualified to perform the duties of said position.

**(e)**

**(1)** In the event an employee bumps another employee, the latter (bumpee) shall have the right to bump down within his/her job family within his/her department or institution providing he/she meets or exceeds job specifications for the position and is specifically qualified to perform the duties of said position, and seniority permitting.

**(2)** If unable to bump he/she shall be allowed to bump, provided he/she meets or exceeds specifications for the position in question and is specifically qualified to perform the duties of said position, and seniority permitting, the least senior employee holding a labor class bargaining unit position in Job Group 3. If such employee is unable to bump a less senior employee in Job Group 3, the above process shall be repeated for Job Groups 2 and 1 respectively.

**(3)** If this process fails to produce a bumping opportunity for such Employee, he/she shall be permitted provided he/she meets or exceeds job specifications for the position and is specifically qualified to perform the duties of said position, and seniority permitting, to bump a less senior regular part-time (RPT) employee in Job Group 1.

**(4)** The employee bumped as provided for in this paragraph will be laid off.

(5) The Employer will be liable for any error on a separation or layoff from the date of the error. If however, the employee discovers the error and fails to file a grievance, the Employer will be liable only from the date a grievance is filed.

(6) Except as expressly allowed in Section 19.5(b)(3) and Section 19.5 (b)(4) of this article, there will be no lateral bumping into other job classifications in the same job group. Furthermore, no employee may bump an employee in a higher job group.

(7) Employees in competitive classifications can bump employees in non-competitive classifications. In no event, however, can employee's in non-competitive classifications bump employees in competitive classifications.

## **19.6 Recall**

Whenever a vacancy occurs in a class title within a department or institution, employees from that department or institution who are on layoff in that class title shall be recalled in accordance with Article 17, Section 2. If a vacancy occurs in a class title where no employee in that class title from the department has recall rights, then the laid off employee with the most seniority who formerly held a position at the same or higher job group than that of the vacancy, will be recalled if he/she has the ability to do the work and if not, the next senior employee will be recalled and so on. Probationary employees who have been laid off have no recall rights. Recall rights for employees on layoff will expire two (2) years from the date of last layoff and competitive class employees in accordance with Classified Rules of the Civil Service.

## **ARTICLE 20 CHANGE IN JOB AND WORK LOCATION (Transfers)**

(a) Following completion of one (1) year continuous service in the same position at the same work location, employees may make application, in writing submitted to his/her respective department head or designee, requesting an inter- or intra- department transfer to an equal or lower paying job at another work location. Applications may be submitted only in January or July of a respective calendar year.

- (1) Effective date of January transfers shall commence March 1st of the year of application.
- (2) Effective date of July transfers shall commence September 1st of the year of application.
- (3) Both January and July transfer list shall expire the last day in February of the following year.

(b) The employer shall compile a transfer list of all eligible applicants and once

application is made, employees shall remain on such transfer list through the completion of the respective calendar year, unless the requested transfer is completed or reapplication is made.

(c) The transfer request application shall include all departmental forms, as required, and shall specify an employee's job and work Location preference, as well as the employee's name and current work location. Additionally, employees shall provide two (2) of the following (both of which the employer shall be required to contacting for the purpose of job canvassing): home telephone number, work telephone number, mobile telephone number and Erie County email address. Employees shall be solely responsible for updating their contact information, as necessary.

(d) Employees shall have three (3) business days, commencing with the date of initial contact to accept transfer offers. Failure to accept within such time shall render an employee ineligible for the respective canvass.

(e) In the event that a permanent vacancy occurs and the employer determines to fill such vacancy, all eligible, current and qualified transfer applicants shall be canvassed in order of greatest seniority until the position is filled.

(f) Applicants must meet or exceed posted job specifications for the respective vacancy and must be specifically qualified to perform the duties of said vacant position and shall be subject to the procedures under Article 18.2 of this agreement. This includes applicants in the same job title as the vacancy who are not being paid the same salary grade as the vacancy.

(g) Transfers pursuant to this Section are subject to the rights and obligations made part of this Agreement at Article 17, Sections 17.2 (a) and 17.2(b).

(h) Nothing in this Section shall diminish the employer's right of reassignment.

(i) Employees who receive transfers pursuant to this Section shall be ineligible to apply for subsequent transfer for a period of one (1) year from date of transfer.

## **ARTICLE 21 SHIFT PREFERENCE**

**21.1** After one (1) year of continuous service in the same position on a particular shift, an employee may make an application in writing, on a yearly basis to be submitted during the month of January (on specified forms if provided) to the employee's department head or his designee requesting a change to another shift within the same recognized division of his department involving the same work duties and responsibilities. If, for some reason, an employee fails or is unable to submit the aforementioned application during the month of January, applications will also be accepted during the month of July. Subject to management's right of reassignment, if a permanent vacancy occurs during the succeeding year (February 1 through January 31) or succeeding half year (August 1

through January 31) in such employee's job classification within the same recognized division of his department and involving the same work duties and responsibilities of the requested shift, such employee shall be transferred to that shift if the Employer determines to fill the position and maintain it on that shift. If two (2) or more employees have so requested the same shift, the one (1) with the greatest Complete Class Departmental Seniority, if applicable, or the bargaining unit seniority of an employee in a non-competitive or labor class position shall be given preference. Once an employee's shift has been changed pursuant to this procedure herein, he/she may not utilize this process again for one (1) year from the date of his/her shift change.

**21.2** It is agreed and understood that the Local Union President and the Chairman of the Grievance Committee of the Union, if employees, shall be granted shift preference pursuant to Section 21.1 If a permanent vacancy occurs in their respective divisions and job classification involving the same work duties and responsibilities regardless of their seniority and/or length of service in a particular shift, when it is mutually determined by the County Labor Relations Director and the Local Union President that such a change of shift is necessary to better perform their union duties.0

## **ARTICLE 22 GRIEVANCES AND ARBITRATION**

### **22.1 General**

**(a)** It is the intent of this article to promote and provide a mutually satisfactory procedure for the settlement of grievances of employees arising out of the meaning, application or interpretation of this Agreement and any Employer rule or regulation as amended from time to time other than the Rules for the Classified Civil Service of the County of Erie.

**(b)** AFSCME representatives shall be permitted to participate in all activity and progress of any grievance in each stage through the final decision. All other labor organizations will be excluded from the grievance procedure involving the unit covered by this Agreement.

**(c)** No provision in this Agreement shall be interpreted to require AFSCME to represent an employee in any stage of the grievance procedure if AFSCME considers the grievance to be without merit or in contradiction of any law or regulation.

### **22.2 Definitions**

**(a)** "Grievance" shall mean any claimed violation, interpretation or inequitable application of this Agreement and any Employer rule or regulation as amended from time to time other than the Rules for the Classified Civil Service of the County of Erie. This term shall not include any matter which is otherwise reviewable pursuant to law, or any law, or any rule or regulation having the force and effect of law.

**(b)** "Day" refers to calendar day and not work day.

(c) "Work Day" shall mean all days other than Saturdays, Sundays and legal holidays. Saturdays, Sundays and legal holidays shall be excluded in computing the number of legal days in which action must be taken in any stage of the grievance procedure.

### **22.3 Rights of the Parties**

(a) The parties shall exchange any written statements or records used at the second step meeting provided for in this Article at the time of such meeting. Each party shall have access to written statements or records which are presented as evidence by other party at an arbitration hearing at least five (5) working days in advance of such hearing.

(b) The President of Local 1095 shall receive a copy of any written grievance and any decision rendered in the grievance procedure.

(c) The Employer, Union and/or grievant shall have the right to submit briefs to support or refute allegations of any party.

(d) The Union may have an observer at the arbitration hearing, even though not a part thereof, and shall be granted reasonable notice of the date, time and place of the hearing.

(e) The time limits set forth in this article are of the essence. They may, however, be extended by mutual agreement of the parties. The failure of the grievant to proceed within the time limit set forth shall terminate the grievance at that step. The failure of the Employer to answer within the time limit set forth will entitle the grievant to proceed to the next step of the grievance procedure, upon the notice to the Employer.

(f) The grievant covered by the terms of this Agreement shall have the rights, if he/she so desires, to be represented by an AFSCME unit representative at any step of the grievance procedure subject to the provisions contained in 22.1(3) above.

### **22.4 Grievance Procedure**

(a) **Step 1.** The employee (or the Union if there is a class action) aggrieved shall present his grievance in writing through his Union Steward or other authorized Union representative on a form to be provided, setting forth the date, time and place of the alleged grievance, facts of the grievance, the particular section of the Collective Bargaining Agreement or personnel rules involved, and the relief sought to the employee's department head or designee within fifteen (15) working days from the occurrence of the grievance or when the employee knew or should have known of the fact situation giving rise to the grievance. At the written request of the employee through his Union Steward or other authorized Union representative, the department head or his/her designee, if such request is made simultaneously with the filing of the grievance, shall hold an informal hearing within seven (7) working days after receiving such written request with the employee and his/her Union Representative, if the grievant so desires. If such a hearing is requested and if the grievant is refused such a hearing, the grievant may, in writing, request and will be granted the first step meeting by the division of Labor Relations, within ten (10) calendar days of the receipt of the request. The department

head or designee or the Director of Labor Relations will render the required first step answer in writing within ten (10) working days of the receipt of the grievance or date of the hearing, whichever is later.

**(b) Step 1A.** Effective January 1, 1996 (ECMC only). If the employee or the Union is not satisfied with the disposition of the grievance at the proceeding step the authorized Union representative will meet with the representative of Human Resources in an effort to settle the matter. The same time limits are set forth in Step 1 of this procedure apply to this step.

**(c) Step 2** If the employee or the Union is not satisfied with the disposition of the grievance at the preceding step, it is agreed:

**(1)** That the employee or the Union through the Union may appeal the grievance within ten (10) working days of the department head's decision in Step 1 to be considered by the County Labor Relations Committee and the Union Committee;

**(2)** That there shall be a regularly scheduled monthly meeting between the Union Committee and the County Labor Relations Committee on the second Wednesday of each month;

**(3)** That such grievance or grievances will be submitted to the Director of Labor Relations of the County by the President or his designee of the Local Union at least ten (10) days before the scheduled meeting reflecting such grievances which the Union desires to be considered at the meeting;

**(4)** That if the written agenda for the second step meeting is not submitted in a timely fashion, the parties shall attempt to schedule the second step meeting on an alternative date during the same month ten (10) days after submission of such agreement.

**(5)** That the Union Committee (as above mentioned) will consist of no more than two (2) representatives of the Union to be designated by the Union from the bargaining unit, that the County Labor Relations Committee will consist of no more than two (2) representatives to be designated by the County;

**(6)** That the County Labor Relations Committee will render its decision in writing within five (5) work days after the meeting is held.

## **22.5 Arbitration**

**(a)** If the Union Committee in Step 2 of the grievance procedure is not satisfied with the disposition of the grievance rendered by the County Labor Relations Committee, such decision may be appealed to arbitration within ten (10) days of disposition.

**(b)** The arbitrator may be selected from a panel of permanent arbitrators mutually agreed to by the parties.

(1) The permanent panel will consist of a minimum of ten (10) arbitrators.

(2) Assignment from the permanent panel will be made on a rotating basis and

such rotation may not be altered unless agreed to by both parties.

- (3) Either party shall have the unilateral right to terminate the entire panel of arbitrators or to delete the name of a single arbitrator from the permanent panel by giving thirty (30) calendar days' written notice to the other party.
- (4) If the deletion of a particular arbitrator would reduce the permanent panel below the minimum number of ten (10) every effort will be made to replace the departing arbitrator within ten (10) calendar days.
- (5) New arbitrators will only be added to the existing panel upon the written consent of both parties.

**(c)** In the event the parties fail to mutually agree upon an arbitrator, either party will have the right to request a list of names of five (5) arbitrators from the New York State Public Employment Relations Board. Upon the receipt of such list, each party will strike two (2) names from the list and the remaining name will be the arbitrator to be designated to hear the grievance.

**(d)** The arbitrator's decision shall be rendered within thirty (30) days of the hearing or within thirty (30) days of the receipt of the written position of both parties. As timely arbitration decisions are in the best interest of both parties, it is agreed that if a decision is not rendered within the above stated time limits, both parties will mutually contact the arbitrator to expedite the award.

**(e)** The cost of any arbitration hearing will be borne equally by the parties of this Agreement.

**(f)** The decision of the arbitrator shall be final and binding on both parties.

**(g)** The arbitrator shall have no power of any nature whatsoever to amend, modify or delete any provisions of this agreement.

**(h)** In all cases, arbitration hearings shall be commenced within six (6) months of the date the grievance was moved to arbitration. If a hearing is not commenced within such six (6) months, the grievance shall be deemed settled in accordance with the County's second step answer. It is specifically understood, however, that this six (6) month period may be extended by mutual agreement in writing. Mediation/Arbitration: Parties will meet to develop a mediation/arbitration procedure that would become effective by July 1 2000.

## **ARTICLE 23**

### **DISCIPLINE AND DISCHARGE**

**23.1** The Employer shall follow a policy of progressive discipline; however, this progressiveness shall not preclude the Employer from advancing discipline and disciplinary penalties. If the Employer has any reason to reprimand an employee, it shall be done in a manner that will not unduly embarrass the employee before other employees or the public. The following procedures shall be used for disciplinary and discharge matters for misconduct or unsatisfactory work performance for all employees.

**23.2** Warnings. For disciplinary actions up to but not including suspension or discharge (e.g. oral or written warnings) the employee, with the Union, may file a grievance under Article 22 (Grievance Procedure) of this Agreement.

**23.3** Suspension and/or Discharge

#### **(a) Employer Responsibilities**

- (1) If the Employer determines that an employee should be suspended or terminated, such employee may be suspended or terminated depending on the circumstances of each case.
- (2) At the time of the notification of disciplinary action, the employee may request an appropriate union representative.
- (3) The notice of discipline will include a written statement of the reasons for the discipline.
- (4) The Employer will mail a copy of the notification of discipline to the local Union office within three (3) working days' after notification of termination, suspension or written reprimand is given to an employee.

#### **(b) Union Responsibilities**

- (1) Grievant may file a grievance, signed by the employee, postmarked within ten (10) working days exclusive of the date disciplinary action was taken, with the Director of Labor Relations for the County. Such grievance shall be in writing, signed by the employee, and shall set forth the basic reasons for contesting the discipline. Such grievance shall be treated as Step 2 grievance and shall be reviewed at the next second step grievance meeting between the parties.
- (2) Should an employee be suspended or discharged under the terms of this article, the employee or the Union may, at the time the notice of suspension or discharge is served, demand in writing a second step hearing within seven (7) work days with the Division of Labor Relations. The commencement of the suspension period or the effective date of the

discharge may be delayed if the employee or the Union so request and the Employer agrees, until the meeting is held.

(3) The grievant may bring a maximum of two (2) Union representatives from the bargaining unit to represent him/her at such hearing.

(4) If the decision at the meeting with Labor Relations is unacceptable, the employee through the Union, may utilize the arbitration procedure as provided in this Agreement.

(5) Failure to file a grievance within the time frame herein above specified or timely appeal to arbitration shall constitute acceptance of the disciplinary penalty and settle the matter without prejudice in its entirety. It is agreed and understood that such failure shall not constitute a precedent prohibiting the challenge of future similar disciplinary action taken against other employees under similar circumstances.

(6) Upon written application by the employee, Union or Employer postmarked five (5) working days prior to the scheduled date for the arbitration hearing of a discharge or discipline case, the arbitrator shall have the authority and shall order that the arbitration hearing shall be held in private.

(7) An employee found to be unjustly suspended or discharged, or that his penalty was too severe, shall be reinstated and compensated for all, part or no compensation for lost time, as may be determined by the arbitrator.

(8) Records of disciplinary action will remain in the employee's personnel record, but oral and written warnings will not be considered in future disciplinary actions for the same offense after a period of three (3) years. If an employee elects not to grieve an oral or written warning, such oral or written warning shall be removed from the employee's personnel file after a period of eighteen (18) months.

(9) An employee should not be disciplined for acts or failure to act after One (1) year of when the employer knew or reasonably should have known of the occurrence giving rise to the disciplinary action, unless such acts or failure to act constitutes a crime under Federal or New York State law.

## **ARTICLE 24 PROBATIONARY PERIOD**

- (a)** Every permanent appointment to a permanent position from an open competitive list and any appointment and promotional appointment to a position in the non-competitive or labor class, shall be for a probationary period term of not less than eight (8) nor more than twenty-six (26) weeks.
- (b)** Every permanent promotion from a promotion list to those class titles designated by Commissioner are subject to satisfactory completion of a probationary period of not less than eight (8) nor more than twenty-six (26) weeks.
- (c)** The probationer's supervisor shall carefully observe his/her conduct and performance and shall report thereon in writing to the pro-per appointing authority. The supervisor shall also, from time to time during the probationary term, advise the probationer as to his/her status and progress. If the conduct, capacity and fitness of the probationer are satisfactory, he/she shall be retained in the position, but if the conduct, capacity and fitness of the probationer are not satisfactory, the appointing authority shall give the probationer at least one (1) week's written notice that his/her service in the position will terminate at the end of the probationary term. Upon his/her request, the probationer shall be granted an interview with the appointing officer or designee.

## **ARTICLE 25 GENERAL PROVISIONS**

### **25.1 Pledge Against Discrimination and Coercion:**

- (a)** The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin, or political affiliation. The Union shall share equally with the employer the responsibility for applying this provision of the Agreement.
- (b)** All references to employees in this Agreement designate both sexes, and wherever the male gender is used it shall be construed to include male and female employees.
- (c)** The employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint or coercion by the employer or an employer representative against any employee because of union membership or because of any employee activity in an official capacity on behalf of the Union.
- (d)** The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

## **25.2 Political Activity:**

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

## **25.3 Personnel Files:**

(a) The employee will have the right to examine the contents of his personnel file and may be accompanied by an advisor of his own choice.

(b) No materials will be placed in the employee's personnel file until the employee has been given the opportunity to read the contents and attach any comments he/she may desire. Each document shall be initialed by the employee before being placed in his/her file as evidence of his having read such document. This initialing shall not be deemed to constitute the approval by the employee of the contents of such document. If the employee refuses to initial any document after having been given an opportunity to read the same, a statement to that effect that shall be affixed to the document.

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

## **25.4 Transportation Allowance and Formula Effective January 1, 1996**

(a) Transportation Formula: Will be revised with the IRS mileage allowance or a four (4) dollar minimum per day.

(b) Toll charges will be reimbursed if supported by appropriate receipts.

## **25.5 Travel Policies**

Providing the employee correctly follows the policies and procedures for travel expense and the submission of claims for payment, every reasonable effort will be made to include the request as part of the department's next regular submission for this purpose.

## **25.6 Travel Procedures**

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

### **25.7 Disabled Employees**

The Employer will make every effort to place an employee who becomes partially disabled on work which they are able to perform subject to medical approval, it being understood that the posting procedure of the jobs is waived under this provision.

### **25.8 Supervisory Employees**

Supervisory employees shall not engage in work properly belonging or assigned to employees in the bargaining unit, except in cases where emergencies exist and no qualified person is available.

### **25.9 Subcontracting**

In the event the employer subcontracts any work covered by this Agreement, the Employer will make every effort to find jobs for those employees displaced by such subcontracting, if qualified. It is understood the posting provisions will be waived under this section.

### **25.10 Labor-Management Committee**

The Employer agrees that there will be a monthly meeting between the administrations of each department to which employees of the bargaining unit are assigned. Such meetings will consist of no more than three (3) employees from the bargaining unit and three (3) from the Employer for the purpose of discussing matters of mutual interest and for the purpose of improving the labor relations climate between the Employer and Local 1095. Arrangements for such meetings shall be made in advance. The above mentioned three (3) employee representatives of the bargaining unit shall suffer no loss of time or pay in the event such meetings fall within the regular scheduled work hours. An agenda of the items to be discussed will be submitted seven (7) calendar days before such meeting. No agreement reached between the parties at such labor management meetings shall abrogate or negate any provision of this collective bargaining agreement. It is understood that at labor-management committee meetings, questions concerning safety of equipment and working conditions may be placed on agenda for appropriate discussion at such meetings. It is further understood that employees will not be compelled to work on unsafe equipment or in unsafe working areas.

### **25.11 Work Rules**

(a) The Employer agrees to send written notification by the County Division of Labor Relations to the Local Union office at least ten (10) calendar days prior to the establishment of new work rules or the modification of existing work rules.

(b) When any existing rules are changed or new rules are established, they shall be posted on all the appropriate bulletin boards at an affected employee's work location for a period of at least seven (7) calendar days before becoming effective.

(c) Employees shall comply with all existing work rules, as amended from time to time, or any new rules that are not in conflict with the terms of this Agreement providing that the rules are uniformly applied and uniformly enforced. It is specifically agreed and understood that this in no way permits an employee to refuse or fail to comply with any rules unless compliance would directly result in a dangerous and unsafe condition injurious to the employee's personal health.

#### **25.12 Protection and Security for Employees**

The Employer shall provide adequate security and protection of all work installations for all employees during their respective work shifts.

#### **25.13 Regular Part-Time Employees**

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

#### **25.14 Printing of Contract**

The Employer will pay for only the contracts it requests, payment shall be at the per copy cost.

#### **25.15 Temporary Employees**

(a) Temporary employees are defined as those employees who hold a temporary appointment without holding a permanent appointment in another bargaining unit position or who are employed in the same or similar bargaining unit position under the Comprehensive Employment Training Act (CETA). It is agreed that such employees shall be recognized for the duration of this Agreement as members of the bargaining unit, subject to all the obligations are a member thereof. Notwithstanding any provision of this Agreement to the contrary, such employees shall be compensated during the term of this Agreement at the applicable Step 1 of the annual salary or hourly scale in the appropriate Job Group designated for their respective positions appearing in the Wage Appendices attached hereto. It is further agreed and understood that such employees are not entitled to any of the rights, benefits, premiums or wage supplements and the like provided under this agreement, except coverage under the following only and only to the extent provided:

- (1) Discipline and Discharge provision upon completion of a probationary period of 120 days of actual work.
- (2) Health Insurance Provision. Employer to pay one-half of premium cost of single coverage only, with employee responsible for remainder, whether single or family coverage.
- (3) Sick Leave Provision. 50% of the full-time permanent employee.

- (4) The Employer will continue the previous contribution for any bargaining unit employee who is laid off and bumps into a temporary position.
- (5) After twenty-five (25) consecutive working days of employment, temporary employees may bid for posted permanent vacancies. However, they will not be considered until all permanent unit members have been considered according to Article 17 Any such temporary employees who bid and are awarded a permanent appointment will serve a complete probationary period in the same manner as a new employee according to Article 24.

**(b)** Notwithstanding any provision of this Agreement to the contrary, it is specifically agreed and understood that should this section (25.15 Temporary Employees) in whole or in any part be held unlawful and/or unenforceable by any Court or State or Federal Agency of competent jurisdiction, then this entire section (25.15 Temporary Employees) shall be deemed null and void in all respects. Upon such occurrence during the term of this Agreement, the issues concerning the inclusion of temporary employees including CETA employees into the bargaining unit and if included their rights, if any, under this Agreement shall be reopened for negotiations upon the written demand of either party to the other.

**(c)** All temporary employees as defined in this Section (25.15) shall receive all rights, benefits, premiums or wage supplements and the like provided for in this Agreement to permanent full-time employees after six (6) months continuous service.

#### **25.17 Job Assignments**

The Employer shall give employees preferential selection by seniority in available job assignments where and when in its sole and exclusive discretion it deems it practicable. It is understood by both parties that grievances on this subject are not arbitrable.

**25.18 Public Health Aides and Nurse's Aides** who were employed in 1982 and who were changed from 12 month employees to 10 month employees in the School Base Program and who are now and continue to be employed in the ten (10) month School Base Program, shall receive the following:

**(a)** Health insurance coverage shall be provided for by the Employer as if there were twelve (12) month employees. Specifically, any health insurance coverage shall be provided for July and August of each year following the effective date of this Agreement at no cost to the employee (according to Article 14) even if they are laid off during July and August.

**(b)** Seniority for transfer purposes only shall be credited to any such Public Health Aide and Nurse's Aide as if they had been employed on a continuous basis for twelve (12) months. This section (25.18) applies only to those Public Health Aides and Nurses Aides who were employed in 1982 and were reduced to a ten (10) month work schedule and are so employed on the effective date of the Agreement.

### **25.19 Safety and Health**

Should there be notice to the parties during the life of this agreement that safety and health protective legislation (existing at the time of execution of this agreement) are revoked, in whole or in part, then the public employer agrees to meet and discuss the possibility of extending some or all of the standards contained therein in order to ensure a safe and healthy work environment.

### **25.20 Part-Time Employees**

Part-time employees who work less than twenty (20) hours per week shall be entitled to coverage of the following articles only and receive the following benefits provided by this agreement.

- (a) Job Postings - part time employees may bid to RPT vacancies and will be considered based on their part-time seniority.
- (b) Part-time employees shall be eligible for bidding to permanent full-time positions only if no temporary or RPT have bid for the position.
- (c) Part-time employees shall be eligible for increments under Article XV except that the required period of actual service shall be two (2) years.
- (d) All newly hired part-time employees hired after March 14, 1995 will be required to work a one (1) year probation period before being covered by Article 23 Discipline and Discharge.

## **ARTICLE 26 SAVINGS CLAUSE**

Should any Article, Section or portion thereof of this Agreement be held unlawful and unenforceable by a court of competent jurisdiction, such decision of the court shall only apply to the specific Article, Section or portion thereof directly specified in the decision; upon the issuance of such a decision the parties agree immediately to negotiate a substitute for the invalidated Article, Section or portion thereof.

**ARTICLE 27  
STATUTORY PROVISION**

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

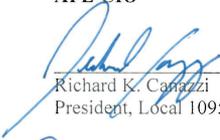
**ARTICLE XXVIII (28)  
EFFECTIVE DATE AND TERMINATION**

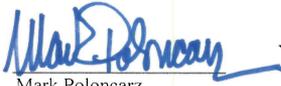
Unless otherwise specified, the provisions of this Agreement shall become effective as of January 1, 2017 and shall continue in full force and effect through December 31, 2021.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hand and seals this 27 day of June, 2018.

**AMERICAN FEDERATION  
OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES,  
LOCAL 1095, COUNCIL 66,  
AFL-CIO**

**THE COUNTY OF ERIE**

  
Richard K. Camizzi  
President, Local 1095

  
Mark Poloncarz  
County Executive

  
ECMCC  
Chief Executive Officer  
Thomas Quatroche

  
Edward McDonald  
Area Representative  
Council 66

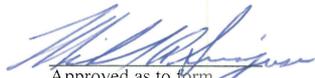
  
Gary Wilson  
Labor Relations  
Erie County

  
Erie Community College  
Tracey Cleveland

Negotiating Committee

Karl Anderson  
Everett Caci  
Renee Dallas  
Steve Jeffery  
Mike Johnson  
Joseph Kulp  
Sean Lauck  
Paul Mason  
Norman Moorhouse  
Kevin Randle  
David Ricotta  
David Sicignano

  
Buffalo Erie County  
Public Library  
Jeannine Doyle

  
Approved as to form  
County Attorney  
Erie County, New York

  
Approved as to form  
ECMCC's General Council

**ATTACHMENT A**

**AFSCME BLUE COLLAR BARGAINING UNIT JOB FAMILIES AND THE  
NEW YORK STATE CIVIL SERVICE JOB CLASSIFICATIONS**

- C = Competitive Class**
- NC = Non-Competitive Class**
- PJC = Pending Jurisdictional Classification from State Civil Service**
- L = Laborer Class**

I.	Laborer	L 2
	Cook	NC 5
	Butcher	NC 6
II.	Laborer	L3
	Maintenance Worker	NC 5
	Assistant Stationary Engineer	C 5
	Stationary Engineer	C 8
	ECCF Stationary Engineer	C 8
	Building Maintenance Mechanic	NC 7
	Building Maintenance Mechanic (HVAC)	NC 7
	Building Maintenance Mechanic (Carpenter)	NC 7
	Building Maintenance Mechanic (Electrician)	NC 7
	Building Maintenance Mechanic (Millwright/Machinist)	NC 7
	Building Maintenance Mechanic (Painter)	NC 7
	Building Maintenance Mechanic (Pipefitter)	NC 7
	Building Maintenance Mechanic (Plumber)	NC 7
	Building Maintenance Mechanic (Refrigeration)	NC 7
	Building Maintenance Mechanic (Sheet Metal)	NC 7

**Titles at ECMCC**

Building Maintenance Mechanic	NC 8
Building Maintenance Mechanic (HVAC)	NC 8
Building Maintenance Mechanic (Carpenter)	NC 8
Building Maintenance Mechanic (Electrician)	NC 8
Building Maintenance Mechanic Millwright/Machinist	NC 8
Building Maintenance Mechanic (Painter)	NC 8
Building Maintenance Mechanic (Pipefitter)	NC 8
Building Maintenance Mechanic (Plumber)	NC 8
Building Maintenance Mechanic (Refrigeration)	NC 8
Building Maintenance Mechanic (Sheet Metal)	NC 8
Custom Cabinet Maker	NC 8
Assistant Supervising Maintenance Mechanic	NC 9
Assistant Supervising Maintenance Mechanic Buildings	NC 9
Assistant Supervising Maintenance Mechanic Electric	NC 9
Assistant Supervising Maintenance Mechanic HVAC	NC 9
Assistant Supervising Maintenance Mechanic Plumbing	NC 9
Stationary Engineer	C 8
Assistant Stationary Engineer	C 7
Assistant Supervising Maintenance Mechanic Transportation	NC 8
Assistant Supervising Maintenance Mechanic Carpenter	NC 8

	Assistant Supervising Maintenance Mechanic	NC 8
	Assistant Supervising Maintenance Mechanic Buildings	NC 8
	Assistant Supervising Maintenance Mechanic Electric	NC 8
	Assistant Supervising Maintenance Mechanic HVAC	NC 8
	Assistant Supervising Maintenance Mechanic Plumbing	NC 8
	Assistant Supervising Maintenance Mechanic Transportation	NC 8
	Stationary Engineer	C 8
	Assistant Stationary Engineer	C 5
	Telephone Technician	C 8
	Assistant Maintenance Supervisor	NC 10
	Head Janitor	C 6
	Janitor	C 3
III	Park Maintenance Worker I	L 3
	Park Maintenance Worker II	L 5
	Park Maintenance Worker III	L 7
	Automotive Mechanic – Parks	NC 9
	General Crew Chief Parks	NC 11
	Greens keeper (Golf Course)	NC 10 –B&G Scale
	Park Ranger	NC 7
IV	Labor Highway	L 3
	Blacksmith Highway	NC 7
	Motor Equipment Operator	NC 5
	Shovel Operator	NC 7
	Crew Chief Highway	C 9
	Automotive Mechanic - Highway	NC 9
	General Crew Chief Highway	C 11
V	Cleaner	L 1
	Head Cleaner	L 2
	Laborer, RPT	L 3
	Laborer	L 3
	Caretaker	L 3
	Janitor	C 3
	Housekeeper	NC 4
	Head Laborer	NC 4
	Head Janitor	C 6
VI	Laborer	L 3
	Senior Watch Attendant	NC 4
	Auto Mechanic Helper RPT	NC 5
	Auto Mechanic	NC 7
	Supervising Auto Mechanic –Sheriffs	NC 8
VII	Laborer	L 3
	Junior Maintenance Worker- Sewerage	PJC 4
	Maintenance Worker	NC 5
	Maintenance Worker Sewerage	NC 5
	Maintenance Worker RPT	NC 5
	Wastewater Treatment Plant Operator I	C 6
	Sewer Maintenance Worker	NC 7

	Wastewater Treatment Plant Operator II	C 7
	Sewerage Facilities Mechanic	NC 7
	Assistant Supervising Maintenance Mechanic	NC 8
	Assistant Sewer District Supervisor	C 8
	Sewer Inspector	C 9
	Senior Wastewater Treatment Plant Operator	C 9
	Senior Sewerage Facilities Mechanic	NC 9
VIII	Senior Page, RPT	L 4
	Book Processor	L 2
	Book Repairer	NC 4
	Book Letterer	NC 4
	Book Repair Supervisor	C 6
IX	Copy Machine Attendant	NC 3
	Offset Machine Operator	C 3
	Print shop Pre-Press Technician	C 4
	Senior Offset Machine Operator	C 5
	Associate Offset Machine Operator	C 7
	Printer	NC 7
X	Laborer	L 3
	Pest Control Worker	L 4
	Exterminator	NC 5
	Senior Public Health Aide	C 5
XI	Community Mental Health Worker II	NC 4
	Community Mental Health Worker III	C 5
XII	Laborer	L 3
	Gardener	NC 5
	Head Gardener	NC 7
XIII	Cleaner	L 1
	Laborer	L 3
	Hospital Housekeeping Attendant	L 3
	Hospital Housekeeping Attendant RPT	L 3
	Institutional Housekeeping Attendant	L 3
	Institutional Housekeeping Attendant RPT	L 3
	Laundry Worker	L 4
	Laundry Worker RPT	L 4
	Laundry Worker I	L 4
	Senior Laundry Worker	NC 6
	Head Laundry Worker I	NC 6
	Head Laundry Worker II	NC 7
	Principal Laundry Worker	NC 7
XIV	Seamstress	L 2
XV	Watch Attendant	L 3

	Watch Attendant RPT	L 3
	Building Guard	C 4
	Building Guard RPT	C 4
	Building Guard Shift Supervisor	C 5
	Chief Watch Attendant	NC 5
	Security Officer	C 5
	Security Officer (Spanish Speaking)	C 5
	Child Care Recreation Specialist	C 6
	Youth Detention Worker	C 6
	Youth Detention Worker RPT	C 6
	Detention Facility Security Guard	C 5
	Child Care Worker	C 7
	Hospital Public Safety Officer	C 10
	Hospital Public Safety Officer RPT	C 10
	Hospital Public Safety Assistant	C 7
	Senior Hospital Public Safety Assistant	C 8
	Campus Public Safety Officer	C 6
XVI	Laborer	L 3
	Messenger, RPT	L 3
	Messenger	L 3
	Delivery Service Chauffeur	NC 4
	Truck Driver, RPT	NC 4
	Truck Driver	NC 4
	Senior Messenger	L 4
XVII	Nurse's Aide	NC 2
	SPD Aide	NC 3
	SPD Aide RPT	L 3
	Certified Nursing Assistant	NC 3
	Certified Nursing Assistant RPT	NC 3
	Hospital Aide	L 3
	Hospital Aide RPT	L 3
	Dispatcher, SPD	C 4
	Dispatcher, SPD RPT	C 4
	Senior SPD Aide	NC 5
	Recreation Assistant	NC 5
	Recreation Assistant RPT	NC 5
	Patient Transport Monitor	C 6
	Assistant SPD Supervisor	C 6
	Burn Technician	PJC 4
	Critical Care Technician	PJC 4
	Lead Sterile Processing Technician	C 5
	Patient Transport Coordinator	C 5
	Household Assistant Long Term Care	L 3
	Household Coordinator Long Term Care	C 8
	Housekeeping Attendant Long Term Care	L 3
	Patient Support Aide	PJC 3

XVIII	Health Assistant	L 1
	Community Service Aide, RPT	L 1
	Homemaker	NC 3
	Home Health Aide	L 3
	Senior Homemaker	NC 4
	Work Relief Supervisor	NC 4
XIX	CHAP Aide	L 3
	Public Health Aide	L 1
	Senior Public Health Aide	L 3
XX	Pharmacy Aide	C 5
	Senior Pharmacy Aide	C 6
	Lead Pharmacy Aide	C 7
	Medication Reconciliation Assistant	PJC 3
XXI	Laboratory Helper	L 2
	Dental Assistant	NC 3
	Senior Laboratory Helper	NC 4
	ECMCC Dental Assistant	NC 5
	ECMCC Dental Assistant RPT	NC 5
	ECMCC Certified Dental Assistant	C 6
	Dark Room Technician	C 9
	Biomedical Repair Technician	C 10
XXII	Hospital Appliance Repair Worker	NC 7
	Control Technician Electric	C 9
	ECMCC Control Technician Electric	C 11
XXIII	Laborer	L 3
	Stores Clerk	C 3
XXIV	Sign Shop Fabricator	NC 7
	Sign Shop Chief	NC 9
XXV	Dispatcher	C 4
	Transportation Assistant	C 6

**PLUS 12 PAY SCALE REPORT SHEETS**

See pages 57-64 for Pay Scale Report Sheets

# PAYSCALE FOR COUNTY • For: 1/1/2018

Report: ZTME\_PAYSCALE\_REPORT  
 System: OAS/100/ZHR\_PAYSCALES  
 User: BARCM

Erie County  
 Pay Scale Report  
 Pay Area: 10: AFSCME

For: 01/01/2018

Page: 1  
 Date: 12/15/2017  
 Time: 11:11:02

	0	1	2	3	4	5	6	7	A	B	C	D	E
GRP 01	26990	27843	28694	29546	30397	31248	32101	32951	33844	34010	34538	35069	35599
	1038.08	1070.88	1103.60	1136.40	1169.12	1201.84	1234.64	1267.36	1287.84	1308.80	1328.40	1348.80	1369.20
	12.976	13.386	13.795	14.205	14.614	15.023	15.433	15.842	16.098	16.351	16.605	16.860	17.115
GRP 02	27510	28388	29266	30143	31021	31899	32779	33656	34212	34778	35323	35878	36435
	1058.08	1091.84	1125.60	1159.36	1193.12	1226.88	1260.72	1294.48	1315.84	1337.60	1358.56	1379.92	1401.36
	13.226	13.648	14.070	14.492	14.914	15.336	15.759	16.181	16.448	16.720	16.982	17.249	17.517
GRP 03	28513	29436	30360	31283	32207	33130	34054	34977	35558	36151	36737	37321	37905
	1096.64	1131.16	1167.68	1203.20	1238.72	1274.24	1309.76	1345.28	1367.20	1389.60	1412.40	1435.60	1459.20
	13.708	14.132	14.556	15.040	15.484	15.928	16.372	16.816	17.095	17.385	17.682	17.943	18.224
GRP 04	29293	30341	31319	32296	33276	34256	35233	36211	36828	37436	38066	38684	39300
	1129.36	1166.96	1204.56	1242.16	1279.84	1317.52	1355.12	1392.72	1416.48	1439.84	1464.08	1487.84	1511.52
	14.117	14.587	15.057	15.527	15.998	16.469	16.939	17.409	17.706	17.998	18.301	18.598	18.894
GRP 05	31061	32124	33186	34249	35310	36373	37436	38499	39241	39986	40731	41471	42209
	1194.64	1235.52	1276.40	1317.28	1358.08	1398.96	1439.84	1480.72	1509.28	1537.92	1566.56	1595.04	1623.44
	14.933	15.444	15.955	16.466	16.976	17.487	17.998	18.509	18.866	19.224	19.582	19.938	20.293
GRP 06	33367	34592	35822	37047	38276	39501	40731	41958	42806	43851	44778	45714	46650
	1283.36	1330.48	1377.76	1424.88	1472.16	1519.68	1567.36	1615.28	1650.96	1688.64	1722.24	1758.88	1794.54
	16.042	16.631	17.222	17.811	18.402	18.992	19.582	20.172	20.628	21.082	21.528	21.978	22.428
GRP 07	35809	37265	38721	40179	41637	43093	44549	46008	47083	48154	49223	50301	51380
	1377.28	1433.28	1489.28	1545.36	1601.44	1657.44	1713.44	1769.52	1810.88	1852.08	1893.20	1934.64	1976.16
	17.216	17.916	18.616	19.317	20.018	20.718	21.418	22.119	22.636	23.151	23.665	24.183	24.702
GRP 08	38455	40121	41789	43457	45124	46792	48460	50128	51322	52503	53691	54872	56071
	1479.04	1543.12	1607.28	1671.44	1735.52	1799.68	1863.84	1928.00	1973.92	2019.36	2065.04	2110.48	2156.56
	18.488	19.289	20.091	20.893	21.694	22.496	23.298	24.100	24.674	25.242	25.813	26.381	26.957
GRP 09	43166	45022	46878	48734	50586	52441	54296	56151	56986	58836	59686	61536	63386
	1588.88	1660.24	1731.60	1802.96	1874.32	1945.68	2017.04	2088.40	2157.84	2228.28	2298.72	2369.16	2439.60
	19.861	20.793	21.695	22.597	23.428	24.320	25.212	26.104	26.723	27.349	27.964	28.584	29.207
GRP 10	44348	46363	48379	50394	52410	54427	56443	58458	59867	61275	62691	64085	65493
	1705.68	1783.20	1860.72	1938.24	2015.76	2093.36	2170.98	2248.40	2302.56	2356.72	2411.20	2464.80	2518.96
	21.321	22.290	23.259	24.228	25.197	26.167	27.136	28.105	28.782	29.459	30.140	30.810	31.487
GRP 11	49015	51203	53389	55578	57766	59952	62140	64326	65853	67375	68902	70423	71945
	1885.20	1969.36	2053.44	2137.60	2221.76	2305.84	2390.00	2474.08	2532.80	2591.36	2650.56	2709.56	2769.12
	23.565	24.617	25.668	26.720	27.772	28.823	29.875	30.926	31.660	32.392	33.126	33.857	34.589
GRP 12	52535	54943	57352	59756	62165	64574	66983	69393	71085	72767	74449	76140	77829
	2020.56	2111.20	2201.84	2292.48	2383.12	2473.76	2564.40	2655.04	2745.68	2836.32	2926.96	3017.60	3108.24
	23.457	26.445	27.573	28.729	29.887	31.045	32.202	33.360	34.176	34.994	35.793	36.608	37.418
GRP 13	57495	60133	62772	65410	68048	70686	73324	75960	77817	79670	81526	83389	85247
	2211.36	2312.80	2414.32	2515.76	2617.12	2718.56	2820.08	2921.52	2992.96	3064.24	3135.60	3207.28	3278.72
	27.642	28.910	30.179	31.447	32.714	33.982	35.251	36.519	37.412	38.303	39.195	40.091	40.984

# PAYSCALE FOR COUNTY • For: 1/1/2019

Report: ZTRM\_PAYSCALE\_REPORT  
 System: OAS/100/ZHR\_PAYSCALES  
 User: BARCMN

Erie County  
 Pay Scale Report  
 Pay Area: 10: AFSOCME

For: 01/01/2019

Page: 1  
 Date: 12/15/2017  
 Time: 11:21:43

	0	1	2	3	4	5	6	7	A	B	C	D	E
GRP 01	27531	28400	29268	30137	31004	31872	32743	33611	34484	34690	35229	35770	36311
	1058.88	1092.32	1125.48	1159.12	1192.48	1225.84	1259.36	1292.72	1313.60	1334.24	1354.96	1375.76	1396.56
	13.236	13.654	14.071	14.489	14.906	15.323	15.742	16.159	16.420	16.678	16.937	17.197	17.457
GRP 02	28061	28956	29850	30747	31641	32537	33434	34330	34896	35472	36030	36596	37163
	1079.28	1113.68	1148.08	1182.56	1216.96	1251.44	1285.92	1320.40	1342.16	1364.32	1385.76	1407.52	1429.36
	13.491	13.921	14.351	14.782	15.212	15.643	16.074	16.505	16.777	17.054	17.322	17.594	17.867
GRP 03	29083	30095	30957	31909	32852	33794	34734	35676	36259	36895	37471	38068	38663
	1168.56	1195.60	1222.64	1249.68	1276.72	1303.76	1330.80	1357.84	1394.36	1416.64	1441.20	1464.16	1487.04
	13.982	14.435	14.888	15.341	15.794	16.247	16.699	17.152	17.437	17.733	18.015	18.302	18.588
GRP 04	29950	30948	31945	32943	33941	34940	35938	36935	37565	38185	38827	39458	40088
	1151.92	1190.32	1228.64	1267.04	1305.44	1343.84	1382.24	1420.56	1444.80	1468.64	1493.36	1517.60	1541.76
	14.399	14.879	15.358	15.838	16.318	16.798	17.278	17.757	18.060	18.358	18.667	18.970	19.272
GRP 05	31683	32766	33850	34934	36017	37101	38185	39268	40025	40785	41546	42301	43054
	1218.56	1260.24	1301.92	1343.60	1385.28	1426.96	1468.64	1510.32	1539.44	1568.64	1597.92	1626.96	1656.96
	15.232	15.753	16.274	16.795	17.316	17.837	18.358	18.879	19.243	19.608	19.974	20.337	20.699
GRP 06	34035	35295	36537	37787	39042	40292	41546	42796	43755	44728	45675	46629	47584
	1309.36	1355.20	1401.04	1446.88	1492.72	1538.56	1584.40	1630.24	1683.28	1720.32	1756.72	1793.44	1830.16
	16.363	16.984	17.566	18.147	18.729	19.311	19.894	20.575	21.041	21.504	21.959	22.418	22.877
GRP 07	36525	38010	39495	40982	42469	43955	45440	46927	48025	49117	50207	51307	52408
	1404.80	1461.92	1519.04	1576.24	1633.44	1690.56	1747.68	1804.88	1847.12	1889.12	1931.04	1973.36	2015.68
	17.560	18.274	18.988	19.703	20.418	21.132	21.846	22.561	23.089	23.614	24.138	24.667	25.196
GRP 08	39225	40924	42623	44322	46026	47728	49429	51131	52347	53554	54764	55971	57192
	1508.64	1574.00	1639.44	1704.88	1770.24	1835.68	1901.12	1966.56	2013.36	2059.76	2106.32	2152.72	2199.48
	18.858	19.675	20.493	21.311	22.128	22.946	23.764	24.582	25.167	25.747	26.329	26.909	27.496
GRP 09	42117	44029	45922	47815	49706	51596	53489	55382	56695	58024	59328	60644	61965
	1620.64	1692.84	1765.04	1837.24	1909.44	1981.64	2053.84	2126.04	2180.56	2231.88	2281.84	2332.48	2383.28
	20.258	21.168	22.078	22.988	23.897	24.806	25.716	26.626	27.237	27.896	28.523	29.156	29.791
GRP 10	45234	47291	49346	51403	53458	55515	57572	59627	61065	62050	63095	64366	65803
	1739.76	1818.88	1897.92	1977.04	2056.08	2135.20	2214.32	2293.36	2348.64	2403.84	2459.44	2514.08	2569.36
	21.747	22.736	23.724	24.713	25.701	26.690	27.679	28.667	29.358	30.048	30.743	31.426	32.117
GRP 11	49995	52227	54456	56688	58920	61150	63384	65614	67169	68723	70281	71831	73384
	1922.88	2008.72	2094.48	2180.32	2266.16	2351.92	2437.84	2523.60	2583.44	2643.20	2703.12	2762.72	2822.48
	24.036	25.109	26.181	27.254	28.327	29.399	30.473	31.545	32.293	33.040	33.789	34.534	35.281
GRP 12	53585	55041	56498	58052	59604	61156	62708	64260	65209	66259	67259	68259	69385
	2020.96	2105.44	2190.32	2275.20	2360.08	2444.96	2529.84	2614.72	2686.80	2754.24	2820.72	2886.80	2952.96
	25.762	26.943	28.124	29.304	30.485	31.666	32.846	34.027	34.860	35.684	36.509	37.338	38.166
GRP 13	58646	61335	64029	66718	69405	72097	74788	77478	79373	81264	83156	85057	86952
	2255.60	2359.04	2462.48	2566.08	2669.44	2772.96	2876.48	2979.92	3052.80	3125.52	3198.32	3271.44	3344.32
	28.195	29.488	30.783	32.076	33.368	34.662	35.956	37.249	38.160	39.069	39.979	40.893	41.804

# PAYSCALE FOR COUNTY • For: 1/1/2020

Report: ZTRM\_PAYSACLE\_REPORT  
 System: ONS/100/ZHR\_PAYSACLES  
 User: BMRGM

Brie County  
 Pay Scale Report  
 Pay Area: 10: ARSCWE

Payscale Type: ARSCWE

For: 01/01/2020

Page: 1  
 Date: 12/15/2017  
 Time: 11:21:54

	0	1	2	3	4	5	6	7	A	B	C	D	E
GRP 01	28082	28968	29852	30740	31624	32508	33399	34283	34836	35385	35934	36485	37036
	1080.08	1114.16	1148.16	1182.32	1216.32	1250.32	1284.56	1318.56	1339.84	1360.96	1382.08	1403.28	1424.48
	13.501	13.927	14.352	14.779	15.204	15.629	16.057	16.482	16.748	17.012	17.276	17.541	17.806
GRP 02	28623	29534	30447	31362	32273	33188	34102	35017	35595	36182	36749	37328	37906
	1100.88	1135.92	1171.04	1206.24	1241.28	1276.48	1311.60	1346.80	1369.04	1391.60	1413.44	1435.68	1457.92
	13.761	14.199	14.638	15.078	15.516	15.956	16.395	16.835	17.113	17.395	17.668	17.946	18.224
GRP 03	29665	30626	31587	32548	33509	34470	35439	36390	36995	37623	38220	38829	39437
	1140.96	1177.92	1214.88	1251.84	1288.80	1325.76	1362.64	1399.60	1427.88	1457.28	1487.04	1516.80	1546.56
	14.262	14.724	15.186	15.648	16.110	16.572	17.033	17.495	17.786	18.088	18.395	18.668	18.960
GRP 04	30549	31568	32583	33602	34620	35639	36658	37673	38316	38948	39603	40246	40887
	1174.96	1214.16	1253.20	1292.40	1331.52	1370.72	1409.92	1448.96	1473.68	1498.00	1523.20	1547.92	1572.56
	14.687	15.177	15.665	16.155	16.644	17.134	17.624	18.112	18.421	18.725	19.040	19.349	19.657
GRP 05	32317	33421	34526	35632	36737	37844	38948	40055	40826	41600	42376	43148	43915
	1242.96	1285.44	1327.92	1370.48	1412.96	1455.52	1498.00	1540.56	1570.24	1600.00	1629.84	1659.04	1689.04
	15.537	16.068	16.599	17.131	17.662	18.194	18.725	19.257	19.628	20.000	20.373	20.744	21.113
GRP 06	42979	44979	46979	48979	50979	52979	54979	56979	58979	60979	62979	64979	66979
	1335.20	1384.24	1433.28	1482.40	1531.60	1580.64	1629.84	1679.04	1716.64	1754.24	1791.84	1829.44	1866.80
	16.690	17.303	17.917	18.530	19.145	19.758	20.373	20.987	21.462	21.934	22.398	22.866	23.335
GRP 07	37255	38769	40285	41802	43318	44834	46349	47865	48986	50099	51212	52333	53455
	1432.88	1491.12	1549.44	1607.76	1666.08	1724.40	1782.64	1840.96	1884.08	1926.88	1969.68	2012.80	2056.00
	17.911	18.639	19.368	20.097	20.826	21.555	22.283	23.012	23.551	24.086	24.621	25.160	25.700
GRP 08	40009	41744	43478	45213	46948	48682	50417	52154	53394	54625	55860	57090	58336
	1538.80	1605.52	1672.24	1738.96	1805.68	1872.40	1939.12	2005.92	2053.60	2100.96	2148.48	2195.76	2243.68
	19.235	20.069	20.903	21.737	22.571	23.405	24.239	25.074	25.670	26.262	26.856	27.447	28.046
GRP 09	46574	48279	49984	51689	53394	55099	56804	58509	60314	62119	63924	65729	67534
	1653.04	1727.28	1801.52	1875.76	1950.00	2024.24	2098.48	2172.72	2247.04	2321.36	2395.68	2470.00	2544.32
	20.663	21.591	22.520	23.448	24.375	25.302	26.230	27.159	27.802	28.454	29.093	29.733	30.387
GRP 10	46139	48237	50335	52431	54527	56622	58725	60819	62886	63750	65225	66674	68139
	1774.56	1855.28	1935.84	2016.56	2097.20	2177.92	2258.64	2339.20	2395.60	2451.92	2508.64	2564.40	2620.72
	22.182	23.191	24.198	25.207	26.215	27.224	28.233	29.240	29.945	30.649	31.358	32.055	32.759
GRP 11	50995	53271	55546	57822	60100	62373	64651	66926	68513	70098	71687	73268	74853
	1961.36	2048.88	2136.40	2223.92	2311.52	2399.96	2488.56	2578.08	2653.12	2696.08	2757.20	2818.00	2878.96
	24.517	25.611	26.705	27.799	28.894	29.987	31.082	32.176	33.339	33.701	34.465	35.225	35.987
GRP 12	54656	57163	59670	62177	64684	67191	69698	72195	73959	75708	77457	79217	80977
	2102.16	2198.56	2294.96	2391.36	2487.76	2584.16	2680.56	2776.96	2844.52	2911.88	2979.12	3046.20	3113.28
	26.277	27.482	28.686	29.890	31.095	32.299	33.503	34.708	35.557	36.398	37.239	38.085	38.923
GRP 13	59819	62562	65310	68053	70793	73538	76284	79028	80960	82888	84820	86759	88691
	2300.72	2406.24	2511.76	2617.44	2722.80	2828.40	2934.00	3039.52	3113.84	3188.00	3262.32	3336.88	3411.20
	28.759	30.078	31.359	32.718	34.035	35.355	36.675	37.994	38.923	39.850	40.779	41.711	42.640

# PAYSCALE FOR COUNTY • For: 1/1/2021

Page: 1  
Date: 12/15/2017  
Time: 11:22:04

Erie County  
Pay Scale Report  
Pay Area: 10: AFSCME  
For: 01/01/2021

Report: ZTMP\_PAYSCALE\_REPORT  
System: QAS/100/ZHR\_PAYSCALES  
User: BARCWM

Fayscale Type: AFSCME

0 1 2 3 4 5 6 7 A B C D E

GRP	0	1	2	3	4	5	6	7	A	B	C	D	E
GRP 01	28644	29548	30449	31356	32257	33159	34066	34969	35533	36092	36654	37215	37777
	1101.68	1136.48	1171.12	1206.00	1240.64	1275.36	1310.24	1344.96	1366.64	1388.16	1409.76	1431.36	1452.96
	13.771	14.206	14.639	15.075	15.508	15.942	16.378	16.812	17.083	17.352	17.622	17.892	18.162
GRP 02	29195	30125	31056	31990	32918	33852	34784	35718	36306	36905	37484	38074	38663
	1122.88	1158.64	1194.48	1230.40	1266.08	1302.00	1337.84	1373.76	1396.40	1419.44	1441.68	1464.40	1487.00
	14.036	14.483	14.931	15.380	15.826	16.275	16.723	17.172	17.455	17.743	18.021	18.305	18.588
GRP 03	30958	31237	32219	33199	34179	35158	36138	37118	37735	38376	38985	39605	40225
	1197.92	1207.44	1232.00	1276.88	1314.56	1352.34	1389.92	1427.56	1451.36	1475.00	1498.44	1523.28	1547.12
	14.547	15.018	15.490	15.961	16.432	16.903	17.374	17.845	18.142	18.450	18.743	19.041	19.339
GRP 04	31160	32000	32834	34724	35312	36352	37390	38426	39081	39728	40396	41051	41704
	1198.48	1238.48	1278.48	1318.24	1358.16	1398.16	1438.08	1477.92	1503.12	1528.00	1553.68	1578.88	1604.00
	14.981	15.481	15.978	16.478	16.977	17.477	17.976	18.474	18.789	19.100	19.421	19.736	20.050
GRP 05	32964	34089	35216	36346	37471	38601	39728	40855	41644	42432	43222	44011	44793
	1267.84	1311.12	1354.48	1397.92	1441.20	1484.64	1528.00	1571.36	1601.68	1632.00	1662.40	1692.72	1722.80
	15.848	16.389	16.931	17.474	18.015	18.558	19.100	19.642	20.021	20.400	20.780	21.159	21.535
GRP 06	35410	35710	36012	36314	40618	41918	43222	44527	45533	46536	47520	48512	49508
	1321.92	1420.00	1465.00	1522.00	1520.24	1613.34	1652.40	1712.56	1751.28	1789.94	1827.68	1865.84	1904.16
	17.024	17.649	18.275	18.901	19.528	20.153	20.780	21.407	21.891	22.373	22.846	23.321	23.802
GRP 07	38000	39545	41090	42638	44185	45731	47276	48822	49966	51101	52235	53379	54525
	1461.52	1520.96	1580.40	1639.92	1699.44	1758.88	1818.32	1877.76	1921.76	1965.44	2009.04	2053.04	2097.12
	18.269	19.012	19.755	20.499	21.243	21.986	22.729	23.472	24.022	24.568	25.113	25.663	26.214
GRP 08	40810	42578	44348	46118	47886	49656	51426	53196	54461	55717	56977	58232	59503
	1569.60	1637.60	1705.68	1773.76	1841.76	1909.84	1977.92	2046.00	2094.64	2142.96	2191.44	2239.68	2288.56
	19.620	20.470	21.321	22.172	23.022	23.873	24.724	25.575	26.183	26.787	27.393	27.996	28.607
GRP 09	43838	45808	47778	49747	51715	53684	55650	57620	58985	60368	61734	63095	64470
	1686.88	1763.84	1837.60	1913.36	1989.04	2064.64	2140.40	2216.16	2288.64	2321.84	2374.00	2426.72	2479.60
	21.076	22.023	22.970	23.917	24.863	25.808	26.755	27.702	28.358	29.023	29.675	30.334	30.995
GRP 10	47062	49202	51339	53479	55617	57757	59900	62036	63532	65025	66529	68008	69501
	1810.08	1892.40	1974.56	2056.88	2139.12	2221.44	2303.84	2386.00	2443.52	2500.96	2558.80	2615.68	2673.12
	22.626	23.655	24.682	25.711	26.739	27.768	28.798	29.825	30.544	31.262	31.985	32.696	33.414
GRP 11	52015	54336	56657	58978	61302	63621	65944	68266	69884	71500	73120	74734	76351
	2000.56	2089.84	2179.12	2268.40	2357.76	2446.96	2536.32	2625.60	2687.84	2750.00	2812.32	2874.40	2936.56
	25.007	26.123	27.239	28.355	29.472	30.587	31.704	32.820	33.598	34.375	35.154	35.930	36.707
GRP 12	55950	59307	62664	66021	69378	72735	76092	79449	81537	83625	85713	87802	89891
	2144.72	2243.56	2342.40	2441.24	2540.08	2638.92	2737.76	2836.60	2913.16	2990.44	3070.08	3107.76	3176.64
	28.803	28.032	29.260	30.488	31.717	32.945	34.173	35.402	36.268	37.126	37.984	38.847	39.708
GRP 13	61015	63814	66616	69414	72209	75009	77811	80608	82578	84546	86518	88494	90465
	2346.72	2454.40	2562.16	2669.76	2777.28	2884.96	2992.72	3100.32	3176.08	3251.76	3327.60	3403.60	3479.44
	29.334	30.680	32.027	33.372	34.716	36.062	37.409	38.754	39.701	40.647	41.595	42.545	43.493

# PAYSCALE FOR PARKS/HIGHWAYS • For: 1/1/2018

Report: ZTRM\_PAYSCALE\_REPORT  
 System: QAS/100/ZHR\_PAYSCALES  
 User: BARCMM

Erie County  
 Pay Scale Report  
 Pay Area: 11: AFSCME Pks/ Highways For: 01/01/2018

Payscale Type: AFSCME

Page: 1  
 Date: 12/15/2017  
 Time: 11:18:44

	0	1	2	3	4	5	6	7	A	B	C	D	E
GRP 03	31797	33205	33908	34611	35316	36021	36727	37521	38287	39131	39940	40741	
	1222.96	1277.12	1304.16	1331.20	1358.32	1385.44	1412.56	1443.12	1472.56	1505.04	1536.16	1566.96	
	15.287	15.964	16.302	16.640	16.979	17.318	17.657	18.039	18.407	18.813	19.202	19.587	
GRP 04	34160	35125	36090	37055	38020	38985	39953	40918	41979	42919	43967	44984	46012
	1313.84	1350.96	1388.08	1425.20	1462.32	1499.52	1536.64	1573.76	1614.56	1650.72	1691.04	1730.16	1769.68
	16.423	16.887	17.351	17.815	18.279	18.744	19.208	19.672	20.182	20.634	21.138	21.627	22.121
GRP 05	1320.60	35289	37228	38197	39166	40136	41107	42135	43075	44127	45146	46155	
	1320.60	1357.28	1394.40	1431.52	1468.64	1505.76	1542.88	1580.00	1617.12	1654.24	1691.36	1728.48	1765.60
	16.500	16.966	17.432	17.898	18.364	18.830	19.296	19.763	20.257	20.709	21.215	21.705	22.190
GRP 06	36774	37960	39146	40332	41518	42702	43888	45072	46251	47414	48608	49789	51542
	1414.40	1460.00	1505.60	1551.12	1596.72	1642.40	1688.00	1733.52	1778.88	1823.60	1869.52	1914.96	1982.40
	17.680	18.250	18.820	19.389	19.959	20.530	21.100	21.669	22.236	22.795	23.369	23.937	24.780
GRP 07	36930	38116	39304	40489	41675	42860	44044	45230	46415	47574	48770	49951	51678
	1420.40	1466.00	1511.68	1557.28	1602.88	1648.48	1694.00	1739.60	1785.20	1829.76	1875.76	1921.20	1987.60
	17.755	18.325	18.896	19.466	20.036	20.606	21.175	21.745	22.315	22.872	23.447	24.015	24.845
GRP 08	39262	40631	41999	43368	44737	46105	47474	48840	50086	51324	52730	54028	55943
	1530.96	1585.72	1640.48	1695.24	1750.00	1804.76	1859.52	1914.28	1969.04	2023.80	2078.56	2133.32	2188.08
	19.876	19.534	20.192	20.850	21.508	22.166	22.824	23.481	24.139	24.797	25.455	26.113	26.607
GRP 09	39422	40791	42157	43526	44897	46265	47634	49003	50247	51484	52886	54190	55486
	1516.24	1568.88	1621.44	1674.08	1726.80	1779.44	1832.08	1884.72	1932.56	1980.16	2034.08	2084.24	2134.08
	18.953	19.611	20.268	20.926	21.585	22.243	22.901	23.559	24.157	24.752	25.426	26.053	26.676
GRP 11	43075	44666	46255	47846	49437	51029	52618	54209	55763	57158	58706	60208	62317
	1656.72	1717.92	1779.04	1840.24	1901.44	1962.64	2023.76	2084.96	2144.72	2198.40	2257.82	2315.68	2396.80
	20.709	21.474	22.238	23.003	23.768	24.533	25.297	26.062	26.809	27.480	28.224	28.946	29.960

# PAYSCALE FOR PARKS/HIGHWAYS • For: 1/1/2019

Page: 1  
Date: 12/19/2017  
Time: 11:16:55

Report: ZTRM PAYSCALE REPORT  
System: OS\J00\ZHR\_PAYSCALES  
User: BARCHM  
Pay Area: 11: AFSCME Pks/ Highways For: 01/01/2019

Eric County  
Pay Scales Report

	0	1	2	3	4	5	6	7	A	B	C	D	E
GRP 03	32433	33869	34586	35304	36024	36741	37461	38272	39052	39913	40739	41556	
	1247.44	1302.64	1330.24	1357.84	1385.52	1413.12	1440.80	1472.00	1502.00	1535.12	1566.88	1598.32	
	15.593	16.283	16.973	17.319	17.664	18.010	18.400	18.775	19.189	19.586	19.979	20.364	
GRP 04	34642	35828	36812	37796	38782	39768	40751	41735	42819	43778	44847	45885	46931
	1340.06	1378.00	1415.84	1453.68	1491.60	1529.52	1567.36	1605.20	1646.88	1683.76	1724.88	1764.80	1805.04
	16.751	17.225	17.698	18.171	18.645	19.119	19.592	20.065	20.586	21.047	21.561	22.060	22.563
GRP 05	35006	35994	36984	37972	38960	39951	40939	41929	42977	43936	45009	46049	47079
	1346.40	1384.40	1422.48	1460.48	1498.48	1536.56	1574.56	1612.64	1652.96	1689.84	1731.12	1771.12	1810.72
	16.830	17.305	17.781	18.256	18.731	19.207	19.682	20.158	20.662	21.123	21.639	22.139	22.634
GRP 06	37511	38719	39928	41136	42345	43557	44766	45972	47176	48362	49579	50785	52574
	1442.72	1489.20	1535.68	1582.16	1628.64	1675.28	1721.76	1768.16	1814.48	1860.08	1906.88	1953.28	2022.08
	18.034	18.615	19.196	19.777	20.358	20.941	21.522	22.102	22.681	23.251	23.836	24.416	25.276
GRP 07	37669	38879	40090	41298	42509	43717	44926	46134	47343	48554	49745	50950	52711
	1448.80	1495.36	1541.92	1588.40	1634.96	1681.44	1727.92	1774.40	1820.88	1866.32	1913.28	1959.60	2027.36
	18.110	18.692	19.274	19.855	20.437	21.018	21.599	22.180	22.761	23.329	23.916	24.495	25.349
GRP 08	40048	41444	42840	44235	45631	47027	48422	49818	51089	52352	53785	55110	56449
	1540.32	1594.00	1647.68	1701.36	1755.04	1808.72	1862.40	1916.08	1964.96	2013.52	2068.64	2119.60	2171.12
	19.254	19.925	20.596	21.267	21.938	22.609	23.280	23.951	24.562	25.169	25.858	26.495	27.139
GRP 09	40211	41606	43000	44398	45795	47191	48587	49982	51251	52514	53945	55274	56597
	1546.56	1600.24	1653.84	1707.60	1761.36	1815.04	1868.72	1922.40	1971.20	2019.76	2074.80	2125.92	2176.80
	19.332	20.003	20.673	21.345	22.017	22.688	23.359	24.030	24.640	25.247	25.935	26.574	27.210
GRP 11	43936	45558	47181	48803	50425	52050	53676	55303	56878	58302	59879	61412	63563
	1689.84	1752.24	1814.64	1877.04	1939.44	2001.82	2064.24	2126.64	2187.60	2242.40	2303.04	2362.00	2444.72
	21.123	21.903	22.683	23.463	24.243	25.024	25.803	26.583	27.345	28.030	28.768	29.525	30.359

# PAYSCALE FOR PARKS/HIGHWAYS • For: 1/1/2020

Page: 1  
Date: 12/19/2017  
Time: 11:19:04

Report: ZTRM\_PAYSCALE\_REPORT  
System: OMS/100/ZHR\_PAYSCALES  
User: BMRGM

Erie County  
Pay Scale Report  
Pay Area: 11: AFSCME Pks/ Highways For: 01/01/2020

	0	1	2	3	4	5	6	7	A	B	C	D	E
GRP 03	33082	34547	35279	36009	36743	37475	38210	39037	39834	40712	41554	42388	
	1272.40	1328.72	1356.88	1384.96	1413.20	1441.36	1469.60	1501.44	1532.08	1565.84	1598.24	1630.32	
	15.905	16.609	16.961	17.312	17.665	18.017	18.370	18.768	19.151	19.573	19.978	20.379	
GRP 04	35539	37548	38551	39557	40562	41567	42569	43676	44653	45743	46802	47869	
	1366.88	1405.60	1442.72	1521.44	1560.08	1598.72	1637.28	1679.84	1717.44	1759.36	1800.08	1841.12	
	17.086	17.570	18.052	18.534	19.018	19.501	19.984	20.466	20.998	21.468	21.952	22.501	
GRP 05	35707	36714	37725	38732	39740	40749	41758	42767	43836	44814	45910	46971	
	1373.36	1432.08	1450.96	1489.68	1528.48	1567.28	1606.08	1644.88	1686.00	1723.60	1765.76	1806.56	
	17.167	17.651	18.137	18.621	19.106	19.591	20.076	20.561	21.075	21.545	22.072	22.582	
GRP 06	38262	39493	40726	41960	43191	44429	45660	46892	48121	49329	50571	51800	
	1471.60	1518.96	1566.40	1613.84	1661.20	1708.80	1756.16	1803.52	1850.80	1897.28	1945.04	1992.32	
	18.395	18.987	19.580	20.173	20.765	21.360	21.952	22.544	23.135	23.716	24.313	24.904	
GRP 07	38422	39657	40891	42124	43360	44591	45824	47058	48289	49496	50740	51969	
	1477.76	1525.28	1572.72	1620.16	1667.68	1715.04	1762.48	1809.92	1857.28	1903.68	1951.52	1998.80	
	18.472	19.066	19.659	20.252	20.846	21.438	22.031	22.624	23.216	23.796	24.394	24.985	
GRP 08	40849	43274	43697	45119	46544	47967	49392	50814	52110	53398	54860	56212	
	1571.12	1635.92	1680.64	1735.36	1790.16	1844.88	1899.68	1954.40	2004.24	2053.76	2110.00	2214.56	
	19.639	20.324	21.008	21.692	22.377	23.061	23.746	24.430	25.053	25.672	26.375	27.025	
GRP 09	41016	42438	43859	45286	46711	48135	49558	50983	52377	53564	55024	56378	
	1577.52	1632.24	1686.88	1741.76	1796.56	1851.36	1906.08	1960.88	2010.64	2060.16	2116.32	2168.40	
	19.719	20.403	21.086	21.772	22.457	23.142	23.826	24.511	25.133	25.752	26.454	27.105	
GRP 11	44814	46469	48125	49779	51434	53090	54744	56399	58015	59469	61077	62641	
	1723.60	1787.28	1850.96	1914.56	1978.24	2041.92	2105.52	2169.20	2231.36	2287.28	2349.12	2409.28	
	21.545	22.341	23.137	23.932	24.728	25.524	26.319	27.115	27.892	28.591	29.364	30.116	

# PAYSCALE FOR PARKS/HIGHWAYS • For: 1/1/2021

Report: ZTRM\_PAYSCALE\_REPORT  
 System: OAS/I00/ZHR\_PAYSALES  
 User: BARCAM

Erie County  
 Pay Scale Report  
 Pay Area: 11. AFSCME Pks/ Highways For: 01/01/2021

Page: 1  
 Date: 12/19/2017  
 Time: 11:19:13

	0	1	2	3	4	5	6	7	A	B	C	D	E
GRP 03	33744	35237	35984	36729	37477	38224	38973	39817	40631	41525	42386	43237	
	1297.84	1355.28	1384.00	1412.64	1441.44	1470.16	1498.96	1531.44	1562.72	1597.12	1630.24	1662.96	
	16.223	16.941	17.300	17.658	18.018	18.377	18.737	19.143	19.534	19.964	20.378	20.787	
GRP 04	36250	37276	38289	39322	40348	41373	42389	43420	44549	45546	46659	47738	48826
	1394.24	1473.68	1523.22	1551.84	1591.28	1631.72	1670.44	1713.44	1754.16	1794.36	1836.08	1877.32	
	17.428	17.921	18.413	18.905	19.398	19.891	20.384	20.875	21.418	21.897	22.432	22.951	23.474
GRP 05	36421	37448	38480	39505	40535	41565	42594	43622	44714	45710	46827	47911	48982
	1400.80	1440.32	1480.00	1519.44	1559.04	1638.24	1677.76	1719.76	1758.08	1801.04	1842.72	1883.92	
	17.510	18.004	18.500	18.993	19.488	19.983	20.478	20.972	21.497	21.976	22.513	23.034	23.549
GRP 06	39027	40283	41542	42798	44054	45317	46573	47830	49084	50315	51582	52836	54070
	1501.04	1549.36	1597.76	1646.08	1694.40	1742.96	1791.28	1839.60	1887.84	1935.20	1983.32	2032.16	2103.84
	18.763	19.367	19.972	20.576	21.180	21.787	22.391	22.995	23.598	24.190	24.799	25.402	26.298
GRP 07	39189	40450	41708	42967	44227	45483	46742	47998	49254	50486	51755	53009	54641
	1507.28	1555.76	1604.24	1652.67	1701.04	1749.32	1797.60	1846.08	1894.40	1941.76	1990.36	2038.80	2109.28
	18.841	19.447	20.052	20.657	21.263	21.867	22.472	23.076	23.680	24.272	24.882	25.485	26.366
GRP 08	41667	43118	44570	46022	47476	48926	50380	51832	53152	54465	55968	57337	58731
	1602.56	1658.40	1714.24	1770.08	1826.00	1881.76	1937.68	1993.52	2044.32	2094.80	2152.24	2205.28	2258.88
	20.032	20.730	21.428	22.126	22.825	23.522	24.221	24.919	25.554	26.185	26.903	27.566	28.236
GRP 09	41835	43287	44737	46191	47644	49098	50550	52002	53323	54635	56125	57506	58883
	1609.04	1664.88	1720.64	1776.56	1832.48	1888.40	1944.24	2000.08	2050.88	2101.36	2158.64	2211.76	2264.72
	20.113	20.811	21.508	22.207	22.906	23.605	24.303	25.001	25.636	26.267	26.983	27.647	28.309
GRP 11	45710	47309	49088	50775	52464	54151	55838	57527	59176	60659	62298	63893	66129
	1788.00	1823.04	1868.00	1922.88	1977.84	2032.24	2144.88	2232.64	2276.00	2331.04	2386.08	2437.44	2543.44
	21.976	22.788	23.600	24.411	25.223	26.034	26.845	27.657	28.450	29.163	29.951	30.718	31.753

## **Check My License/Driving Privilege Status**

### **How can I check the status of my New York State Driving Privilege?**

Sign up for “MyDMV and use the My License, Permit or “ID” service. You can check:

- The current status of your driving privilege (for example Valid, Revoked, Suspended)
- The number of driver violation points on your driving record
- If your license, permit or non-driver ID card is valid, expired or due to be renewed
- Your address on DMV records, change it, if necessary
- Your CDL medical certification status
- The mailing status of a document you recently ordered

## Cut out and keep in wallet

### **WEINGARTEN Rights Statement**

I am a member of AFSCME Local 1095. I am requesting my right as granted under the U.S. Supreme Court “**WEINGARTEN**” decision to have a Union Representative present during this meeting because I reasonably believe that it may result in disciplinary action against me or impact my personal working conditions. If my request for representation is denied, I may refrain from answering accusatory questions until such time as I am properly represented.

**AFSCME LOCAL 1095 (716-608-1095)**

**AFSCME LOCAL 1095  
35 TYROL CHEEKTOWAGA NY 14227  
716-608-1095**

*Richard Canazzi - President  
Paul Mason - Vice President  
Norman Moorhouse - Grievance Chairman  
Sean Lauck Secretary - Treasurer  
Karl Anderson - Sgt.at Arms  
Daniel Dugan- Recording Security*

# **COLLECTIVE BARGAINING AGREEMENT**

**BY AND BETWEEN**

**THE COUNTY OF ERIE, THE ERIE COUNTY  
MEDICAL CENTER CORP., THE ERIE COMMUNITY  
COLLEGE & THE BUFFALO AND ERIE COUNTY  
PUBLIC LIBRARY SYSTEM**

**and**

**THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.,  
LOCAL 1000, AFSCME, AFL-CIO**

**On behalf of the**

**CSEA ERIE COUNTY UNIT 6700 OF THE CSEA  
ERIE COUNTY LOCAL 815**



**January 1, 2017 through December 31, 2022**

**Including the Sub-Bargaining Agreement by and  
between the Civil Service Employees Association and the  
Erie County Medical Center Corporation Covering  
January 1, 2018 through December 31, 2022**

**Denise Szymura, President**



## TABLE OF CONTENTS

TABLE OF CONTENTS	i
<b>LEGISLATIVE REVIEW</b>	1
<b>STATEMENT OF PURPOSE</b>	1
<b>ARTICLE I RECOGNITION</b>	1
<b>ARTICLE II DEFINITIONS</b>	2
<b>ARTICLE III MANAGEMENT RIGHTS</b>	4
<b>ARTICLE IV NO STRIKE CLAUSE</b>	4
<b>ARTICLE V DUES, CHECKOFF, AGENCY SHOP &amp; UNION INSURANCE PROGRAM</b>	4
<b>ARTICLE VI BULLETIN BOARD</b>	6
<b>ARTICLE VII ACCESS TO EMPLOYEES</b>	7
<b>ARTICLE VIII MEETING PLACE</b>	8
<b>ARTICLE IX TIME OFF FOR UNION BUSINESS</b>	8
<b>ARTICLE X LABOR-MANAGEMENT COMMITTEE MEETINGS</b>	9
<b>ARTICLE XI JOINT SAFETY COMMITTEE</b>	9
<b>ARTICLE XII EQUAL OPPORTUNITIES</b>	10
<b>ARTICLE XIII HOURS OF WORK</b>	10
<b>ARTICLE XIV HOLIDAYS</b>	13
<b>ARTICLE XV VACATIONS</b>	14
<b>ARTICLE XVI OVERTIME</b>	16
<b>ARTICLE XVII SICK LEAVE</b>	19
<b>Section 17.1: Sick Leave Allowance</b>	19
<b>Section 17.2: Reasons for Granting Sick Leave</b>	19
<b>Section 17.3: Sick Leave Credits and Charges</b>	19
<b>Section 17.4: Extended Sick Leave</b>	20
<b>Section 17.5: Reporting Time</b>	20
<b>Section 17.6: Abuse of Sick Leave Benefits</b>	22
<b>Section 17.7: Sick Leave Records and Reports</b>	22
<b>Section 17.8: Reinstatement of Sick Leave</b>	22
<b>Section 17.9: Medical or Dental Visits</b>	22
<b>Section 17.10: Sick Leave Bonus</b>	23
<b>Section 17.11: Criminal Assault</b>	23
<b>ARTICLE XVIII PERSONAL LEAVE</b>	23
<b>ARTICLE XIX LEAVE BECAUSE OF DEATH IN THE FAMILY</b>	25
<b>ARTICLE XX LEAVE FOR JURY DUTY</b>	25
<b>ARTICLE XXI TIME OFF FOR CIVIL SERVICE EXAMINATIONS</b>	26
<b>ARTICLE XXII LEAVE OF ABSENCE WITHOUT PAY</b>	26
<b>Section 22.1: Application for Leave Without Pay</b>	26
<b>Section 22.2: Maternity Leave</b>	26

<b>Section 22.3:</b> Substantiation of Request for Sick Leave or Leave without Pay . . . . .	27
<b>Section 22.4:</b> Leave Because of Extended Illness . . . . .	27
<b>Section 22.5:</b> Leave For War Work . . . . .	28
<b>Section 22.6:</b> Education Leave For Veterans . . . . .	28
<b>Section 22.7:</b> Leave for Educational Purposes . . . . .	28
<b>Section 22.8:</b> Leave of Absence to Serve Another Position in the County Service. . . . .	29
<b>Section 22.9:</b> Leave of Absence to Accept Employment Outside the County Service. . . . .	29
<b>Section 22.10:</b> Leave for Other Reasons . . . . .	29
<b>Section 22.11:</b> Military Leave of Absence. . . . .	29
<b>Section 22.12:</b> Political Leave . . . . .	29
<b>Section 22.13:</b> Denial of Leave of Absence. . . . .	30
<b>Section 22.14:</b> Legal Adoption Leave . . . . .	30
<b>Section 22.15:</b> Child Rearing Leave . . . . .	30
<b>ARTICLE XXIII EMERGENCY CLOSING . . . . .</b>	<b>30</b>
<b>ARTICLE XXIV RETIREMENT PLAN . . . . .</b>	<b>31</b>
<b>ARTICLE XXV HEALTH INSURANCE . . . . .</b>	<b>31</b>
<b>Section 25.1:</b> Available Plans . . . . .	31
<b>Section 25.2:</b> Dental Coverage: . . . . .	31
<b>Section 25.3:</b> Payment for Health Insurance: . . . . .	32
<b>Section 25.4:</b> Employee Disabled from Work . . . . .	33
<b>Section 25.5:</b> Retired Employees . . . . .	34
<b>Section 25.6:</b> Additional Retiree Benefits . . . . .	39
<b>Section 25.7:</b> Retiree Health Benefits . . . . .	39
<b>Section 25.8:</b> Compensable Injury Illness. . . . .	39
<b>Section 25.9:</b> Survivor's Health Insurance Coverage. . . . .	39
<b>Section 25.10:</b> Health Insurance Waiver Coverage . . . . .	40
<b>Changes in County Health Insurance Waiver Program . . . . .</b>	<b>40</b>
<b>HEALTH INSURANCE WAIVER . . . . .</b>	<b>42</b>
<b>ARTICLE XXVI PAY PERIOD . . . . .</b>	<b>43</b>
<b>Section 27.1:</b> Promotions . . . . .	44
<b>Section 27.2:</b> Demotions . . . . .	44
<b>Section 27.3:</b> Reinstatement . . . . .	44
<b>Section 27.4:</b> Reallocation . . . . .	45
<b>Section 27.5:</b> Reclassification . . . . .	45
<b>Section 27.6:</b> Temporary Assignments . . . . .	45
<b>Section 27.7:</b> Leave of Absence – Military . . . . .	45
<b>Section 27.8:</b> Increments. . . . .	45
<b>Section 27.9:</b> Longevity Pay. . . . .	47
<b>Section 27.10:</b> New Appointments. . . . .	47

<b>ARTICLE XXVIII JOB POSTING</b> .....	48
<b>Section 28.5:</b> Promotions .....	49
<b>Section 28.6:</b> Probationary Period .....	49
<b>ARTICLE XXIX SHIFT PREFERENCE</b> .....	50
<b>ARTICLE XXX INTRADEPARTMENTAL TRANSFER</b> .....	51
<b>ARTICLE XXXI INTERDEPARTMENTAL TRANSFER</b> .....	51
<b>ARTICLE XXXII LAYOFF AND RECALL</b> .....	52
<b>ARTICLE XXXIII GRIEVANCES AND ARBITRATION</b> .....	54
<b>Section 33.1:</b> General .....	54
<b>Section 33.2:</b> Definitions .....	54
<b>Section 33.3:</b> Rights of the Parties .....	54
<b>Section 33.4:</b> Grievance Procedure .....	55
<b>Section 33.5:</b> Arbitration Procedure .....	56
<b>ARTICLE XXXIV DISCIPLINE AND DISCHARGE</b> .....	56
<b>ARTICLE XXXV PERSONNEL FILES</b> .....	59
<b>ARTICLE XXXVI WAGES</b> .....	60
<b>ARTICLE XXXVII REGULAR PART-TIME EMPLOYEES</b> .....	61
<b>ARTICLE XXXVIII TRAVEL POLICIES AND PROCEDURES</b> .....	61
<b>Section 38.1:</b> Transportation Reimbursement .....	61
<b>Section 38.2:</b> Travel Policies .....	61
<b>ARTICLE XXXIX GENERAL PROVISIONS</b> .....	62
<b>Section 39.1:</b> Call-In Pay .....	62
<b>Section 39.2:</b> Standby Pay .....	62
<b>Section 39.3:</b> Grant Program .....	62
<b>Section 39.4:</b> Liability Insurance Coverage Committee .....	62
<b>Section 39.5:</b> ECC Tuition .....	63
<b>Section 39.6:</b> LPN Weekends Off .....	63
<b>Section 39.7:</b> Parks Housing .....	63
<b>Section 39.8:</b> County Vehicles .....	63
<b>Section 39.9:</b> Contract Printing .....	63
<b>Section 39.10:</b> Worker's Compensation .....	63
<b>Section 39.11:</b> Part-Time/Full Time Employee Limitations and Ratios .....	64
<b>ARTICLE XL ENTIRE MEMORANDUM OF AGREEMENT</b> .....	64
<b>ARTICLE XLI SAVINGS CLAUSE</b> .....	65
<b>ARTICLE XLII EFFECTIVE DATE AND DURATION</b> .....	66
<b>APPENDIX A – ECMCC SUB BARGAINING AGREEMENT</b> .....	67
<b>APPENDIX B – WHITE COLLAR TITLE LISTING</b> .....	74
<b>APPENDIX C – ERIE COUNTY SALARY SCHEDULE – 2018</b> .....	112
<b>APPENDIX D – ERIE COUNTY SALARY SCHEDULE – 2019</b> .....	115

<b>APPENDIX E – ERIE COUNTY SALARY SCHEDULES – 2020</b> .....	118
<b>APPENDIX F – ERIE COUNTY SALARY SCHEDULE – 2021</b> .....	121
<b>APPENDIX G – ERIE COUNTY SALARY SCHEDULE – 2022</b> .....	124
<b>APPENDIX H – ECMCC SALARY SCHEDULE – 2018</b> .....	127
<b>APPENDIX I – ECMCC SALARY SCHEDULE – 2019</b> .....	130
<b>APPENDIX J – ECMCC SALARY SCHEDULE – 2020</b> .....	134
<b>APPENDIX K – ECMCC SALARY SCHEDULE – 2021</b> .....	138
<b>APPENDIX L – ECMCC SALARY SCHEDULE – 2022</b> .....	142
<b>APPENDIX M – ECMC COTA/PTA SALARY SCHEDULES</b> .....	146
2018 COTA/PTA Schedule .....	146
2019 COTA/PTA Schedule .....	146
2020 COTA/PTA Schedule .....	146
2021 COTA/PTA Schedule .....	146
2022 COTA/PTA Schedule .....	146
<b>APPENDIX N – ECMC REHAB DEPARTMENT SALARY SCHEDULES</b> .....	147
2018 ECMC Rehab Scale .....	147
2019 ECMC Rehab Scale .....	148
2020 ECMC Rehab Scale .....	149
2021 ECMC Rehab Scale .....	150
2022 ECMC Rehab Scale .....	151
<b>APPENDIX O – ECMC RADIOLOGY DEPARTMENT SALARY SCHEDULES</b> .....	152
2018 ECMC Radiology Scale .....	152
2019 ECMC Radiology Scale .....	154
2020 ECMC Radiology Scale .....	156
2021 ECMC Radiology Scale .....	158
2022 ECMC Radiology Scale .....	160

## LEGISLATIVE REVIEW

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

## STATEMENT OF PURPOSE

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

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

Now, therefore, it is mutually agreed as follows:

## ARTICLE I RECOGNITION

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

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

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

**Section 1.4:** The County recognizes CSEA as the exclusive negotiating agent for employees within the designated unit as certified by the Public Employment Relations Board in its Case Number C-2074 and its Case Number CP-1504 in any and all proceedings under the Public Employee's Fair Employment Act.

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

## **ARTICLE II DEFINITIONS**

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

1. "County" or "Employer" means County of Erie.
2. "Union" or "C.S.E.A." means Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, Erie Unit of Local 815.
3. "Employee" or "Employees" mean only those individuals who hold a full-time permanent, temporary and/or Provisional, Regular Part-Time (20 working hours or more per week), Part-time or Per-diem (less than nineteen (19) working hours per week) positions covered by the bargaining unit herein.
4. "Bargaining Unit" means the certified bargaining unit which is composed of only those employees as defined above in Specification 3 of this Article, all of whose titles appear in Appendix A attached hereto.
5. "Position" means one of the positions included under one class title in the Plan of Class titles and Salary Ranges.
6. "Class" means a group of similar positions included under the same title in the Plan of Class titles and Salary Ranges.
7. "Salary Range" means the range of compensation, from base to step 5, as appearing in the Plan of Class Titles and Salary Ranges.
8. "Job Group" means a group of classes of positions allocated to the same salary range in the Plan of Class Titles and Salary Ranges.
9. "Increment" means the annual increment as provided in the table of increments for Job Groups in the Plan of Class Titles and Salary Ranges.
10. "Increment Step" means the point in the increment scale reached through successive periods of actual service, as designated in Steps 1, 2, 3, 4 and 5 in the Plan of Class Titles and Salary Ranges.

11. "Open Competitive List" means an eligible list resulting from an open competitive civil service examination.
12. "Promotion List" means an eligible list resulting from a promotional civil service examination.
13. "Appointing Authority" means the person or body ultimately responsible for employee selection and appointment within the department (usually the department head) subject to Civil Service Law and any rules promulgated thereunder.
14. "Actual Service" means total time spent actually working in a position including any paid time off and / or leave with pay.
15. "Service" means "Actual Service" as defined above.
16. "Continuous Service" means an uninterrupted period of actual service which includes any authorized leave of absence without pay computed from the date an employee assumes a position with the County. However, a period of actual service in a regular part-time position (20 hours or more per week) shall be credited as 50% of such period for purpose of computing continuous service. An employee's continuous service is interrupted by voluntary resignation, discharge, retirement, assuming a non-regular part-time position (less than 20 hours per week) or layoff. If an employee is rehired within one year or is recalled within two years of layoff or during his/her period of eligibility on a preferred list pursuant to Civil Service Law or reassumes a permanent full-time permanent position after holding a non-regular part-time position without a break in actual service, the interruption in continuous service shall be removed. The period of interruption, however, shall not be included in computing the total period of continuous service. Except as so provided, an interruption shall result in a permanent loss of all continuous service credit.
17. "Seniority" – Except as defined and determined by Civil Service Law for purposes of the provisions therein, seniority means the length of an employee's continuous service, as defined above with the County of Erie, regardless of bargaining unit.
18. "Permanent Vacancy" means an unencumbered, budgeted position covered by the bargaining unit which may or may not be filled within the sole discretion of the Employer.
19. "Department" shall mean that unit of County Government specifically designated as a department under the Erie County Administrative Code as amended from time to time.

20. "Department Head" shall mean the person so designated pursuant to Charter, Local Law, Administrative Rule or resolution of the County Legislature as the head of a department or his/her designee(s) in his respective department, institutions, divisions, bureaus, and/or other administrative units for the purpose of handling grievances.

21. "Continuous Operation Position" – For purpose of Section 14.2 (Traditional Holidays), a continuous operation position shall be defined as a position which is utilized or scheduled on a 24 hour per day basis for seven (7) days per week.

### **ARTICLE III MANAGEMENT RIGHTS**

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

### **ARTICLE IV NO STRIKE CLAUSE**

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

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

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

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

**Section 5.1:** A bargaining unit member desiring to become a member of the Union may execute a written authorization upon an appropriate form. Upon

receipt of the authorization from a bargaining unit member, the County shall, pursuant to the authorization, deduct from the wages of a bargaining unit member regular membership dues each month.

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

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

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

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

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

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

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

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

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

Such insurance representatives shall be permitted to attend new-employee orientation sessions.

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

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

#### **ARTICLE VI BULLETIN BOARD**

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

Rath Building:	Floors: 1,3, 4, 6
290 Main Street:	Floors: 3, 5, 6
Hens and Kelly Building:	Floors: 1, 3, 6
768 E. Ferry Street (Detention)	
43 Court Street:	Second Floor

92 Franklin Street  
Central Police Services  
Probation Department  
Central Library  
ECMCC:  
ECC South Campus:

First Floor

Ground Floor & Second Floor  
Second Floor

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

### **ARTICLE VII ACCESS TO EMPLOYEES**

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

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

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

**ARTICLE VIII MEETING PLACE**

**Section 8.1:** CSEA is accorded the privileges of use of meeting space in County-owned or leased buildings with the following restraints: The meeting shall be limited to the CSEA Executive Committee and not to exceed 25 persons and to be held not more than once a month; the meetings shall be held an hour before or one hour after the normal working day or during the lunch period and shall be prearranged with the Department Head.

**ARTICLE IX TIME OFF FOR UNION BUSINESS**

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

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

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

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

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

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

<b>Section</b>	<b>Time Off/Hours Per Week</b>
Social Services	20
Erie County Medical	20
Health	15
Downtown	15
Terrace View	6
Education	8

County Clerk/Legal	15
Unit Secretary	15
Unit Treasurer	8
Political Action Chair	8

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

**ARTICLE X LABOR-MANAGEMENT COMMITTEE MEETINGS**

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

Such employee representatives (three in number) shall give sufficient advance notice to their immediate supervisor that they are leaving their work area to attend the department's Labor Management Committee meeting. It is agreed and understood that the employee representatives of the bargaining unit shall suffer no loss of time and pay in the event such meeting falls within their regular scheduled work hours.

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

**ARTICLE XI JOINT SAFETY COMMITTEE**

**Section 11.1:** Recognizing that a safe operation is of substantial benefit to both the County and employees, the County and Union mutually agree that there shall be a Joint Safety Committee, consisting of two (2) County

representatives, and two (2) Union representatives, appointed by the Union President who are County employees. Such Committee shall meet on a quarterly basis during the term of this Agreement for the purpose of discussing problems arising in this area and shall mutually make advisory recommendations when it is mutually deemed necessary.

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

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

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

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

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

## **ARTICLE XII EQUAL OPPORTUNITIES**

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

## **ARTICLE XIII HOURS OF WORK**

**Section 13.1:** A normal work day shall not exceed eight (8) consecutive hours in any twenty-four (24) hour period and usually consists of an 8 hour shift between the hours of 7:00 a.m. – 5:00 p.m. The normal work week shall not exceed forty (40) hours.

**Section 13.2:** All full-time employees covered by this agreement shall receive a one (1) hour lunch period except in positions of a nature requiring emergency or continuous service. If an employee actually receives less than an hour for lunch on a regular basis for nine (9) or more cumulative months of the employee's prior anniversary year, he/she shall have the option of being paid the sum of \$275.00 within thirty (30) calendar days following the anniversary date or he/she shall be credited with three (3) compensatory days on the employee's anniversary date. If any such employee wishes to change their option they must notify their department head or his/her designee, in writing, no later than September 1st to be effective in the next calendar year. This one (1) hour lunch provision does not apply to bargaining unit employees employed by the Erie County Medical Center Corporation (ECMCC). ECMCC employees should consult Appendix A of this Agreement for their paid lunch provision.

**Section 13.3:** The three (3) compensatory days are not cumulative from year to year and any unused compensatory days shall be added to an employee's accumulated sick leave bank at the end of the employee's anniversary year. This addition does not extend the permissible accumulation of sick leave beyond the maximum permitted under this agreement.

**Section 13.4:** All employees' work schedules shall provide for a fifteen (15) minute rest period during each 1/2 day shift.

**Section 13.5:** In the event the employer deems necessary any change in the work week or shift assignment, the employee and the Section President will be notified seven (7) calendar days in advance of the proposed change except in emergency situations.

**Section 13.6: Shift Differential Pay**

- (a) A one dollar and twenty cents (\$1.20) per hour shift differential will be granted to all employees on the second shift (i.e. Afternoon shift) and a one dollar and fifty cents (\$1.50) per hour shift differential will be granted to all employees on the third shift (i.e. Midnight shift) for every hour actually worked on such shifts.
- (b) For twenty-four (24) hour operations, normally the second shift begins at 3:00 p.m. and terminates at 11:00 p.m., while the third shift begins at 11:00 p.m. and ends at 7:00 a.m. When an employee works for (4) hours or more into the second shift, he/she will be paid for all hours worked in the second shift. Employees that work non-traditional schedules differing from the second and third shifts specified above (e.g. 10 hour or 12 hour shifts) shall receive shift differential for all hours that fall into either the second, third or both

shift definitions. For example, if an employee is scheduled from 2:00 p.m. to 12:00 a.m., the shift differential would be \$1.20 for 3:00 p.m. to 11:00 p.m. and \$1.50 for 11:00 p.m. to 12:00 a.m.

- (c) Shift differential will be paid to employees for actual hours in accordance with the above provisions.
- (d) All cash payments for employees who are entitled to shift differential and who work overtime shall be made not later than the next regular payroll check.
- (e) A traditional day usually consists of an 8 hour shift between the hours of 7:00 a.m. – 5:00 p.m.; employees who are scheduled (involuntarily) to work a full hour or more beyond their normal shift shall be paid the appropriate shift differential as provided in subdivision (a) of this section for all full hours worked.

### **Section 13.7: Flexible Time Scheduling**

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

Flex shifts shall include four (4) core or required hours. These hours shall be from 10:30 a.m. to 2:30 p.m. There will be a one (1) hour lunch period permitted to be taken between 11:00 a.m. and 3:00 p.m. usually taken half way through the shift. The other four hours which are necessary to complete an eight (8) hour work day shall begin at 7:30, 8:00, 8:30, 9:00, 9:30, 10:00 and 10:30 a.m.

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

Flex time shift shall be offered on a Seniority basis.

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

Bargaining unit members employed by ECMCC must consult Appendix E of this Agreement on the subject of Flexible Time Scheduling.

**Section 13.8:** The employer shall provide part-time employees with their scheduled with at least seven (7) days advance notice. Once the schedule for a part-time employee is posted, it cannot be changed without the consent of the effected part-time employee.

**Section 13.9:** If a part-time employee is scheduled to work four (4) hours or more on a workday, a fifteen (15) minute break shall be provided. If a part-time employee is scheduled to work six (6) hours ore more on a workday, a thirty (30) minute unpaid lunch shall be required.

#### **ARTICLE XIV HOLIDAYS**

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

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

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

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

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

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

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

**Section 14.3:**

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

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

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

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

**Section 14.5:** Part-time employees shall not be entitled to the Holiday benefits covered under this Article 14 of the Agreement.

**ARTICLE XV VACATIONS**

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

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

<b>Service</b>	<b>Rate Per Pay Period</b>	<b>Rate Per Year</b>
From date of employment thru completion of two years of service	3.08 hours	10 days

From the second year anniversary date thru completion of nine years of service	4.62 hours	15 days
From ninth year anniversary date thru completion of Sixteen years of service	6.16 hours	20 days
From sixteenth year anniversary date thru completion of the 25th anniversary	7.70 hours	25 days
From the 25th anniversary date thru successive years of service	9.23 hours	30 days

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

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

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

**Section 15.6:** Employees shall be eligible to sell back up to sixty (60) hours of vacation each year, in as little as one (1) hour blocks. Such employees must have at least eighty (80) hours of vacation leave in their bank and notify their supervisor by September 1st of each year that they wish to sell vacation hours. Payment for such sell back shall be made in payroll period 24.

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

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

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

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

**Section 15.11:** Part-time employees shall not receive paid vacation benefits under the terms of Article XV of this agreement. However, once per year, upon request, part-time employees shall be allowed one (1) workweek without any hours being scheduled and subject to departmental need and approval, thirty-eight (38) hours may be scheduled in the corresponding workweek in the same pay period in order to accommodate a work-free week without loss of pay.

#### **ARTICLE XVI OVERTIME**

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

**Section 16.2:** Overtime work shall be distributed equally to employees working within the same job classification within a department or unit subdivision. The distribution of overtime shall be equalized over each calendar quarter. Bargaining unit employees employed by ECMCC must consult Appendix A of this Agreement on the subject of overtime distribution, cancelation and emergency mandation.

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

**Section 16.4:** On such occasion, the opportunity to work overtime shall be offered to the employee within the job classification who has the least number of overtime credits at that time. If the employee does not accept the assignment, the employee with the next fewest number of overtime hours to his/her credit will be offered the assignment. This procedure shall be followed until the required employees have been selected for the overtime

work or until the list is exhausted. It is agreed and understood, employees may refuse overtime except in recognizable, emergency situations.

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

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

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

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

**Section 16.9:** All cash payments for overtime shall be made no later than the next regular payroll check.

**Section 16.10:** Each employee covered under this contract may request in writing compensatory time off in lieu of cash payment for overtime worked in accordance with the limitations provided in this section. Each employee who requests compensatory time in writing shall be granted the right to accumulate such time up to a maximum of eighty (80) hours. The written request must be filed with the department head by the third Monday in January of the year the employee elects to take compensatory time in lieu of cash payment for overtime, or upon the employee's initial hire. The election to take compensatory time shall remain in effect until the employee revokes it. Revocation may only occur during the month of December in each year. Any employee who revokes his/her request for compensatory time, shall be paid for overtime hours worked as provided in this Article XVI. New employees shall be paid cash for overtime until the third Monday of January of the year following their date of hire, at which time they shall be eligible to select compensatory time as described above.

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

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

**Section 16.11:** Employee's shifts shall not be changed to avoid working casual overtime. However, if operational requirements cause a shift in the work load resulting in constant overtime for a period of more than forty-five (45) consecutive working days, work schedules may be changed per Article XIII, Section 13.6 to adjust to the new work load and/or operational requirements to eliminate such constant overtime.

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

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

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

**Section 16.14:** Overtime Distribution at the Auto Bureau Offices:

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

(d.) Compensatory time earned for evening overtime will be taken within sixty (60) days.

(e.) This section applies to the Erie County Auto Bureau offices only.

## **ARTICLE XVII SICK LEAVE**

### **Section 17.1: Sick Leave Allowance**

All full-time permanent employees in the bargaining unit shall earn sick leave credits immediately upon entering the service of the employer at the rate of 4.62 hours per pay period. For purposes of calculating sick leave credits and charges, one work day equals eight hours. Any employee who does not use more than one day sick leave per year shall receive a non-cumulative sick leave bonus of five-hundred dollars (\$500.00) on their anniversary date. An employee may accumulate sick leave up to a maximum of 225 days or 1800 hours. For employees hired after August 7, 2014, the maximum amount of sick leave that an employee may accumulate shall be 300 days or 2400 hours.

ECMCC employees hired after March 6, 2013 may accumulate 300 days or 2400 hours.

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

### **Section 17.2: Reasons for Granting Sick Leave**

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

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

### **Section 17.3: Sick Leave Credits and Charges**

- 
- (a) A credit for sick leave under this provision shall be allowed at the rate of 4.62 hours per pay period for each pay period during which the employee shall have been on a full pay status for at least fifty percent (50%) of the working days of that pay period. It should be noted that this is comparable to the previous earning rate of one and one-quarter (1-1/4) working days per month/fifteen (15) days per year, and has been converted to a pay period basis to facilitate accounting and payroll procedures while at the same time enabling employees to be advised of their current sick leave balances on a continuing regular basis.
  - (b) Charges against sick leave credits due to employee usage shall be comparable to past procedures, ie, where a full day was charged in the past, this will now be an eight (8) hour charge against the employee's sick leave balance. Where half a day was charged in the past, four (4) hours will be charged against the employee's sick leave balance. It is agreed and understood that sick leave may be utilized in one (1) hour increments. Requests for use of sick leave shall be submitted on the prescribed County form.

**Section 17.4: Extended Sick Leave**

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

**Section 17.5: Reporting Time**

- (a) In case of absences, the time for reporting absences shall be at least one hour before the start of the employee's assigned shift for those

employees whose absence does not require replacement. For those employees who are in a position that require replacement in cases of absence, the required reporting time shall be two (2) hours. In case of failure to report within the stated time limits, unless for reasons satisfactory to the employee's department head or his/her designee, the absence shall not be deductible from sick leave and shall be considered as time off without pay.

For those employees assigned to 24/7 operations, the time for reporting absence shall be at least two (2) hours before the start of the employee's assigned shift.

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

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

---

reduction of an equivalent amount of vacation time unless the employee submits a Doctor's Certificate.

- (i) No sick time will be allowed without an accompanying Doctor's Certificate on an employee's last work day prior to and/or the first work day in which the holiday is celebrated, or any combination thereof. Only whole sick days are included in this policy and it shall not apply to partial days or hours, extended leaves, or multiple sick days of less than five (5) days. It is understood, however, that management's right to investigate sick leave of any duration is not affected by this section.

**Section 17.6: Abuse of Sick Leave Benefits**

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

**Section 17.7: Sick Leave Records and Reports**

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

**Section 17.8: Reinstatement of Sick Leave**

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

**Section 17.9: Medical or Dental Visits**

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

**Section 17.10: Sick Leave Bonus**

- (a) There will be a six hundred dollar (\$600) bonus for any employee who reaches the maximum of eighteen hundred (1800) hours of accumulated sick leave. Payment of the initial bonus will be in the first paycheck after eighteen hundred (1800) hours is reached.
- (b) Thereafter, an additional bonus of four hundred dollars (\$400) will be earned on the twelve (12) month anniversary date of the initial six hundred dollar (\$600) bonus, provided that the employee maintains the maximum amount of sick leave on that anniversary date and has used five (5) or less sick days during the preceding twelve (12) month period. The additional four hundred dollar (\$400) bonus will be paid in the first paycheck after the anniversary date has been reached and the bonus has been earned.
- (c) As used herein, the term “anniversary date” shall mean the date the employee became eligible for the initial sick leave bonus of six hundred dollars (\$600).

**Section 17.11: Criminal Assault**

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

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

**Section 17.12:** In cases where a part-time employee is sick and cannot report to work, such leave shall be unpaid. However, subject to departmental need and approval, such employee may flex within a pay period in order to work a day for which they were previously not scheduled.

**ARTICLE XVIII PERSONAL LEAVE**

**Section 18.1:** Full-time employees including temporary and provisional personnel, will become eligible for and receive four (4) days personal

---

leave after one (1) year of continuous service and also become eligible for and receive the same allowances for each succeeding year of employment providing they are on a compensable salary and wage basis for at least six (6) months of continuous service in the preceding anniversary year and otherwise meet all eligibility requirements.

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

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

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

Employees of ECMCC should refer to paid holidays in Appendix A.

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

**Section 18.3:** In order for the department head and/or the immediate supervisor to arrange for adequate work coverage, application for personal leave must be filed by an employee on a prescribed form with the head of the department or immediate supervisor at least five (5) working days in advance when the requested time is four (4) days or more and four (4) working days' notice in advance when the requested time is for three (3) days or less. There shall be no restrictions on when this leave is to be taken unless stated in this article. In cases of emergency, the five (5) or four (4) days of advance notice may be waived by the Department Head. All requests must receive the approval of the employee's immediate supervisor or Department Head and shall not be granted in less than thirty (30) minute units. There shall be no restrictions as to when this leave is to be taken except as reflected in this section. Every attempt will be made to grant the day(s) requested.

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

**Section 18.5:** Part-time employees shall receive six (6) hours of paid leave time on Christmas Day of each year.

#### **ARTICLE XIX LEAVE BECAUSE OF DEATH IN THE FAMILY**

**Section 19.1:** Bereavement Leave. An employee who has a death in the immediate family (parent, spouse, brother, sister, step-sibling, child, step-child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, foster child, step-parent, great grandparents, or other relative who is an actual member of the employee's household) shall be given time off without loss of pay up to a maximum of four (4) consecutive working days commencing with the date of death, or the date of memorial services, at the option of the affected employee. However, if the death occurs after the employee reports to work, that day will not be counted as one of the four (4) consecutive working days and upon giving appropriate notice, such employee will be allowed to leave for the remainder of the shift without loss of pay.

**Section 19.2:** Part-time Employee Bereavement Leave. Upon the death of a covered family member (as defined by Section 19.1), part-time employees shall receive one (1) day of paid bereavement leave following the death, provided that such day is a regularly scheduled work day. Pay shall be the number of hours that the employee was scheduled for.

Upon request, part-time employees may receive further time off for bereavement, however it shall be unpaid leave.

#### **ARTICLE XX LEAVE FOR JURY DUTY**

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

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

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

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

**Section 20.5:** It is agreed and understood that the County's legal ability to pay employees on Jury Duty may be affected by state and federal legislation

and that at all times jury duty pay will be paid in accordance with applicable state and federal law.

**Section 20.6:** Part-time employees shall be covered under all of the benefits contained in Article XX, so long as the jury duty in question is required during dates and times when such part-time employee would be normally scheduled to work.

#### **ARTICLE XXI TIME OFF FOR CIVIL SERVICE EXAMINATIONS**

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

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

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

**Section 21.4:** Employees shall have all fees associated with County provided promotional civil service examinations waived.

**Section 21.5:** Part-time employees shall not be covered under the terms of Article XXI.

#### **ARTICLE XXII LEAVE OF ABSENCE WITHOUT PAY**

**Section 22.1:** Application for Leave Without Pay

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

**Section 22.2:** Maternity Leave

- (a) Leave. The Commissioner of Personnel or his/her designee shall grant pregnant employees, a leave of absence without pay, upon competent medical proof that such employee is unable to perform her regular duties for the period of such disability, not to exceed one (1) year in duration. For these purposes, the Commissioner of

Personnel or his/her designee may require suitable medical evidence from the employee's physician at such employee's expense and / or may require that the employee be examined by a physician chosen by the County at the County's expense.

- (b) Sick Leave and Vacation Leave. Employees granted maternity leave pursuant to this section shall be permitted to reduce the amount of leave without pay by the use of any and all accumulated sick leave and vacation leave credits as may be available to them.
- (c) Extension. At the request of the employee, and after receiving the recommendation of her department head, the Commissioner of Personnel or his/her designee may grant extension of such leave of absence in accordance with this section.
- (d) When an employee has exhausted all his/her paid leave time and FMLA entitlement, and is on a leave under Section 22.2(a), the employee's health insurance coverage shall be continued for six (6) weeks in the case of a natural birth or eight (8) weeks in the case of a Caesarean section or the end of the leave under Section 22.2(a), whichever is lesser. This provision shall not apply to the continuation of a health insurance waiver payment.

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

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

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

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

**Section 22.4:** Leave Because of Extended Illness

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

---

**Section 22.5:** Leave For War Work

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

**Section 22.6:** Education Leave For Veterans

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

Part-time employees shall be entitled to the Maternity Leave benefits under Section 22.2, the Leave for War Work benefits under Section 22.5, and the Military Leave benefits under Section 22.11, however Part-time employees shall not be covered under the remaining terms of Article XXII.

**Section 22.7:** Leave for Educational Purposes

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

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

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

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

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

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

**Section 22.10:** Leave for Other Reasons

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

**Section 22.11:** Military Leave of Absence

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

**Section 22.12:** Political Leave

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

**Section 22.13:** Denial of Leave of Absence

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

**Section 22.14:** Legal Adoption Leave

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

**Section 22.15:** Child Rearing Leave

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

**ARTICLE XXIII EMERGENCY CLOSING**

**Section 23.1:** In the event the County Executive or his/her designee declares the closing of certain County facilities and/or operations and/or services due to any flood, fire, uncontrolled weather conditions or other causes beyond the

County's control the affected employees will not be charged any accruals or lose any pay for the time closed.

In cases where an emergency closing causes a part-time employee to miss a regularly scheduled work shift, subject to a departmental needs and approval, such employees may be scheduled for another day during that pay period that he/she was previously not scheduled for.

#### **ARTICLE XXIV RETIREMENT PLAN**

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

#### **ARTICLE XXV HEALTH INSURANCE**

**Section 25.1:** Available Plans

- (a) Effective upon execution of this agreement, current employees and employees who retire under this collective bargaining agreement, ("future retirees") shall have a single provider for health insurance. Employees shall have a choice among three insurance products: the Enhanced Plan, the Core Plan, or the Value Plan. For ECC employees only, the employer agrees to make available a high deductible plan for those employees choosing that option. Contribution rates for the high deductible plan, if selected by the employee, shall be the same as set forth within. Future retirees shall have the Core Plan, except as indicated in Section 25.5 (1) (2). The health care provisions of the contract are retroactive for eligible employees who retired on or after January 1, 2003.
- (b) The County agrees to continue to provide medical benefits equal to or better than those in existence on the date the 2004-2006 CBA was executed by the parties.
- (c) Bargaining Unit Employees employed by the Erie County Medical Center Corporation (ECMCC) should consult Appendix A of this Agreement on the subject of health insurance coverage and premium contributions.

**Section 25.2:** Dental Coverage:

The Employer shall provide the GHI Preferred Dental Plan with 100% orthodonture and 100% prosthetics coverage for each employee covered under this contract in accordance with the type of coverage (single or family) desired by the employee. The employer shall pay the full cost of single

coverage and 90% of the cost of family coverage. Any premium cost in this section shall be paid by the employee on a bi-weekly payroll deduction.

The parties shall establish a joint labor/management committee for the purposes of discussing and pursuing modifications and potential enhancements to the current Dental Coverage provided to bargaining unit employees.

**Section 25.3: Payment for Health Insurance:**

- (a) Commencing January 30, 2018, the employer shall provide all employees hired on or prior to August 7, 2014 with the Value (POS 204) health insurance plan. Such employees hired on or prior to August 7, 2014 shall be required to contribute toward the Value (POS 204) health insurance plan premium through payroll deduction on a pre-tax basis at the following rates:

January 30, 2018 through December 31, 2018

Family Plan	<u>\$65.38 per pay period (26 pay periods per year)</u>
Single	<u>\$23.07 per pay period (26 pay periods per year)</u>

January 1, 2019 through December 31, 2019

Family	<u>\$80.76 per pay period (26 pay periods per year)</u>
Single	<u>\$30.77 per pay period (26 pay periods per year)</u>

January 1, 2020 through December 31, 2020

Family	<u>\$96.15 per pay period (26 pay periods per year)</u>
Single	<u>\$38.46 per pay period (26 pay periods per year)</u>

January 1, 2021 through December 31, 2021

Family	<u>\$111.54 per pay period (26 pay periods per year)</u>
Single	<u>\$46.15 per pay period (26 pay periods per year)</u>

January 1, 2022 through December 31, 2022

Family	<u>\$126.92 per pay period (26 pay periods per year)</u>
Single	<u>\$53.85 per pay period (26 pay periods per year)</u>

The above flat health insurance premium contributions shall never exceed more than fifteen percent (15%) of the total premium costs.

The employer shall provide all employees hired after August 7, 2014 with the Value (POS 204) health insurance plan. Such employees hired after August 7, 2014 shall be required to contribute fifteen percent (15%) of the Value (POS 204) health insurance plan premium through payroll deductions on a pre-tax basis, up to a maximum annual amount of six thousand dollars (\$6,000) for a family plan and two-thousand five-hundred dollars (\$2,500) for a single plan.

- (b) Employees who choose the Enhanced Plan (POS 202) or the Core plan (POS 203) shall pay the difference in cost between their selection and the employer's contractually required contribution to the cost of the Value Plan. (POS 204)
- (c) Employees, regardless of their respective date of hire, shall have the option to choose the Bronze (POS 8200) High Deductible plan. The employer shall contribute one-hundred percent (100%) of the premium cost of the Bronze (POS 8200) High Deductible health insurance plan on behalf of those employees who choose this option.
- (d) The employees will bear the expense, through bi-weekly payroll deductions, of any amount in excess of the employer contribution.
- (e) Open Enrollment: Employees may select from among the insurance plans annually, during the open enrollment period. The open enrollment period will take place after the annual rates are received from the insurance provider.
- (f) The amount payable to employees who waive health insurance coverage as follows: Family - \$100 per month Single - \$67 per month Effective January 1, 2015 the amount payable to employees who waive health insurance coverage is as follows: Family \$300 per month Single \$150 per month for those employees who are not otherwise covered by another County health plan.

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

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

**Section 25.4: Employee Disabled from Work**

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

---

**Section 25.5: Retired Employees**

- a) For employees who retire after 12/31/02:
1. **Pre-65 Retirees:** The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Core Plan and the Pre-65 Option D Premium,
  2. **Post-65 Retirees:** Employees who retire under this agreement, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide one hundred percent (100%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.
- b) Employees Who Retire Prior to 1/1/03:
1. Retired employees shall continue to receive any health contributions currently enjoyed. Upon retirement, employees shall have the option of selecting the three dollar (\$3.00) copay prescription plan. Should a retired employee expire, the employee's spouse may continue the health insurance coverage, upon payment each month, at the group rate to the Personnel Department.

2. Employees who retire with a minimum of twenty (20) years of service (10 years with the County) will receive \$20.00 per month above the 50%, toward their health insurance. Employees who retire with a minimum of twenty-five (25) years of service (15 years with the County) will receive \$30.00 per month above the 50%, toward their health insurance. Employees who retire with a minimum of thirty (30) years of service (20 years with the County) will receive \$40.00 per month above the 50%, toward their health insurance.
- c) Employees Hired on or prior to 8/7/14 and Retire on or Prior to 12/31/14
1. Pre-65 Retirees Fifteen (15) or more years of service: The employer shall pay one hundred percent (100%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County with fifteen (15) or more years of service until age 65. The employer shall pay one hundred percent (100%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the Core Plan and the Pre-65 Option D Premium.
  2. Pre-65 Retirees Ten (10) or more years of service: The employer shall pay seventy five percent (75%) of the monthly premium single rate for the Core Plan for eligible employees who retire from the County with between ten (10) and fifteen (15) years of County service until age 65. The employer shall pay seventy five percent (75%) of the monthly premium family rate for the Core Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between seventy five percent (75%) the Core Plan and the Pre-65 Option D Premium,
  3. Post-65 Retirees Fifteen (15) or more years of service: Employees who retire under this agreement with fifteen (15) or more years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic

---

out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C for those retirees with fifteen (15) or more years of County service. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide one hundred percent (100%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

4. Post-65 Retirees Ten (10) years but less than fifteen(15) years of service: Employees who retire under this agreement with more than ten (10) but less than fifteen (15) years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Core Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay seventy five percent (75%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide seventy five percent (75%) of the Core Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

d) Employees Hired on or prior to 8/7/14 and Retire After 12/31/14

1. Pre-65 Retirees Fifteen (15) or more years of service: The employer shall pay one hundred percent (100%) of the

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

2. Pre-65 Retirees Ten (10) but less than fifteen (15) years of service: The employer shall pay seventy five percent (75%) of the monthly premium single rate for the Value Plan for eligible employees who retire from the County with between ten (10) and fifteen (15) years of County service until age 65. The employer shall pay seventy five percent (75%) of the monthly premium family rate for the Value Plan for families of eligible employees who retire from County service until age 65, upon written proof of family status. In addition, a pre-65 retiree may choose the pre-65 Option D Plan. Pre-65 employees who choose Option D shall pay the difference in the cost between the seventy five percent (75%) Value Plan and the Pre-65 Option D Premium. This provision and option shall sunset on December 31, 2016.
3. Post-65 Retirees Fifteen (15) or more years of service: Employees who retire under this agreement with fifteen (15) or more years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Value Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay one hundred percent (100%) of the monthly premium for the single or double rate for Options A, B or C for those retirees with fifteen (15) or more years of County service. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The

---

County shall provide one hundred percent (100%) of the Value Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

4. Post-65 Retirees Ten (10) but less than fifteen (15) years of service: Employees who retire under this agreement with more than ten (10) but less than fifteen (15) years of County service, and their eligible spouses shall be required to select the designated Medicare Wraparound product that includes prescription drug coverage and basic out-of-network benefits, at age 65. Any employee who retires under this agreement, and his/her eligible spouse who is under 65, will be provided with a single Value Plan for the nonage 65 member. A post-65 retiree, and his/her eligible spouse age 65, may choose from Option A, B or C as referenced on the matrix. Both members must select the same option and the employer will pay seventy five percent (75%) of the monthly premium for the single or double rate for Options A, B or C. In addition, a post-65 retiree who chooses Option D shall pay the difference in cost between the highest premium of Option A, B or C, and the Option D premium. Health care coverage will be provided for the lifetime of the retiree. The County shall provide seventy five percent (75%) of the Value Plan monthly premium for single, double or family coverage. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated. (This provision shall sunset on December 31, 2016)
- e) Employees hired after 8/7/14:
  1. Employees hired after August 7, 2014 shall be eligible to participate in the Erie County Health Insurance plan in order to enjoy the group rate upon retirement, however, there shall be no Employer provided contribution toward the premium of such Health Insurance Plan.
- f) Employees hired on or prior to 8/7/14 who retire on or after January 1, 2020.
  1. Employees who retire with at least fifteen (15) years of service on or after January 1, 2020 shall be responsible to contribute toward their retiree health insurance benefit at a rate of five percent (5%) of the applicable premium. The Employer shall continue to contribute 95% of the applicable premium for such retired employees.

**Section 25.6: Additional Retiree Benefits**

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

- (1) Employees who have a minimum of eight hundred (800) hours of accumulated sick leave as of the date of retirement shall receive three thousand dollars (\$3000) cash.
- (2) Employees who have a minimum of twelve hundred (1200) hours of accumulated sick leave as of the date of retirement shall receive five thousand dollars (\$5000) cash.
- (3) Employees who have a minimum of eighteen hundred (1800) hours of accumulated sick leave as of the date of retirement shall receive seven thousand dollars (\$7000) cash.

Employees hired after August 7, 2014, or after March 6, 2013 if employed by ECMCC who retire from County service with at least fifteen (15) years of County service, shall receive fifty percent (50%) of the monetary value of the sick leave they have accrued to their credit at the hourly rate of pay in effect at the time of their retirement, which shall be placed into a Health Reimbursement Account (HRA).

**Section 25.7: Retiree Health Insurance**

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

**Section 25.8: Compensable Injury Illness**

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

**Section 25.9: Survivor's Health Insurance Coverage**

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

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

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

#### **Section 25.10: Health Insurance Waiver Coverage**

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

#### **Changes in County Health Insurance Waiver Program**

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

Effective January 1, 2015 the amount payable to employees who waive health insurance coverage is as follows:

Family \$300 per month Single \$150 per month for those employees who are not otherwise covered by another County Health Insurance Plan.

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

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

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

**Q. WHO IS ELIGIBLE?**

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

**Q. WHAT IS THE WAIVER PROCEDURE?**

A.

1. To waive such benefits, an employee must complete WAIVER OF BENEFITS form EGB1 (Rev. 3/88), a HEALTH INSURANCE BENEFITS Form B-1 (Rev. 12/87) and submit them to their Department Health Insurance Representative. (Forms are available from the Departmental Representative.)
2. The Departmental Health Insurance Representative must complete the historical data section of the Waiver form, the "office use only" block of the EB-1 form, and forward the completed documents to the Personnel Department.

**Q. CAN A WAIVER OF BENEFITS BE WITHDRAWN?**

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

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

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

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

A. An employee who waives family coverage will receive \$100.00 per month. An employee who waives single coverage will receive \$67.00 per month. Payments will be made bi-weekly.

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

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

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

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

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

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

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

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

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

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

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

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

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

Employee \_\_\_\_\_ DATE \_\_\_\_\_

Erie Unit of Local 815 President \_\_\_\_\_ DATE \_\_\_\_\_

Erie County Commissioner of Personnel \_\_\_\_\_ DATE \_\_\_\_\_

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

**Section 25.11:** Ten month employees covered by this agreement, in the school based programs, shall receive fully paid health insurance for the two (2) months during which they are laid off.

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

**Section 25.13:** Part-time employees shall not be entitled to the benefits contained in Article XXV of this Agreement.

#### **ARTICLE XXVI PAY PERIOD**

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

## ARTICLE XXVII SALARY AND INCREMENT RULES

### Section 27.1: Promotions

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

\$100.00 for promotions to Job Groups II, III, IV, V

\$150.00 for promotions to Job Groups VI, VII, VIII, IX

\$200.00 for promotions to Job Groups X, XI, XII, XIII

\$250.00 for promotions to Job Group XIV and higher above the salary paid to the employees at the time of promotion.

- (b) All promotions within the bargaining unit will be step to step. Any time served towards earning a longevity step prior to promotion will be counted towards eligibility and time served in the higher title.

### Section 27.2: Demotions

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

### Section 27.3: Reinstatement

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

**Section 27.4: Reallocation**

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

**Section 27.5: Reclassification**

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

**Section 27.6: Temporary Assignments**

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

**Section 27.7: Leave of Absence – Military**

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

**Section 27.8: Increments**

1. Increments are recommended by the appointing authority on the basis of merit and recognition for measuring up to the department's work performance and attendance standards. A County wide and uniform merit and recognition system as established by the employer shall be used. If an employee is not to be provided with an increment on schedule, a written notification shall be provided to the employee in advance of that time frame, and a statement advising the employee of the reasons for such.

2. Increments, if granted, shall be effective either January 1 or July 1. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year. Employees appointed or promoted to a position shall be eligible for their first increment upon approval by the appointing authority after six (6) months of actual service on January 1 or July 1 as the case may be. Employees will be eligible for subsequent increments upon approval by the appointing authority on a yearly basis provided they have a minimum of nine (9) months of actual service since receiving their last increment.
3. If an employee who holds a permanent position is serving in another position on a temporary or provisional basis, he/she shall be eligible for increments in that other position provided he/she has met the actual service requirements in that position. However, if such employee resigns, is laid off, terminated or otherwise leaves that other position and is at some future time appointed to that other position, the actual service requirements shall be based upon the date of reappointment with no credit for any prior time spent in such position.
4. In computing increment eligibility, when appointments are made on January 1 or July 1, and the day falls on a holiday or nonscheduled work day, the increment period will include these days. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
5. Because of payroll procedures that enable the County to have a regular pay day throughout the year, the increment eligibility period and pay periods may not, at all times, coincide. In such case the increment credit date is the first day of respective pay period during which January 1 or July 1 falls. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
6. Part-time employees shall be eligible for increments under this Section, except that the required period of actual service shall be two (2) years rather than one (1) year. For the purpose of determining the start of actual part-time service, the date of the decision and order in PERB Case number CP-1054, which was October 13, 2016 shall be applicable date when such time begins to accrue.

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

**Section 27.9: Longevity Pay**

1. An employee shall be eligible for the first longevity increment after completing a total of nine (9) years of continuous service with the County and a minimum of five (5) years actual service at the maximum increment step of the job group.
2. All employees receiving the first longevity increment and who served an additional period of three years actual service in the same job group will receive a second longevity increment.
3. Again, on the completion of another three years of actual service, in the same job group, the employee will receive a third longevity increment.
4. Again on the completion of another three years of actual service, in the same job group the employee will receive a fourth longevity increment.
5. Again on the completion of another three years of actual service, in the same job group, the employee will receive a fifth longevity increment.
6. In computing longevity increment eligibility, when appointments are made on January 1, or July 1, and the day falls on a holiday or non-scheduled work day, the increment period will include these days. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.
7. Because of the payroll procedures that enable the County to have a regular pay day throughout the year, the increment eligibility period and payroll periods may not, at all times, coincide. In such cases, the increment date is the first day of the respective pay period during which January 1, or July 1 falls. For bargaining unit employees employed by the Erie Community College (ECC) the dates of increments shall be September 1 and March 1 to coincide with ECC's fiscal year.

**Section 27.10: New Appointments**

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

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

#### **ARTICLE XXVIII JOB POSTING**

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

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

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

- (f) Promotion procedures provided for in this Agreement.

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

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

**Section 28.5: Promotions**

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

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

**Section 28.6: Probationary Period**

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

The probationary term for every permanent appointment to a permanent position from an open competitive or promotional civil service list and every

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

Part-time employees will be required to work one (1) year of service before being covered by Article XXXIV – Discipline and Discharge of this Agreement.

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

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

#### **ARTICLE XXIX SHIFT PREFERENCE**

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

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

**Section 29.3:** It is agreed and understood that the Union Section Presidents and Chairman of the Grievance Committee of the Union, if County employees, shall be granted shift preference pursuant to Section 29.1 and 29.2, if a permanent vacancy occurs in their respective work units and job

classification, regardless of their seniority and/or length of service in a particular shift, when it is mutually determined by the County Labor Relations Director and Unit President that such a change of shift is necessary to better perform their union duties.

**Section 29.4:** The terms of Article XXIX shall not be applicable to part-time employees.

#### **ARTICLE XXX INTRADEPARTMENTAL TRANSFER**

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

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

**Section 30.3:** The terms of Article XXX shall not be applicable to part-time employees.

#### **ARTICLE XXXI INTERDEPARTMENTAL TRANSFER**

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

the total characteristics of the candidates. When identical ratings result, seniority in the job classification shall be the deciding factor.

**Section 31.2:** The terms of Article XXXI shall not be applicable to part-time employees.

### **ARTICLE XXXII LAYOFF AND RECALL**

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

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

- (a) Before any permanent incumbent in the classification is laid off in any department or institution, temporary, provisional or probationary employees in the classification in that department or institution shall be first laid off in that order.
- (b) Where there is a layoff in a specific classification and no temporary, provisional or probationary employees are involved, the employee with the lowest seniority in the same classification in the County regardless of department or institution shall be first laid off.
- (c) If the employee who has been displaced as a result of paragraph “(b)” above previously held a lower level position on a permanent basis, he/she may displace (bump) the least senior employee in his/her department or institution only, who holds such lower level position if such classification exists in his/her department or institution.
- (d) The employee who was displaced (bumped) under paragraph “(c)” above will be laid off regardless of any position the employee may have previously held. Such laid off employee will be placed on a recall list by position in order of layoff.
- (e) Layoff in lieu of bump. In the event of a layoff an employee who does not wish to bump into a job held by a junior employee or fails to exercise his/her bump within four (4) working days from the date of Notice of Layoff, will be placed on a recall list.
- (f) Recall. Whenever a vacancy occurs in a class title within the County, employees who are on layoff in that class title shall be recalled in accordance with their class title seniority in the reverse order in which they were laid off. If a vacancy occurs in a class title

where no employee in that class title in the County has recall rights, then the laid off employee with the most seniority will be recalled if he/she has the ability to do the work and if not, the next senior employee will be recalled.

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

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

**Section 32.4:** Notice of Layoff

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

**Section 32.5:** Notice of Recall.

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

**Section 32.6:**

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

---

## **ARTICLE XXXIII GRIEVANCES AND ARBITRATION**

### **Section 33.1: General**

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

### **Section 33.2: Definitions**

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

### **Section 33.3: Rights of the Parties**

1. The parties shall exchange any written statements or records used at the second step meeting provided for in this Article at the time of such meeting. Each party shall have access to written statements or records which are presented as evidence by the other party at an arbitration hearing at least five (5) working days in advance of such hearing.
2. The President of the Erie Unit shall receive a copy of any written grievance and any decision rendered in the grievance procedure.

3. The County, Union and/or grievant shall have the right to submit briefs to support or refute allegations of any party.
4. The Union may have an observer at the arbitration hearing, even though not a part thereof, and shall be granted reasonable notice of the date, time and place of the hearing.
5. The time limits set forth in this article are of the essence. They may, however, be extended by mutual agreement of the parties. The failure of the grievant to proceed within the time limit set forth shall terminate the grievance at that step. The failure of the County to answer within the time limits set forth will entitle the grievant to proceed to the next step of the grievance procedure.
6. The grievant covered by the terms of this Agreement shall have the right, if he/she so desires, to be represented by a CSEA unit representative at any step of the grievance procedure subject to the provisions contained in 33.1 (3) above.

**Section 33.4: Grievance Procedure**

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

Step 2. If the employee is not satisfied with the disposition of the grievance at the preceding step, it is agreed (a) that the employee may appeal the grievance within ten (10) working days of the department head's decision in Step 1 to be considered by the County Labor Relations Committee and the Union

Committee. (b) That there shall be a regularly scheduled monthly meeting between the Union Committee and the County Labor Relations Committee on the first Wednesday of each month. (c) That such grievance or grievances will be submitted to the

Director of Labor Relations of the County by the Labor Relations Specialist of the Union at least ten (10) days before the scheduled meeting reflecting

such grievances which the union desires to be considered at the meeting. (d) That the Union Committee (as above mentioned) will consist of no more than two (2) representatives of the union to be designated by the union, that the County Labor Relations Committee will consist of no more than two (2) representatives to be designated by the County.

**Section 33.5: Arbitration Procedure**

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

**ARTICLE XXXIV DISCIPLINE AND DISCHARGE**

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

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

**Section 34.1:** An employee covered under the terms of this Agreement shall not be disciplined or discharged except for incompetency or misconduct while performing his/her duties. Any employee who is so disciplined or discharged

shall have the right to seek review of the discipline or discharge including the penalty involved by initiating an appeal in accordance with the procedure contained in this article. The employee shall be entitled to representation by CSEA at each step of the procedure contained in this article. The employee shall be presumed innocent until proven guilty and the burden of proof on all matters shall rest on the employer.

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

**Section 34.3: Procedure**

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

written decision to the employee and his/her Union representative within ten (10) working days following the close of said hearing.

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

**Section 34.4:** Selection of panel of arbitrators.

For the purpose of this article, ten (10) arbitrators shall be selected jointly by the Union and the employer to hear discipline cases. The Union and the employer shall review the list of arbitrators annually in January and shall jointly agree upon which arbitrators shall remain on the list and any new arbitrators to be placed on the list alphabetically who shall be called to hear discipline or discharge cases beginning with the name of the first arbitrator on the list and therefore moving down the list until it is exhausted. When this occurs, the parties shall return to the name of the first arbitrator on the list and the process shall be repeated. Either party shall have the right to unilaterally remove the names of any arbitrator from this list upon thirty (30) days written notice to the other party. However, such removal shall be limited to January of each year and shall take place during the annual review as provided in this section.

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

The duty of the arbitrator shall be to determine the guilt or innocence of any employee and the appropriateness of the proposed penalty. If the arbitrator finds the proposed penalty is inappropriate, he/she may devise a new remedy but shall not under any circumstances, increase the penalty sought by the employer. Disciplinary arbitrators shall neither add to, subtract from nor modify the provisions of this agreement.

**Section 34.6: Basic Principles**

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

**Section 34.7: Service of Notice of Discipline**

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

**ARTICLE XXXV PERSONNEL FILES**

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

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

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

**Section 35.4:** Effective upon ratification, any material in the nature of a warning or reprimand which is not subject to Article 75 and 76 of the New York Civil Service Law or Article XXXIV of this agreement placed in the employee's personnel file will not proceed past Step 2 of the grievance procedure, and shall be deemed inarbitable, if the employer decides to retain the oral or written warning in the employee's personnel file for a

period of eighteen (18) months after issuance of the oral or written warning. Additionally, counseling memoranda shall be removed from the employee's personnel file after eighteen (18) months.

**Section 35.5:** Derogatory material, except for employee performance evaluation and the record regarding the loss of pay due to a suspension or discharge shall be removed after a three (3) year period from the of the offense, unless removed earlier under the provisions of Section 35.4.

#### **ARTICLE XXXVI WAGES**

The wages in effect during the terms of this Agreement for all bargaining unit employees except as provided below are set forth in Appendices C through O inclusive, which are attached hereto and made part thereof.

**Section 36.1:** Effective January 1, 2017 through January 1, 2013 each employee covered under this contract shall receive an increase in pay of twenty-four cents (\$0.24) per hour as added to the salary schedule in effect in 2016. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement. Additionally, Effective December 31, 2017, each employee covered under this contract shall receive an increase in pay of one dollar and one cent (\$1.01) per hour as added to the salary schedule in effect as of January 1, 2017. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

**Section 36.2:** Effective January 1, 2018, each employee covered under this contract shall receive an increase in pay of two (2%) percent as added to the salary schedule in effect 2017. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

**Section 36.3:** Effective January 1, 2019, each employee covered under this contract shall receive an increase in pay of two and one-quarter (2.25%) percent as added to the salary schedule in effect in 2018. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

**Section 36.4:** Effective January 1, 2020, each employee covered under this contract shall receive an increase in pay of two and one-half (2.5%) percent as added to the salary schedule in effect in 2019. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

**Section 36.5:** Effective January 1, 2021, each employee covered under this contract shall receive an increase in pay of two and one-half (2.5%) percent as added to the salary schedule in effect in 2020. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

**Section 36.6:** Effective January 1, 2022, each employee covered under this contact shall receive an increase in pay of two and one-half (2.5%) percent as

added to the salary schedule in effect in 2021. Increments shall continue to be paid according to Section 27.8 and 27.9 of this Agreement.

#### **ARTICLE XXXVII REGULAR PART-TIME EMPLOYEES**

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

Regular part-time employees employed by the Erie County Medical Center Corporation (ECMCC) or the Erie Community College (ECC) shall receive three-quarters (75%) of the leave accruals that a full-time employee receives. All other Regular Part time employees shall receive their leave accruals according to the following formula:

- (a) Where RPT employees perform not less than forty (40) but not more than sixty (60) hours or work in any pay period, they shall receive fifty percent (50%) of the leave accruals that a full-time employee receives.
- (b) Where RPT employees perform sixty (60) or more hours or work in any pay period, they shall receive leave accruals commensurate with that of a full-time employee. If a holiday falls in such a pay period, that holiday pay shall also be commensurate with that of a full-time employee.
- (c) Where RPT employees perform sixty (60) or more hours work on a pay period basis, cumulatively for fifty percent (50%) or more of a given calendar year, they shall receive personal leave accruals commensurate with full-time employees for that year.

#### **ARTICLE XXXVIII TRAVEL POLICIES AND PROCEDURES**

##### **Section 38.1:** Transportation Reimbursement

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

##### **Section 38.2:** Travel Policies

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

---

## **ARTICLE XXXIX GENERAL PROVISIONS**

### **Section 39.1: Call-In Pay**

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

### **Section 39.2: Standby Pay**

- (a) Any Employee at the Erie County Medical Center shall receive stand-by pay as defined in Memorandum of Agreement prepared November 15, 1993 for employees of the Erie County Medical Center (with exception of those covered by the 1990 OR [Operating Room] Agreement).
- (b) All other employees required to carry an electronic communication device shall be eligible for standby pay provided they meet the requirements set forth in Section c below. The reimbursements shall be sixty dollars (\$60.00) per week.
- (c) Such standby pay shall not be transferable and shall be paid only to the employee officially scheduled and approved by the Department Head. Should an employee not be available for call-in or respond to the call-in for any reason, standby pay shall be forfeited and shall not be paid for that week. For purposes of this Article, a complete week shall contain seven (7) consecutive calendar days. Payment of call-in pay shall not affect standby pay. Supervisors shall schedule employees for seven (7) consecutive calendar days.
- (d) If the employer assigns additional employees or requires employees in other departments to be on standby and carry any electronic communication device as set forth in subdivisions (a) and (c), then, the employer shall pay such employees for standby service in accordance with this section 39.2.

### **Section 39.3: Grant Program**

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

### **Section 39.4: Liability Insurance Coverage Committee**

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

**Section 39.5: ECC Tuition**

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

**Section 39.6: LPN Weekends Off**

Weekends for the purpose of this clause at the Erie County Medical Center Network are defined as beginning at 11 p.m. Friday and ending at 11 p.m. Sunday. LPN's working on a night variable shift shall have the weekend defined as beginning Friday of a regularly scheduled shift through the completion of the end of their regularly scheduled weekend assignment. The Erie County Medical Center Network will grant LPN's twenty-six (26) weekends off in a calendar year. He/she shall receive a bonus equal to three dollars (\$3.00) per hour for all such excess weekend hours. The Erie County Medical Center Network shall have the right to schedule an LPN to work up to a maximum of three weekends in a row. Calendar year begins upon date of implementation.

**Section 39.7: Parks Housing**

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

**Section 39.8: County Vehicles**

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

**Section 39.9: Contract Printing**

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

**Section 39.10: Worker's Compensation**

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

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

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

In certain cases where specific injuries or special awards as made on other than the normal 2/3rds of weekly wages (subject to maximum benefit prescribed by law) the same formula shall be applied after the formal award of such benefits has been presented to the County.

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

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

**Section 39.11: Part-Time/Full-Time Employee Limitations and Ratios**

Part-Time positions will be used only to supplement the existing Regular Part-Time and Full-Time positions. In no case will part-time positions be used to eliminate Regular Part-Time and Full-Time positions. The employer will be limited to creation of no more Part-Time positions than represent ten percent (10%) of the CSEA Erie County bargaining unit. Positions on the payroll as of the date of ratification are not to be included in this percentage. Notice of the creation of part-time positions will be sent to the CSEA Unit President.

**ARTICLE XL ENTIRE MEMORANDUM OF AGREEMENT**

**Section 40.1:** This Agreement constitutes the entire Agreement between the parties and no verbal statement shall supersede any of its provisions. Any amendment supplemental hereto shall not be binding upon either party unless executed in writing by the parties hereto. The parties further acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by the law from the areas of collective bargaining and that the understandings and agreement arrived

at by the parties after the exercise of that right and the opportunity are set forth in the Agreement. Therefore, the County and the Union for the life of this Agreement, each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject may not have been within the knowledge and contemplating of either or both of the parties at the time that they negotiated or signed this Agreement. Waiver of any breach of this Agreement by either party shall not constitute a waiver or any future breach of this Agreement.

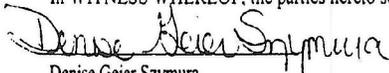
#### **ARTICLE XLI SAVINGS CLAUSE**

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

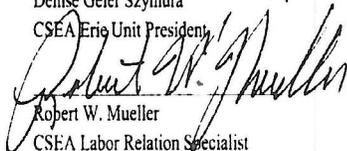
**ARTICLE XLII EFFECTIVE DATE AND DURATION**

**Section 42.1:** Unless otherwise specified, the provisions of this Agreement shall become effective as of January 1, 2017 and shall continue in full force and effect until midnight, December 31, 2022.

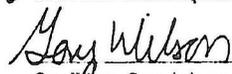
In WITNESS WHEREOF, the parties hereto set their hand and seals on the 29<sup>th</sup> day of June, 2018



Denise Geier Szymura  
CSEA Erie Unit President



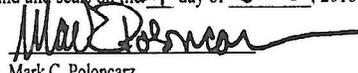
Robert W. Mueller  
CSEA Labor Relation Specialist



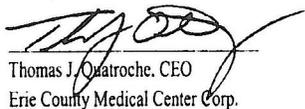
Gary Wilson, Commissioner  
Erie County Labor Relations

Negotiating Committee

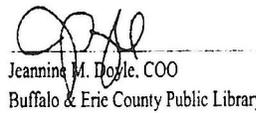
- Julianne Astyk
- Debra Braunschweig
- Jeff Brzyski
- Rachel Casey
- Lori Cheatom
- Steve Dowling
- Tom Lillis
- John Nespal
- Jason Patronik
- Bob Pyjas
- Gail Sharp-Zawadzki
- Michele Weaver
- Bill Wilkinson
- Alicea Wirth-Gonser



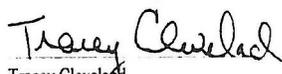
Mark C. Poloncarz  
County Executive



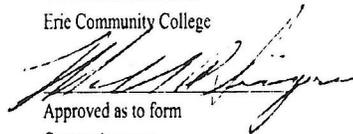
Thomas J. Quatroche, CEO  
Erie County Medical Center Corp.



Jeanning M. Doyle, COO  
Buffalo & Erie County Public Library



Tracey Cleveland  
V.P. Human Resources  
Erie Community College



Approved as to form  
County Attorney  
Erie County, New York



Approved as to form  
ECMCC's General Counsel

## **APPENDIX A – ECMCC SUB BARGAINING AGREEMENT**

The CSEA 815 and ECMCC agreement represents an agreement only affecting those employees who are employed and become employed with ECMCC in CSEA positions. The terms that have been altered within are the only ones altered and items remaining in the larger contract remain the same. Attached is the CSEA and ECMCC agreement and wage scales for contract years 2018 - 2022.

### **Creation of a Sub-Bargaining Unit**

The County of Erie, CSEA and ECMCC agree to create a sub-bargaining unit, which represents the Erie County Medical Center Corporation employees only. The provisions below apply only to the staff at ECMCC as they modify the current collective bargaining agreement. Provisions not modified will remain as they are within the larger agreement.

### **Paid Holidays**

Modify Section 14.1 effective 1/1/14 eliminate Columbus Day and Election Day as paid holidays. For only those employees hired prior to March 6, 2013 who receive the two paid holidays above, they will receive in exchange one floating holiday. The floating holiday is to be used as soon as possible but not later than December 31 of each year of the contract, after which it will default to the employee's sick leave bank. An opportunity for a 90-day extension to use the time may be granted for staff who were unable to utilize the time.

### **Lunch Periods**

Modify Section 13.3 to reduce the one hour lunch period to ½ hour paid lunch, effective March 2, 2013. Employees will receive no compensation for the reduction in terms of monetary sum or compensatory days.

### **Extended Sick Leave**

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

### **Reporting Time Section 17.5**

Modify (a) to increase time for reporting absences from ½ hour to 1 hour prior to the start of the assigned shift for those employees whose absence does not require replacement. For those employees who are in a position that require replacement in cases of absence, the required reporting time shall be two (2) hours.

Modify the language in (i) to read: No sick time is allowed without an accompanying Doctor's certificate if an employee calls in sick on the day

prior to and/or day after the day on which the holiday is celebrated. Only whole sick days are included in this policy and it shall not apply to partial days or hours, extended leaves, or multiple sick days of less than five (5) days. It is understood however, that management's right to investigate sick leave of any duration is not affected by this section.

**Payment for Health Insurance: Section 25.3**

Payment for Health Insurance, as follows:

1. Effective upon ratification, employees hired prior to March 6, 2013 shall pay 15% of the POS 204 Plan premium. The employer shall reduce their percentage contribution (15% of the POS 204 Plan premium) by an amount equal to fifty (50%) of the difference in the monthly premium cost, single or family, based on the employee's enrollment status, between the POS 203 Plan and the POS 204 Plan. Employee's annual contribution toward the premium cost for the POS 204 Plan shall be capped as follows:

Single Plan - \$1,450  
Family Plan - \$4,000

- a) In addition, employees who choose the Enhanced Plan shall pay the difference in the cost between the POS 204 Plan and the Enhanced Plan. The employee will bear the expense through bi-weekly payroll deductions, of any amount in excess of the employer contribution.
  - b) Employees who select the POS 203 Plan or any successor thereto shall continue to pay the difference between the full monthly cost of the POS 204 Plan and the full cost of the POS 203 Plan. Additionally, these employees shall pay a contribution equal in amount to those employees who select the POS 204 plan.
  - c) For employees who choose the POS 8200 Plan, there shall be no contributions for premium cost required from the employee.
2. Employees hired after March 6, 2013 shall have the Value Plan as their base plan and shall contribute 15% of the Value Plan premium. Section 25.3 (c) shall not apply to employees hired after ratification.
    - a) In addition, new employees who choose either the Core Plan or the Enhanced Plan shall pay the difference in the cost between the Value Plan and Core Plan or Enhanced Plan. The employee will bear the expense, through bi-weekly payroll deductions, of any amount in excess of the employer contribution.

- b) Employees who file and actually retire within 30 days of contract ratification will receive retiree health insurance benefits as provided under the previous contract provisions.
- 3. Open Enrollment: Employees may select from among the insurance plans, annually, during the open enrollment period. The open enrollment period will take place after the annual rates are received from the insurance provider.
- 4. The parties agree that in the event that the Erie County Fiscal Control Board suspends or nullifies pay increases, or step/increment increases contained in the collective bargaining agreement, and can legally do the same onto ECMCC, the premium amounts employees contribute toward their health insurance shall immediately freeze at the amount in effect at the time of such action and remain frozen until such time that they pay increases, or step/increment increases have been restored.
- 5. The negotiated provisions of the collective bargaining agreement regarding dental coverage will remain in effect.
- 6. Waiver, replace Section 25.9:

Effective January 1, 2018, employees who waive insurance coverage shall be eligible for a monthly stipend as follows:

- a) Employees eligible for single coverage shall receive \$200 to be paid in two equal installments of \$100 each.
- b) Employees eligible for family coverage shall receive \$350 to be paid in two equal installments of \$175 each.

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

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

**Retiree Health Insurance** Section 25.5 modify as follows:

- 1. Pre-Medicare Retirees: Employees hired prior to March 6, 2013, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so prior to December 31, 2017, shall have their retiree health insurance paid as follows:

The Employer shall pay one hundred percent (100%) of the monthly

---

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

2. Pre-Medicare Retirees: Employees hired prior to March 6, 2013, with ten (10) year of County/ECMCC service, who are eligible to retire and do so on or before December 31, 2017 shall pay 50% of the Monthly Premium for the Pre-Medicare Core (POS 203) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre Medicare-retiree may choose the Pre-Medicare Option D (Core PPO 812) Plan. Pre-Medicare retirees who choose Option D shall pay 50% of the Core (POS 203) Plan Monthly Premium plus the difference in cost between the Pre-Medicare Core (POS 203) Plan and Pre-Medicare Option D (Core PPO 812) premiums.
3. Pre-Medicare Retirees: Employees hired prior to March 6, 2013, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so between December 31, 2017 and December 31, 2019 shall pay 15% of the Monthly Premium for the Pre-Medicare Core (POS 203) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre Medicare-retiree may choose the Pre-Medicare Option D (Core PPO 812) and POS 8200 Plan. Pre-Medicare retirees who choose Option D shall pay 15% of the Core (POS 203) Plan Monthly Premium plus the difference in cost between the Pre-Medicare Core (POS 203) Plan and Pre-Medicare Option D (Core PPO 812) premiums. Pre-Medicare retirees who choose the POS 8200 Plan shall be not contribute towards premium cost.
4. Pre-Medicare Retirees: Employees hired prior March 6, 2013, with fifteen (15) years of County/ECMCC service, who are eligible to retire and do so on or after January 1, 2020 shall pay 15% of the Monthly Premium for the Pre-Medicare (POS 204) Plan until Age 65 or Medicare Eligibility for retiree health insurance single or family coverage upon written proof of eligible family status. In addition, a Pre-Medicare retiree may choose the Pre-Medicare Option D (Core PPO 812) and POS 8200 Plan. Pre-Medicare Option D (Core PPO 812) premiums. Pre-Medicare retirees who choose the POS 8200 Plan shall be not contribute towards a premium cost.

5. Post Medicare Retiree: Employees hired prior to March 6, 2013, with fifteen (15) years of County/ECMCC service, shall have their retiree health insurance paid as follows:

Employees and their eligible spouses shall be required to select the designated Medicare Advantage Plan or the equivalent, that included prescription drug coverage and basic out-of-network benefits, when first eligible. Any employee who retires under this Agreement, and his or her eligible spouse (and eligible child/children if applicable) who are under age 65, will be provided with a single or family Pre-Medicare Core (POS 203) Plan, single, double or family premium rate until Age 65 or Medicare Eligibility. A Post Medicare/Medicare retiree, and his or her eligible spouse aged 65/Medicare eligible, may choose from Option A or B (Medicare Advantage HMO plans), or C (Medicare Advantage PPO Plan). Both members must select the same option, and shall pay 15% of Monthly Premium for the selected Plan for the single or double rate for Options A, B or C. In addition, a Post Medicare eligible retiree who chooses Option D (Commercial PPO). A retiree who choose Option D (Commercial PPO) shall pay 15% of the Monthly Premium of the highest cost Plan (Options A, B or C) plus the difference in Cost between the highest cost Plan (Options A, B or C) and Post-65 Option D (Core PPO812) premium. Health care coverage will be provided for the lifetime of the retiree. Family coverage will be provide upon written documentation. All other employer contributions shall be eliminated.

6. Post Medicare Retiree: Employees hired prior to ratification of this Agreement, with fifteen (15) years of County/ECMCC service, who are eligible to retire and retire on or after January 1, 2020 shall have their retiree health insurance paid as follows:

Employees and their eligible spouses shall be required to select the designated Medicare Advantage Plan or the equivalent, that includes prescription drug coverage and basic out of network benefits, when first eligible. Any employee who retires under this Agreement, and his or her eligible spouse (and eligible child/children if applicable) who are under age 65, will be provided with a single or family Pre-Medicare Core (POS 204) Plan, single, double or family premium rate until Age 65 or Medicare Eligibility. A Post-Medicare retiree and his or her eligible spouse aged 65/Medicare eligible may choose from Option A or B (Medicare Advantage HMO plans) or C (Medicare Advantage PPO plan.) Both members must select the same option, and shall pay 15% of Monthly Premium for the selected Plan for the single or double rate for Options A, B, or C. In addition, a Post-Medicare eligible retiree may choose Option D (Commercial PPO). A retiree who chooses

---

Option D (Commercial PPO) shall pay 15% of the Monthly Premium of the highest cost Plan (Options A, B or C) plus the difference in Cost between the highest cost Plan (Options A, B or C) and Post-65 Option D (Core PPO 812) premium. Health care coverage will be provided for the lifetime of the retiree. Family coverage will be provided upon written documentation. All other employer contributions shall be eliminated.

\*NOTE: Employees hired after March 7, 2013 shall not receive retiree health insurance paid by the employer.

#### **Part time and Per Diem Employees**

The Employer will create both part time and per diem positions which may be designated to the bargaining unit. These positions will be used only to supplement existing RPT and FT positions. Notice of the creation of these positions will be sent to the unit president. The employer will be limited to creation of no more PT or per diem positions than represent 10% of the ECMC CSEA bargaining unit. Positions on the payroll as of March 6, 2013 are not to be included in this percentage. The employer will provide a listing of those titles. Should the need arise to augment the number of PT or per diem positions above the agreed percentage, the parties will meet and discuss a temporary solution. Every effort will be made to fill with Full Time and Regular Part Time positions before using Per Diem or Part Time. Any and all rights provided to part time and per diem employees of ECMCC are provided for in the ECMCC sub bargaining agreement. Any other rights provided to part time or per diem employees in the collective bargaining agreement applicable to the County of Erie, Erie Community College or the Buffalo and Erie County Public Library System shall not apply to ECMCC.

#### **Flexible Time Scheduling – ECMCC**

Each Department Head shall have the authority to provide for flex scheduling within his/her Department. It is understood, however that no such scheduling shall occur without the concurrence of the employee affected. If the request for a flex time schedule is initiated by the Department Head and not the employee, ECMCC shall notify the CSEA Section President of this request prior to placing the employee on a flex time schedule. It is further understood that the Department Head is not obligated to agree to flex time scheduling on an employee by employee basis and may insist that any such scheduling changes include coverage during hours he/she deems necessary. Finally, either part may request to return to a regular as opposed to a flex time shift upon thirty (30) days' notice prior to the start of a pay period and it shall be granted. Quarterly, ECMCC shall provide to the CSEA Section President a list of CSEA members that are on a flex time schedule during that quarter.

**Overtime Distribution**

Overtime work shall be distributed by utilizing an overtime wheel for each shift arranged by seniority containing names of employees working within the same job classification within a department or unit subdivision that are not regularly schedule for those shifts. Rejection of an offer of overtime shall entitle ECMCC to move to the next employee on the overtime wheel. Once an overtime shift is accepted by an employee, an obligation to work the entire shift is required, unless released early. An employee must provide notice to their supervisor of the cancelation of an accepted overtime shift at least two (2) hours prior to the start of the overtime shift.

If it is proven through the grievance process that an employee was improperly passed over for an overtime opportunity, that employee shall be entitled to the overtime pay that the employee should have been offered. The next overtime opportunity shall be offered to the employee placed after the aggrieved employee in the overtime wheel and the employee that was improperly provided the overtime hours shall become mandatory and shall be assigned beginning at the start of such overtime wheel until the overtime manpower needs are met. Under such mandatory conditions, overtime may not be refused. Any such refusal may be grounds for disciplinary action.

**Preceptor Pay Differential**

In addition to the base pay, any clinical employee who is assigned by management to be a preceptor shall receive payment of one dollar twenty-five cent \$1.25 per hour for all time in excess of one (1) hour that such clinical employee is performing preceptor duties. Any employee who works one (1) hour or more as a preceptor under the above referenced conditions will be paid for all hours worked as a preceptor.

---

## APPENDIX B – WHITE COLLAR TITLE LISTING

ABSENTEE SUPERVISOR-ELECTIONS	GRP 09
ACCOUNT CLERK	GRP 04
ACCOUNT CLERK (P.T.) NB	GRP 04
ACCOUNT CLERK (RPT)	GRP 04
ACCOUNT CLERK TYPIST (PT)	GRP 04
ACCOUNT CLERK-TYPIST	GRP 04
ACCOUNT CLERK-TYPIST (RPT)	GRP 04
ACCOUNTANT	GRP 09
ACCOUNTANT (PT) NB	GRP 09
ACCOUNTANT AUDITOR	GRP 09
ACCOUNTANT RPT	GRP 09
ACCOUNTING ANALYST	GRP 11
ACCOUNTING ANALYST RPT	GRP 11
ADMINISTRATIVE AIDE ECMC	GRP 05
ADMINISTRATIVE AIDE-EMERGENCY MED SERV	GRP 06
ADMINISTRATIVE ASSISTANT	GRP 09
ADMINISTRATIVE ASSISTANT (MENTAL HEALTH)	GRP 09
ADMINISTRATIVE ASSISTANT (PH LABORATORY)	GRP 09
ADMINISTRATIVE ASSISTANT PH LAB (RPT)	GRP 09
ADMINISTRATIVE ASSISTANT RPT	GRP 09
ADMINISTRATIVE ASSISTANT-BOARD OF EL RPT	GRP 09
ADMINISTRATIVE ASSISTANT-PUBLIC WORKS	GRP 09
ADMINISTRATIVE ASSISTANT-SOCIAL SERVICES	GRP 09
ADMINISTRATIVE ASST - EMERGENCY SVCS PT	GRP 10
ADMINISTRATIVE CLERK	GRP 07
ADMINISTRATIVE CLERK-LIBRARY	GRP 07
ADMINISTRATIVE CLERK-LIBRARY (RPT)	GRP 07
ADMINISTRATIVE CLERK-OPERATING ROOM	GRP 07
ADMINISTRATIVE CONTROL CLERK	GRP 04
ADMINISTRATIVE CONTROL CLERK (ECMC) 55A	GRP 04
ADMINISTRATIVE CONTROL CLERK (RPT)	GRP 04
ADMINISTRATIVE COORDINATOR PH LAB	GRP 14
ADMINISTRATIVE COORDINATOR-LEGAL AFFAIRS	GRP 12
ADMINISTRATIVE COORDINATOR-MED EX OFFICE	GRP 14
ADMINISTRATIVE COORDINATOR-SERVICES	GRP 12
ADMINISTRATIVE DIRECTOR I	GRP 12
ADMINISTRATIVE DIRECTOR II	GRP 13
ADMINISTRATIVE DIRECTOR III	GRP 14

ADMINISTRATIVE DIRECTOR-SERVICES	GRP 13
ADMINISTRATIVE PSYCHOLOGIST-ADDICTION SR	GRP 15
AGING & DISABILITY RESOURCE REPRESENT	GRP 10
ALCOHOLISM COUNSELOR	GRP 09
ALCOHOLISM COUNSELOR (SPANISH SPEAKING)	GRP 09
ALCOHOLISM COUNSELOR INTERN	GRP 01
ALCOHOLISM COUNSELOR RPT	GRP 09
ANESTHESIOLOGIST	GRP 20
ANESTHESIOLOGIST (RPT)	GRP 20
ANTHROPOLOGIST	GRP 15
APPLICATION SYSTEMS SPECIALIST	GRP 14
APPOINTMENT CONTROL CLERK	GRP 10
ARCHITECT	GRP 15
ARCHITECTURAL DRAFTSWORKER	GRP 09
ASBESTOS/AIR QUALITY COORDINATOR	GRP 12
ASSESSMENT CLERK	GRP 06
ASSISTANT ADMINISTRATOR RESIDENT SERVICE	GRP 06
ASSISTANT ARCHITECT	GRP 14
ASSISTANT CHIEF OF MAINT ELECTRICAL-WWTP	GRP 11
ASSISTANT CHIEF OF MAINT MECHANICAL-WWTP	GRP 11
ASSISTANT CIVIL ENGINEER	GRP 11
ASSISTANT CONFIDENTIAL AIDE DISTRICT ATT	GRP 04
ASSISTANT COORDINATOR MENTAL DISAB SERV	GRP 12
ASSISTANT COORDINATOR NEIGHBORHOOD SERV	GRP 10
ASSISTANT COORDINATOR QUALITY ASSURANCE	GRP 10
ASSISTANT COORDINATOR SIN PT AC SPAN	GRP 11
ASSISTANT COORDINATOR SINGLE PT OF ENTRY	GRP 11
ASSISTANT COORDINATOR SOLID WASTE RECYCL	GRP 09
ASSISTANT COORDINATOR-FIRE SAFETY	GRP 09
ASSISTANT COORDINATOR-STOP DWI (55A)	GRP 10
ASSISTANT CRIME ANALYST	GRP 11
ASSISTANT DETENTION SOCIAL WORKER (RPT)	GRP 09
ASSISTANT DIRECTOR FOR ADM-CHEM DEPENDEN	GRP 14
ASSISTANT DIRECTOR FOR APPLICATION SVCS	GRP 15
ASSISTANT DIRECTOR HEALTH INFORMATION MG	GRP 13
ASSISTANT DIRECTOR LAW ENF FORENCIS LAB	GRP 14
ASSISTANT DIRECTOR OF ADMIN (HEALTH)	GRP 14
ASSISTANT DIRECTOR OF ENERGY PROGRAMS	GRP 10
ASSISTANT DIRECTOR OF IMAGING SERVICES	RAD 9

ASSISTANT DIRECTOR OF INVESTIGATIONS	GRP 13
ASSISTANT DIRECTOR OF MARKETING (ECMC)	GRP 12
ASSISTANT DIRECTOR OF REVENUE RECOVERY	GRP 11
ASSISTANT DIRECTOR, CLINICAL BIOCHEMIST	GRP 16
ASSISTANT DIRECTOR, CLINICAL PATHOLOGY	GRP 18
ASSISTANT DIRECTOR-CHILDREN SPECIAL NEED	GRP 10
ASSISTANT ELECTIONS OFFICE MANAGER	GRP 11
ASSISTANT ENERGY PROGRAM COORDINATOR	GRP 10
ASSISTANT ENTERPRISE STORAGE MANAGER	GRP 14
ASSISTANT EPIDEMIOLOGIST	GRP 11
ASSISTANT EPIDEMIOLOGIST RPT	GRP 11
ASSISTANT FOOD SERVICE MANAGER	GRP 09
ASSISTANT INFORMATION SYSTEMS SPEC RPT	GRP 11
ASSISTANT INFORMATION SYSTEMS SPECIALIST	GRP 11
ASSISTANT JUVENILE JUSTICE COUNSELOR	GRP 09
ASSISTANT JUVENILE JUSTICE COUNSELOR RPT	GRP 09
ASSISTANT LIBRARY ADMINISTRATIVE MANAGER	GRP 07
ASSISTANT LIBRARY DISPLAY ARTIST	GRP 05
ASSISTANT LIBRARY DISPLAY ARTIST (RPT)	GRP 05
ASSISTANT LONG TERM CARE COORDINATOR	GRP 10
ASSISTANT MAINTENANCE SUPERVISOR	GRP 10
ASSISTANT MECHANICAL ENGINEER	GRP 11
ASSISTANT NUTRITIONIST	GRP 08
ASSISTANT NUTRITIONIST RPT	GRP 08
ASSISTANT PATIENT & COMMUNITY REL REP	GRP 09
ASSISTANT PAYROLL SUPERVISOR	GRP 11
ASSISTANT PLANNER	GRP 08
ASSISTANT PLANNER RPT	GRP 08
ASSISTANT PRESCHOOL COORDINATOR	GRP 09
ASSISTANT PROJ COORDINATOR VICTIM/WIT PR	GRP 09
ASSISTANT PROJECT ADMINISTRATOR	GRP 09
ASSISTANT PROJECT ADMINISTRATOR RPT	GRP 09
ASSISTANT PROJECT DIR(NUTRITION PROG ELD	GRP 12
ASSISTANT PROJECT ENGINEER	GRP 09
ASSISTANT PROJECT ENGINEER-CONSTRUCTION	GRP 09
ASSISTANT PUBLIC HEALTH ENGINEER	GRP 12
ASSISTANT PUBLIC HEALTH ENGINEER RPT	GRP 12
ASSISTANT RESEARCH ANALYST	GRP 07
ASSISTANT SANITARY ENGINEER	GRP 12

ASSISTANT SERVICE OFFICER	GRP 08
ASSISTANT SERVICE OFFICER RPT	GRP 05
ASSISTANT SEWER DISTRICT MANAGER	GRP 11
ASSISTANT SOCIAL SERVICES PROGRAM DIRECT	GRP 11
ASSISTANT SPECIAL INVESTIGATOR	GRP 07
ASSISTANT SPECIAL INVESTIGATOR RPT	GRP 07
ASSISTANT SPECIAL INVESTIGATOR SS 55A	GRP 07
ASSISTANT SUPERVISOR OF ACCOUNTS	GRP 08
ASSISTANT SUPERVISOR OF CLEANING SERVICE	GRP 10
ASSISTANT SUPERVISOR OF RECORDS	GRP 07
ASSISTANT SUPERVISOR TRANSPORT & ELECTRI	GRP 12
ASSISTANT SUPERVISOR-PARKS	GRP 07
ASSISTANT TOXICOLOGIST	GRP 09
ASSISTANT VOTING MACHINE TECHNICIAN(BD E	GRP 06
ASSOC PUBLIC HEALTH SANITARIAN (PT) NB	GRP 14
ASSOCIATE CIVIL ENGINEER	GRP 15
ASSOCIATE COMMUNICATION MANAGER	GRP 12
ASSOCIATE EMPLOYMENT COUNSELOR	GRP 11
ASSOCIATE ENGINEER ENVIRONMENTAL COMPLIA	GRP 15
ASSOCIATE EPIDEMIOLOGIST	GRP 13
ASSOCIATE PUBLIC HEALTH ENGINEER	GRP 15
ASSOCIATE PUBLIC HEALTH SANITARIAN	GRP 14
ASST COORD OF CHILDREN & YOUTH SVC INTEG	GRP 11
ASST COORD-ADULT SNGL PT OF ACCESS & ACC	GRP 11
ASST DIRECTOR OF FORENSIC LABORATORY	GRP 14
ASST ELECTIONS OFFICE MANAGER (PT) NB	GRP 11
ATTENDING PHYSICIAN (PT) NB	GRP 15
ATTENDING PHYSICIAN CONSULTANT (PT) NB	GRP 15
AUDIOMETER TECHNICIAN	GRP 04
AUTOPSY TECHNICIAN	GRP 08
BENEFIT ANALYST	GRP 07
BENEFITS CLERK	GRP 05
BILLING ACCOUNT CLERK	GRP 06
BILLING COLLECTIONS SPECIALIST	GRP 10
BLOOD BANK SUPERVISOR	GRP 12
BOOK PROCESSING SUPERVISOR	GRP 05
BRANCH MANAGER-AUTO BUREAU	GRP 10
BUSINESS COORD, CHILDREN W/SP NEEDS	GRP 11
BUSINESS PROCESS ENGINEER (SAP)	GRP 13

BUYER	GRP 11
CASE AIDE	GRP 06
CASE AIDE (ECMC) 55A	GRP 06
CASE ASSISTANT (SOCIAL SERVICES) 55A	GRP 06
CASE ASSISTANT-SOCIAL SERVICES	GRP 06
CASE ASSISTANT-SOCIAL SERVICES RPT	GRP 06
CASE MANAGEMENT COORD- RURAL CLINICS	GRP 10
CASE MANAGER (SPANISH SPEAKING) SEN SRV	GRP 07
CASE MANAGER EARLY INTERVENTION SERVICES	GRP 07
CASE MANAGER PRE-TRIAL SERV SPANISH SPK	GRP 07
CASE MANAGER-EARLY INTERVENTION SRV SPAN	GRP 07
CASE MANAGER-SENIOR SERVICES	GRP 07
CASE MANAGER-SENIOR SERVICES RPT	GRP 07
CASE MGR-EARLY INTERVENTION SERV PT NB	GRP 07
CASEWORKER	GRP 07
CASEWORKER (HEALTH) 55A	GRP 07
CASEWORKER (PT) NB	GRP 07
CASEWORKER (RPT)	GRP 07
CASEWORKER (SPANISH SPEAKING)	GRP 07
CASEWORKER EARLY INTERVENTION SERV 55A	GRP 07
CASEWORKER INTERN	GRP 07
CASEWORKER RPT (SPANISH SPEAKING)	GRP 07
CASEWORKER-AIDS CENTER	GRP 07
CASHIER	GRP 06
CASHIER (P.T.)	GRP 06
CENTRAL SPECIMEN RECEIVING & PROC CRD	GRP 10
CERTIFIED INSTRUCTOR COORD-EMS PT NB	GRP 15
CERTIFIED LAB INSTRUCTOR-EMS PT NB	GRP 08
CERTIFIED OCCUPATIONAL THER ASST RPT	GRP 06
CERTIFIED OCCUPATIONAL THERAPIST ASST	GRP 06
CERTIFIED OPHTHALMIC TECHNICIAN	GRP 07
CHAPLAIN	GRP 11
CHAPLAIN (PT)	GRP 11
CHAPLAIN (RPT)	GRP 11
CHARGE CAPTURE ANALYST	GRP 10
CHARGE CAPTURE CLERK	GRP 05-3
CHEMICAL DEPENDENCY GRANT ADVOCATE	GRP 04
CHEMICAL DEPENDENCY GRANT COUNSELOR	GRP 06
CHEMICAL DEPENDENCY LICENSED CLINICAL SW	GRP 11

CHEMICAL DEPENDENCY PROJECT COORDINATOR	GRP 11
CHIEF ACCOUNT CLERK	GRP 07
CHIEF ACCOUNT CLERK (PT) NB	GRP 07
CHIEF ACCOUNT CLERK (RPT)	GRP 07
CHIEF ACCOUNTANT (HEALTH)	GRP 12
CHIEF BACTERIOLOGIST	GRP 13
CHIEF BIOCHEMIST	GRP 13
CHIEF CHILD SUPPORT INVESTIGATOR	GRP 11
CHIEF CONFIDENTIAL CRIMINAL INV ACCOUNT	GRP 14
CHIEF CONFIDENTIAL CRIMINAL INVESTIGATOR	GRP 13
CHIEF COUNTY TOXICOLOGIST	GRP 18
CHIEF DATA TAX CLERK	GRP 12
CHIEF DATA TAX CLERK (PT) NB	GRP 12
CHIEF DIETITIAN	GRP 12
CHIEF DOCUMENT CLERK	GRP 09
CHIEF ELECTION CLERK - CUSTODIAN	GRP 09
CHIEF ELECTION CLERK-CUSTODIAN (PT) NB	GRP 09
CHIEF EMPLOYMENT COUNSELOR	GRP 12
CHIEF ENVIRONMENTAL COMPLIANCE SPECIALIS	GRP 15
CHIEF FISCAL ANALYST	GRP 12
CHIEF FISCAL ANALYST (PT) NB	GRP 12
CHIEF HEMATOLOGIST	GRP 13
CHIEF HEMATOLOGY TECHNOLOGIST	GRP 11
CHIEF HISTOTECHNOLOGIST	GRP 11
CHIEF LABORATORY TECHNICIAN PUBLIC HTH	GRP 09
CHIEF LABORATORY TECHNOLOGIST PH (RPT)	GRP 09
CHIEF LABORATORY TECHNOLOGIST PUBLIC HEA	GRP 09
CHIEF LIBRARY CLERK	GRP 07
CHIEF MEDICAID REFORM SPECIALIST	GRP 12
CHIEF MICROBIOLOGIST (PUBLIC HEALTH)	GRP 12
CHIEF MICROBIOLOGY TECHNOLOGIST	GRP 11
CHIEF MOLECULAR SCIENTIST	GRP 12
CHIEF OF ACCOUNTING SERVICES	GRP 15
CHIEF OF MAINTENANCE-WASTEWATER TR PLANT	GRP 13
CHIEF PARALEGAL-CONTRACTS	GRP 12
CHIEF PAYROLL SUPERVISOR	GRP 13
CHIEF PRINCIPAL CLERK	GRP 09
CHIEF RECORDS CLERK	GRP 08
CHIEF SECRETARIAL TYPIST	GRP 09

CHIEF SECURITY OFFICER	GRP 12
CHIEF SEROLOGIST	GRP 13
CHIEF SOCIAL WELFARE EXAMINER	GRP 12
CHIEF STATIONARY ENGINEER	GRP 09
CHIEF SUPERVISING SOCIAL SERVICES TEAM W	GRP 09
CHIEF VIROLOGY TECHNOLOGIST	GRP 11
CHIEF WASTEWATER TREATMENT PLANT OPER	GRP 12
CHIEF-FINANCIAL RECORD SERVICES	GRP 12
CHILD HEALTH ENROLLMENT SPEC (HTH) 55A	GRP 06
CHILD HEALTH ENROLLMENT SPECIALIST	GRP 06
CHILD HEALTH ENROLLMENT SPECIALIST RPT	GRP 06
CHILD PROTECTIVE COORDINATOR	GRP 12
CHILD PROTECTIVE TEAM LEADER	GRP 11
CHILD PROTECTIVE TEAM LEADER (PT) NB	GRP 11
CHILD PROTECTIVE WORKER	GRP 08
CHILD PROTECTIVE WORKER (PT)	GRP 08
CHILD PROTECTIVE WORKER (SPANISH SPK)	GRP 08
CHILD PROTECTIVE WORKER RPT	GRP 08
CHILD PROTECTIVE WORKER SP SPK (PT)	GRP 08
CHILD PROTECTIVE WORKER-SPANISH SPK RPT	GRP 08
CHILD PSYCHOLOGIST (PT) NB	GRP 12
CHILD SUPPORT INVESTIGATOR	GRP 07
CHILD SUPPORT INVESTIGATOR (SPANISH SPK)	GRP 07
CHILD SUPPORT INVESTIGATOR RPT	GRP 07
CHILD SUPPORT OPERATIONS MANAGER	GRP 13
CLAIMS ADMINISTRATION ASSISTANT	GRP 07
CLAIMS ADMINISTRATION TECHNICIAN	GRP 08
CLERK	GRP 01
CLERK (BD OF ELECTIONS) RPT	GRP 01
CLERK (ECMC)	GRP 01
CLERK (P.T.)	GRP 01
CLERK (RPT)	GRP 01
CLERK (SOCIAL SERVICES) 55A	GRP 01
CLERK (SOCIAL SERVICES) 55A RPT	GRP 01
CLERK STENOGRAPHER	GRP 02
CLERK TYPIST	GRP 01
CLERK TYPIST (ECMC) 55A	GRP 01
CLERK TYPIST (SOCIAL SERVICES) 55A	GRP 01
CLERK TYPIST (SPANISH SPEAKING)	GRP 01

CLERK TYPIST (YOUTH SERVICES) 55A	GRP 01
CLERK TYPIST P.T.	GRP 01
CLERK TYPIST P.T. SEWERS	GRP 01
CLERK TYPIST PT (FREE)	GRP 01
CLERK-TYPIST (SEASONAL) NB	GRP 01
CLIENT FUNDS MANAGER	GRP 11
CLINICAL ASST DEPT OF PLASTIC & REC SURG	GRP 07
CLINICAL COORDINATOR PHARMACY SERVICES	GRP 18-A
CLINICAL LABORATORY QUALITY COORD RPT	GRP 14
CLINICAL LABORATORY QUALITY COORDINATOR	GRP 14
CLINICAL PERFUSIONIST	GRP 15-5
CLINICAL PERFUSIONIST (RPT)	GRP 15
CLINICAL PHARMACY SPECIALIST	GRP 18-a
CLINICAL PSYCHOLOGIST (ECMC)	GRP 15
CLINICAL SUPERVISOR PINS FAMILY SERVICE	GRP 12
CLINICAL SYSTEMS ANALYST	GRP 14
CODE COMPLIANCE MANAGER	GRP 15
CODE COMPLIANCE OFFICER	GRP 10
COMMITMENTS CLERK	GRP 08
COMMITMENTS CLERK (CF)	GRP 08
COMMUNICATIONS MANAGER	GRP 14
COMMUNITY COALITION COORDINATOR	GRP 12
COMMUNITY COALITION COORDINATOR - CSP	GRP 12
COMMUNITY COORDINATOR	GRP 11
COMMUNITY MENTAL HEALTH SPECIALIST	GRP 10
COMMUNITY OUTREACH SPECIALIST-LIB RPT	GRP 10
COMMUNITY PLANNING COORDINATOR	GRP 16
COMMUNITY PLANNING COORDINATOR SENIOR SV	GRP 14
COMMUNITY RESOURCE TECH-ADULT PROTECT SV	GRP 06
COMMUNITY RESOURCE TECHNICIAN	GRP 06
COMMUNITY RESOURCE TECHNICIAN RPT	GRP 06
COMMUNITY RESOURCE TECHNICIAN-SR SERVICE	GRP 06
COMPLIANCE COORDINATOR	GRP 10
COMPUTER OPERATOR	GRP 07
COMPUTER OPERATOR (PT)	GRP 07
COMPUTER OPERATOR-BOARD OF ELECTIONS	GRP 07
COMPUTER PROGRAMMER	GRP 08
COMPUTER PROGRAMMER (PT) NB	GRP 08
COMPUTER SUPPORT TECHNICIAN	GRP 10

COMPUTER TOMOGRAPHY (CT) TECH RPT	GRP 09
COMPUTER TOMOGRAPHY (CT) TECHNOLOGIST	GRP 09
CONFIDENTIAL AIDE (COUNTY ATTORNEY)	GRP 06
CONFIDENTIAL AIDE (DISTRICT ATTORNEY)	GRP 08
CONFIDENTIAL AIDE- DISTRICT ATTORNEY	GRP 08
CONFIDENTIAL AIDE-SOCIAL SERVICES	GRP 06
CONFIDENTIAL CRIMINAL INVEST (PT) NB	GRP 12
CONFIDENTIAL CRIMINAL INVESTIGATOR-X	GRP 10
CONFIDENTIAL CRIMINAL INVESTIGATOR-XII	GRP 12
CONFIDENTIAL CRIMINAL INVEST-TASK FORCE	GRP 12
CONFIDENTIAL INVESTIGATOR (COUNTY ATTY)	GRP 17
CONSTRUCTION INSPECTOR	GRP 11
CONSTRUCTION INSPECTOR (PUBLIC WORKS)55A	GRP 11
CONSTRUCTION PROJECT MANAGER (BUILDINGS)	GRP 14
CONTRACT CONTROL CLERK	GRP 05
CONTRACT MONITOR (COMMUNITY DEVELOP) RPT	GRP 11
CONTRACT MONITOR (COMMUNITY DEVELOPMENT)	GRP 11
CONTRACT MONITOR (SENIOR SERVICES)	GRP 11
CONTRACT MONITOR (SENIOR SERVICES) RPT	GRP 11
CONTRACT MONITOR (SOCIAL SERVICES)	GRP 10
CONTRACTS ADMINISTRATOR	GRP 11
CONTRACTS SPECIALIST	GRP 09
CONTRACTS TECHNICIAN	GRP 06
CONTROL CLERK (STAC)	GRP 04
COORD ADULT SINGLE POINT OF ACCESS & ACC	GRP 13
COORD OF JUVENILE DETENTION ALTER INITIA	GRP 13
COORD OF VOLUNTEER TRAINING & DEV RPT	GRP 08
COORDINATOR - PUBLIC HEALTH	GRP 12
COORDINATOR - VIOLENCE AND VICTIMIZATION	GRP 09
COORDINATOR OF ADULT RECOVERY	GRP 12
COORDINATOR OF BUILDING SECURITY	GRP 09
COORDINATOR OF CHILD & YOUTH SVCS INTEGR	GRP 14
COORDINATOR OF GRANTS AND PROGRAM ADM	GRP 12
COORDINATOR OF INSURANCE OUTREACH & CO	GRP 11
COORDINATOR OF NEIGHBORHOOD SERVICES	GRP 13
COORDINATOR OF SEWER DISTRICT OPERATIONS	GRP 13
COORDINATOR OF SUPPORT SERVICES	GRP 12
COORDINATOR OF VOLUNTEER TRAIN (PT) NB	GRP 08
COORDINATOR OF VOLUNTEER TRAINING & DEV	GRP 08

COORDINATOR OF WIC VENDOR SERVICES	GRP 08
COORDINATOR QUALITY ASSURANCE	GRP 11
COORDINATOR, DOMESTIC VIOLENCE (SOC SVC)	GRP 11
COORDINATOR, DRUG ABUSE SERVICES	GRP 14
COORDINATOR, INDUSTRIAL ASSISTANCE PROG	GRP 14
COORDINATOR, MENTAL DISABILITY SERVICES	GRP 14
COORDINATOR, RE-ENTRY SYSTEMS INITIATIVE	GRP 12
COORDINATOR, SINGLE POINT OF ACCOUNTABI	GRP 12
COORDINATOR-ADVANCED LIFE SUPPORT SYSTEM	GRP 11
COORDINATOR-EMERGENCY ALCOHOLISM PROGRAM	GRP 11
COORDINATOR-POLLUTION PREVENTION PROGRAM	GRP 15
COORDINATOR-REHABILITATION SERVICES YTH	GRP 12
COORDINATOR-REHABILITATION SRV YTH RPT	GRP 12
COORDINATOR-RESPIRATORY THERAPY SERVICES	GRP 13
COORDINATOR-SENIOR VOLUNTEERS-AGED	GRP 11
COORDINATOR-SEWER CONSTRUCTION PROJECTS	GRP 14
CORRECTION CAPTAIN	GRP 13
CORRECTION LIEUTENANT	GRP 12
CORRECTION OFFICER	GRP 10
CORRECTION OFFICER (SPANISH SPEAKING)	GRP 10
CORRECTION OFFICER CF	GRP 10
CORRECTION OFFICER CF (55A)	GRP 10
CORRECTION SERGEANT	GRP 11
CORRECTIONAL FACILITY MEDICAL AIDE	GRP 12
CORRECTIONAL FACILITY MEDICAL AIDE RPT	GRP 12
COUNSEL BOARD OF ELECTIONS (RPT)	GRP 14
COUNSEL-SOCIAL SERVICES	GRP 14
COUNSEL-SOCIAL SERVICES (PT) NB	GRP 14
COUNSEL-SOCIAL SERVICES (RPT)	GRP 14
CYTOTECHNOLOGIST	GRP 10
DATA CENTER MANAGER	GRP 12
DATA COMMUNICATIONS TECHNICIAN	GRP 07
DATA ENTRY OPERATOR	GRP 04
DATA ENTRY OPERATOR (PT)	GRP 04
DATA ENTRY OPERATOR (SEASONAL)	GRP 04
DATA ENTRY OPERATOR RPT	GRP 04
DATA ENTRY OPERATOR(SOCIAL SERVICES)55A	GRP 04
DATA MANAGEMENT CLERK	GRP 05
DATA PROCESSING CONTROL CLERK	GRP 05

DATA PROCESSING CONTROL CLERK (RPT)	GRP 05
DATA TAX CLERK	GRP 09
DATABASE ADMINISTRATOR	GRP 14
DATABASE ADMINISTRATOR- CPS	GRP 13
DATABASE MANAGEMENT SUPERVISOR(BD OF EL)	GRP 12
DATABASE PROJECT COORDINATOR - BOE	GRP 13
DAY CARE PROGRAM COORDINATOR	GRP 11
DENTAL HYGIENIST	GRP 05
DENTAL HYGIENIST (RPT)	GRP 05
DENTAL HYGIENIST-ECMC	GRP 07
DENTAL HYGIENIST-ECMC RPT	GRP 07
DENTAL LABORATORY TECHNICIAN (RPT)	GRP 07
DENTIST (CORR HEALTH)	GRP 15
DENTIST (ECMC)	GRP 15
DENTIST (ECMC) PT	GRP 15
DEPUTY COUNTY SEALER	GRP 08
DEPUTY COUNTY SEALER RPT	GRP 08
DEPUTY DIRECTOR OF CRIMINAL JUSTICE USER	GRP 13
DEPUTY DIRECTOR OF INFORMATION SERVICES	GRP 15
DEPUTY DIRECTOR OF LAW ENFORCEMENT COMM	GRP 12
DETENTION HOME INTAKE WORKER	GRP 08
DETENTION HOME INTAKE WORKER (PT)	GRP 08
DETENTION HOME INTAKE WORKER (RPT)	GRP 08
DETENTION RECREATION COORDINATOR	GRP 08
DETENTION SHIFT SUPERVISOR	GRP 10
DETENTION SOCIAL WORKER	GRP 10
DETENTION SOCIAL WORKER RPT	GRP 10
DEVELOPMENT AND COMMUNICATIONS CLERK	GRP 05
DIALYSIS TECHNICIAN	GRP 04
DIETITIAN CONSULTANT	GRP 11
DIETITIAN CONSULTANT PT	GRP 11
DIETITIAN CONSULTANT RPT	GRP 11
DIR OF FISCAL ADMINISTRATION(MENTAL HEA)	GRP 15
DIR OF SUPPLEMENTAL NUTRITION ASST PROG	GRP 13
DIR OF SVCS TO CHILDREN WITH SPEC NEEDS	GRP 14
DIRECTOR CHILD PROTECTIVE SERVICES	GRP 13
DIRECTOR CLINICAL VISUAL ELECTRO (PT) NB	GRP 15
DIRECTOR- CORRECTIONAL HEALTH	GRP 16
DIRECTOR OF ACCOUNTING SERVICES	GRP 15

DIRECTOR OF ADMISSIONS-LONG TERM CARE	GRP 13
DIRECTOR OF BUSINESS ASSISTANCE	GRP 15
DIRECTOR OF COMMUNICATIONS - BOE	GRP 11
DIRECTOR OF CONTRACT ADMINISTRATION	GRP 15
DIRECTOR OF CORRECTIONAL HEALTH SERVICES	GRP 16
DIRECTOR OF ENERGY DEVELOPMENT & MGT	GRP 15
DIRECTOR OF ENERGY PROGRAMS	GRP 13
DIRECTOR OF ENVIRONMENTAL SERVICES	GRP 12
DIRECTOR OF FORENSIC LABORATORY	GRP 15
DIRECTOR OF FORENSIC LABORATORY- CPS	GRP 15
DIRECTOR OF GEOGRAPHIC INFORMATION SRV	GRP 15
DIRECTOR OF GRANT ACCOUNTING SERVICES	GRP 15
DIRECTOR OF IMAGING SERVICES	GRP 17
DIRECTOR OF INFORMATION SYSTEMS DEVELOPM	GRP 16
DIRECTOR OF INTENSIVE ADULT MENTAL HTH S	GRP 15
DIRECTOR OF LEGAL ASSISTANCE TO DISABLED	GRP 15
DIRECTOR OF MANAGED CARE	GRP 13
DIRECTOR OF MEDICAID & PUBLIC HEALTH PRO	GRP 13
DIRECTOR OF MEDICAL RECORDS-ECMC	GRP 15
DIRECTOR OF OPERATIONS (CASA)	GRP 13
DIRECTOR OF PASTORAL CARE RPT	GRP 13
DIRECTOR OF PAYROLL SERVICES	GRP 15
DIRECTOR OF PLANNING AND EVALUATION	GRP 15
DIRECTOR OF PUBLIC RELATIONS & COMM	GRP 14
DIRECTOR OF PURCHASING (ECMC)	GRP 14
DIRECTOR OF QUALITY IMPROVEMENT	GRP 13
DIRECTOR OF RECREATIONAL ACTIVITIES	GRP 10
DIRECTOR OF RECREATIONAL ACTIVITIES-LTC	GRP 08
DIRECTOR OF REHABILITATION SERV ECMC	GRP 16
DIRECTOR OF SOCIAL SERVICES	GRP 11
DIRECTOR OF SOCIAL SERVICES TECH SUPPORT	GRP 14
DIRECTOR OF SPECIAL THERAPY PROGRAMS	GRP 14
DIRECTOR OF STAFF RELATIONS/HUMAN SRV	GRP 11
DIRECTOR OF SUPPORT SERVICES-EC HOME	GRP 12
DIRECTOR OF TEMPORARY ASST & EMERG SVCS	GRP 13
DIRECTOR OF VOLUNTEERS	GRP 08
DIRECTOR OF WEIGHTS AND MEASURES	GRP 13
DIRECTOR OF YOUTH BUREAU-SOCIAL SERVICES	GRP 12
DIRECTOR, EMPLOYMENT PROGRAMS	GRP 13

DISCHARGE PLANNER	GRP 07
DISCHARGE PLANNER (RPT)	GRP 07
DISCHARGE PLANNER REHABILITATION SRV	GRP 07
DISEASE INTERVENTION SPECIALIST	GRP 06
DISEASE INTERVENTION SPECIALIST RPT	GRP 06
DOCUMENT CLERK	GRP 05
DOCUMENT CLERK 55A	GRP 05
DOMESTIC VIOLENCE LIAISON (SOCIAL SERV)	GRP 10
DRUG COUNSELOR	GRP 09
DRUG COUNSELOR-AIDS CENTER	GRP 09
ECHOCARDIOGRAPH TECHNICIAN (PT) NB	GRP 13
ECHOCARDIOGRAPH TECHNICIAN PT	GRP 08
ECHOCARDIOGRAPH TECHNICIAN RPT	GRP 08
ECHOCARDIOGRAPHY TECHNICIAN	GRP 13-3
ECONOMIC CRIME ANALYST	GRP 11
ELECTION CLERK	GRP 06
ELECTION CLERK (PT) NB	GRP 06
ELECTION CLERK RPT	GRP 06
ELECTION FINANCE CLERK	GRP 06
ELECTION FINANCE CLERK (PT) NB	GRP 06
ELECTION INFORMATION SYSTEM SPEC (PT) NB	GRP 11
ELECTION INFORMATION SYSTEMS OPERATOR	GRP 07
ELECTION WORKER (P.T.) NB	GRP 01
ELECTIONS OFFICE MANAGER	GRP 12
ELECTROCARDIOGRAPH TECHNICIAN	GRP 05
ELECTROCARDIOGRAPH TECHNICIAN (RPT)	GRP 05
ELECTROENCEPHALOGRAPH TECHNCIAN (PT)	GRP 05
ELECTROENCEPHALOGRAPH TECHNICIAN	GRP 05
ELECTROENCEPHALOGRAPH TECHNICIAN RPT	GRP 05
ELECTRONIC INSTRUMENTATION MECHANIC	GRP 07
ELECTRONIC INSTRUMENTATION MECHANIC RPT	GRP 07
ELECTRONICS TECHNICIAN-WASTEWATER FAC	GRP 09
ELECTRONICS TECH-WASTEWATER FAC (PT) NB	GRP 09
ELIGIBLE LIST MAINTENANCE CLERK	GRP 06
ELIGIBLE LIST MAINTENANCE CLERK RPT	GRP 05
EMERGENCY PREPAREDNESS COORDINATOR	GRP 13
EMERGENCY ROOM PHYSICIAN (P.T.) NB	GRP 16
EMERGENCY ROOM TECHNICIAN	GRP 04
EMERGENCY SERVICES CONSULTANT (PT) NB	GRP 14

EMERGENCY SERVICES COORDINATOR	GRP 09
EMPLOYEE HEALTH ASSISTANT	GRP 05
EMPLOYER RELATIONS COORDINATOR	GRP 11
EMPLOYMENT COUNSELOR	GRP 09
EMPLOYMENT COUNSELOR (SOCIAL SVCS) 55A	GRP 09
EMPLOYMENT COUNSELOR (SPANISH SPEAKING)	GRP 09
EMPLOYMENT SUPPORT AIDE	GRP 03
EMPLOYMENT SUPPORT AIDE RPT	GRP 03
EMS TRAINING CLERK PT	GRP 01
ENERGY CRISIS ASSISTANCE WKR #1 (SEA) NB	GRP 02
ENERGY CRISIS ASSISTANCE WKR #1 SPAN SPK	GRP 02
ENERGY CRISIS ASSISTANCE WKR #2 (SEA) NB	GRP 05
ENERGY CRISIS ASSISTANCE WKR #2 SPAN SPK	GRP 05
ENERGY CRISIS ASSISTANCE WORKER #1	GRP 02
ENERGY CRISIS ASSISTANCE WORKER #1 (PT)	GRP 02
ENERGY CRISIS ASSISTANCE WORKER #1 RPT	GRP 02
ENERGY CRISIS ASSISTANCE WORKER #2	GRP 05
ENERGY CRISIS ASSISTANCE WORKER #2 (PT)	GRP 05
ENERGY CRISIS ASSISTANCE WORKER #2 RPT	GRP 05
ENERGY CRISIS ASSISTANCE WORKER #3	GRP 08
ENERGY CRISIS ASSISTANCE WORKER #3 RPT	GRP 08
ENERGY CRISIS ASSISTANCE WORKER #4	GRP 09
ENERGY PROGRAM COORDINATOR	GRP 12
ENFORCEMENT OFFICER (PT) NB	GRP 15
ENGINEER ASSISTANT	GRP 04
ENGINEER ASSISTANT (ENV & PLANNING)55A	GRP 04
ENGINEER ASSISTANT RPT	GRP 04
ENGINEER ASSISTANT TRAINEE (SEASONAL)55A	GRP 03
ENTERPRISE STORAGE MANAGER	GRP 15
ENVIRONMENTAL COMPLIANCE SPECIALIST	GRP 09
ENVIRONMENTAL COMPLIANCE SPECIALIST RPT	GRP 12
ENVIRONMENTAL EDU COORD DIV OF SEWER MGT	GRP 07
ENVIRONMENTAL EDUCATION CRD-WATER QUAL	GRP 07
ENVIRONMENTAL EDUCATION SPECIALIST	GRP 09
EPIDEMIOLOGIST	GRP 15
EQUAL EMPLOYMENT OPPORTUNITY INVEST	GRP 07
EQUAL EMPLOYMENT OPPORTUNITY INVEST RPT	GRP 07
ERIE COUNTY COORDINATOR PH PREPARE GRT	GRP 10
ERP ADMINISTRATIVE ASSISTANT	GRP 05

ERP ANALYST (RPT)	GRP 14
ERP BASIS ADMINISTRATOR	GRP 13
ERP INFORMATION SECURITY SPECIALIST	GRP 14
ERP SUPPORT ANALYST	GRP 13
ERP SYSTEMS ADMINISTRATOR	GRP 15
ERP TRAINER/QUALITY ASSURANCE ANALYST	GRP 13
ERP TRAINING COORDINATOR	GRP 13
EVIDENCE CLERK	GRP 06
EVIDENCE CLERK (PT) NB	GRP 06
EXECUTIVE ASSISTANT (HEALTH) 55A	GRP 10
EXECUTIVE ASSISTANT (LABORATORY)	GRP 10
EXECUTIVE ASST-SOCIAL SERV FIN (PT) NB	GRP 13
EXECUTIVE DIRECTOR OF INSTITUTIONAL ADV	GRP 19
EXECUTIVE RECEPTIONIST	GRP 05
FAIR HEARING LIAISON	GRP 09
FAMILY COURT LEGAL LIAISON	GRP 11
FINANCIAL ANALYST-ECMC	GRP 13
FIRE INSTRUCTOR (PT) NB	GRP 11
FIREARMS EXAMINER	GRP 10
FIREARMS EXAMINER (PT) NB	GRP 10
FIREARMS EXAMINER I	GRP 09
FIREARMS EXAMINER II	GRP 10
FIREARMS EXAMINER II (PT) NB	GRP 10
FIREARMS EXAMINER III	GRP 12
FIREARMS EXAMINER III (PT)	GRP 12
FIREARMS EXAMINER IV	GRP 13
FIREARMS TECHNICAL LEADER	GRP 13
FIREARMS TECHNICIAN PT	GRP 08
FISCAL ANALYST	GRP 09
FISCAL ANALYST - ECMC	GRP 09
FITNESS TRAINER/MEDIA SPECIALIST-SR SRV	GRP 09
FLEET MANAGER	GRP 13
FORENSIC BIOLOGIST I	GRP 11
FORENSIC BIOLOGIST I (PT) NB	GRP 11
FORENSIC BIOLOGIST II	GRP 12
FORENSIC BIOLOGIST II (PT) NB	GRP 12
FORENSIC BIOLOGIST II RPT	GRP 12
FORENSIC BIOLOGIST III	GRP 13
FORENSIC BIOLOGIST IV	GRP 14

FORENSIC CHEMIST (CPS)	GRP 12
FORENSIC CHEMIST (CPS) RPT	GRP 12
FORENSIC CHEMIST (PT) NB	GRP 12
FORENSIC CHEMIST I	GRP 11
FORENSIC CHEMIST I RPT	GRP 11
FORENSIC CHEMIST II	GRP 12
FORENSIC CHEMIST II (PT) NB	GRP 12
FORENSIC CHEMIST II RPT	GRP 12
FORENSIC CHEMIST III	GRP 13
FORENSIC LABORATORY TECHNICIAN	GRP 08
FORENSIC MENTAL HEALTH COMMUNITY DIS PLA	GRP 08
FORENSIC MENTAL HEALTH MICA SPECIALIST	GRP 12
FORENSIC MENTAL HEALTH SPEC I - CHILDREN	GRP 10
FORENSIC MENTAL HEALTH SPECIALIST I	GRP 10
FORENSIC MENTAL HEALTH SPECIALIST I RPT	GRP 10
FORENSIC MENTAL HEALTH SPECIALIST I(55A)	GRP 10
FORENSIC MENTAL HEALTH SPECIALIST II	GRP 12
FORENSIC MENTAL HEALTH SPECIALIST III	GRP 13
FORENSIC MH SPEC I - ADULT MENTAL HEALTH	GRP 10
FORENSIC MH SPEC I- ADULT MENTAL HEA RPT	GRP 10
FORENSIC SEROLOGIST	GRP 12
FORENSIC SEROLOGIST (PT) NB	GRP 12
FORENSIC SEROLOGIST RPT	GRP 12
GIS TECHNICIAN-REAL PROPERTY TAX SERVICE	GRP 07
GRAND JURY STENOGRAPHER	GRP 13
GRANT PROCUREMENT SPECIALIST	GRP 11
GRANT WRITER	GRP 13
GRANTS MONITORING SPECIALIST-HOMELAND SE	GRP 13
HEAD SOCIAL WELFARE EXAMINER	GRP 10
HEAD SOCIAL WELFARE EXAMINER (PT) NB	GRP 10
HEALTH & WELLNESS COORDINATOR -SR SVC	GRP 08
HEALTH AND SAFETY COORDINATOR-DPW	GRP 08
HEALTH INFORMATION MANAGEMENT CLERK	GRP 03
HEALTH INFORMATION MANAGEMENT CLERK RPT	GRP 03
HEALTH INFORMATION MANAGEMENT TECH RPT	GRP 07
HEALTH INFORMATION MANAGEMENT TECHNICIAN	GRP 07-3
HEALTH INFORMATION MGT TECH (PT) NB	GRP 06
HEALTH INFORMATION SYSTEMS TECH PT	GRP 10
HEALTHCARE INFORMATION REP SPECIALIST	GRP 10

HEALTHCARE INFORMATION REPORTING MANAGER	GRP 14
HEALTHCARE INFORMATION SYSTEMS SPEC	GRP 15
HISTOTECHNOLOGIST	GRP 09
HIV AIDS/PROGRAM SPECIALIST	GRP 10
HIV COUNSELOR	GRP 06
HIV COUNSELOR (SPANISH SPEAKING)	GRP 06
HIV COUNSELOR (SPANISH SPEAKING) RPT	GRP 06
HIV TRAINING ASSISTANT	GRP 06
HIV/AIDS ASSISTANT	GRP 01
HIV/AIDS PEER NAVIGATOR	GRP 03
HOLDING CENTER - MEDICAL AIDE	GRP 07
HOMICIDE/WITNESS PROTECTION CASE MANAGER	GRP 11
HOSPITAL ACCOUNT COLLECTOR	GRP 05
HOSPITAL BUDGET CLERK	GRP 06
HOSPITAL CASHIER	GRP 04
HOSPITAL INSURANCE CLERK	GRP 04
HOSPITAL INSURANCE CLERK PT	GRP 04
HOSPITAL SOCIAL WORKER	GRP 10
HOSPITAL SOCIAL WORKER AIDE	GRP 04
HOSPITAL SOCIAL WORKER RPT	GRP 10
HOSPITAL UTILIZATION REVIEW CLERK	GRP 04
HOSPITAL UTILIZATION REVIEW CLERK RPT	GRP 04
HOUSING INSPECTOR	GRP 08
HOUSING SPECIALIST	GRP 10
HOUSING SPECIALIST RPT	GRP 10
IDENTIFICATION OFFICER	GRP 10
IDENTIFICATION OFFICER (CF)	GRP 10
INDUSTRIAL TRAINING SUPERVISOR RPT	GRP 08
INDUSTRIAL WASTEWATER SPECIALIST	GRP 10
INDUSTRIAL WASTEWATER SPECIALIST RPT	GRP 10
INFORMATION SECURITY SPEC ECMC	GRP 14
INFORMATION SYSTEMS ASSISTANT	GRP 08
INFORMATION SYSTEMS OPERATOR	GRP 07
INFORMATION SYSTEMS SPECIALIST	GRP 12
INFORMATION SYSTEMS SPECIALIST - BOE	GRP 11
INFORMATION SYSTEMS TRAINEE	GRP 08
INFORMATION TECHNOLOGY ENGINEER	GRP 11
INFORMATION TECHNOLOGY/GIS SPECIALIST SM	GRP 12
INPUT-OUTPUT PREPARATION CLERK	GRP 03

INTERN (ENVIRONMENT & PLANNING) (PT) NB	GRP 01
INTERN (SEASONAL) NB	GRP 01
INTERN INFORMATION SYSTEMS (PT) NB	GRP 01
INTERN-DISS (PT) NB	GRP 01
INTEROPERABLE EMERGENCY COMM CONS (PT)NB	GRP 14
INVESTIGATING PUBLIC HEA SANITARIAN RPT	GRP 08
INVESTIGATING PUBLIC HEALTH SANITARIAN	GRP 08
INVESTIGATING PUBLIC HTH SANITAR (PT) NB	GRP 08
INVESTIGATIVE AIDE	GRP 07
INVESTIGATIVE AIDE (PT) NB	GRP 07
INVESTIGATIVE AIDE RPT	GRP 07
JOB DEVELOPMENT SPECIALIST - VRRP	GRP 08
JOB TRAINING SPECIALIST-VRRP	GRP 06
JR ADMINISTRATIVE ASST (PERSONNEL) 55A	GRP 07
JR ENVIRONMENTAL COMPLIANCE SPECIALIST	GRP 07
JR INFORMATION TECHNICAL SPECIALIST RPT	GRP 07
JR TECHNICAL SUPPORT SRV SPECIALIST RPT	GRP 10
JUNIOR ACCOUNTANT	GRP 07
JUNIOR ACCOUNTANT (RPT)	GRP 07
JUNIOR ADMINISTRATIVE ASSISTANT	GRP 07
JUNIOR ADMINISTRATIVE ASSISTANT I	GRP 07
JUNIOR ADMINISTRATIVE ASSISTANT MH	GRP 08
JUNIOR ADMINISTRATIVE ASSISTANT RADIOLOG	GRP 08
JUNIOR ADMINISTRATIVE ASSISTANT RPT	GRP 07
JUNIOR ADMINISTRATIVE ASST PW 55A	GRP 08
JUNIOR ADMINISTRATIVE ASST-ECMCC FINANCE	GRP 08
JUNIOR ADMINISTRATIVE ASST-ECMCC MED SRV	GRP 08
JUNIOR APPLICATION SYSTEMS SPECIALIST	GRP 12
JUNIOR BUYER	GRP 09
JUNIOR CASHIER	GRP 05
JUNIOR CASHIER - PROPERTY TAX SERVICE	GRP 05
JUNIOR CASHIER RPT	GRP 05
JUNIOR CIVIL ENGINEER	GRP 09
JUNIOR CLINICAL SYSTEMS ANALYST	GRP 12
JUNIOR EDUCATION SPEC ENV HEALTH RPT	GRP 07
JUNIOR EDUCATION SPECIALIST ENV HEALTH	GRP 07
JUNIOR EDUCATIONAL SPECIALIST	GRP 07
JUNIOR EDUCATIONAL SPECIALIST RPT	GRP 07
JUNIOR ELECTION CLERK	GRP 04

JUNIOR ELECTION CLERK (PT) NB	GRP 04
JUNIOR ELECTION CLERK (RPT)	GRP 04
JUNIOR ELIGIBLE LIST MAINTENANCE CLERK	GRP 05
JUNIOR EMPLOYMENT COUNSELOR	GRP 07
JUNIOR ENVIRONMENTAL EDUCATION SPEC RPT	GRP 07
JUNIOR ENVIRONMENTAL EDUCATION SPECIAL	GRP 07
JUNIOR ENVIRONMENTALIST	GRP 07
JUNIOR ENVIRONMENTALIST RPT	GRP 07
JUNIOR EPIDEMIOLOGIST	GRP 09
JUNIOR EQUAL EMPLOYMENT OPP SPECIALIST	GRP 09
JUNIOR EQUAL OPPORTUNITY SPECIAL (PT) NB	GRP 09
JUNIOR EXECUTIVE ASSIST WOM HTH SR 55A	GRP 12
JUNIOR GRAPHIC DESIGN TECHNICIAN	GRP 06
JUNIOR INFORMATION TECH ENGINEER	GRP 10
JUNIOR INFORMATION TECHNICAL SPECIALIST	GRP 07
JUNIOR MOTOR VEHICLE CASHIER (PT)	GRP 05
JUNIOR PACS ADMINISTRATOR	GRP 12
JUNIOR PERMIT INSPECTOR	GRP 09
JUNIOR PERSONNEL CLERK	GRP 05
JUNIOR PLANNER	GRP 07
JUNIOR PROGRAMMER ANALYST	GRP 11
JUNIOR PROGRAMMER ANALYST RPT	GRP 11
JUNIOR PROGRAMMER ANALYST SOC SRV 55A	GRP 11
JUNIOR RECORDS CLERK	GRP 01
JUNIOR RECORDS CLERK RPT	GRP 01
JUNIOR SANITARY ENGINEER	GRP 10
JUNIOR SANITARY ENGINEER RPT	GRP 10
JUNIOR TAX ACCOUNTANT	GRP 09
JUNIOR TECHNICAL SUPPORT SRV SPECIALIST	GRP 10
JUNIOR-PERSONNEL-SPECIALIST	GRP 09
JUVENILE JUSTICE COUNSELOR	GRP 10
LAB TECHNICIAN (HEMATOLOGY & BLOOD BANK)	GRP 07
LABORATORY ASSISTANT	GRP 05
LABORATORY ASSISTANT-MEDICAL EXAMINER	GRP 05
LABORATORY INFORMATION SYSTEM MGR (ECMC)	GRP 12
LABORATORY INFORMATION SYSTEM SPECIALIST	GRP 08
LABORATORY TECHNICIAN ENVIRON CHEM RPT	GRP 07
LABORATORY TECHNICIAN ENVIRONMENTAL CHEM	GRP 07
LABORATORY TECHNOLOGIST	GRP 09

LABORATORY TECHNOLOGIST (CHEMISTRY)	GRP 09
LABORATORY TECHNOLOGIST (ENVIR MICR) RPT	GRP 07
LABORATORY TECHNOLOGIST (ENVIRO MICRO)	GRP 07
LABORATORY TECHNOLOGIST (HEMA/BB) RPT	GRP 09
LABORATORY TECHNOLOGIST (HEMATOLOGY/BB)	GRP 09
LABORATORY TECHNOLOGIST (PH) RPT	GRP 07
LABORATORY TECHNOLOGIST ENVIRONMENTAL CH	GRP 07
LABORATORY TECHNOLOGIST PT	GRP 09
LABORATORY TECHNOLOGIST RPT	GRP 09
LABORATORY TECHNOLOGIST(MICROBIOLOGY)	GRP 09
LABORATORY TECHNOLOGIST(MICROBIOLOGY) RP	GRP 09
LABORATORY TECHNOLOGIST(PUBLIC HEALTH)	GRP 07
LABORATORY TECH-PUBLIC HEALTH (PT) NB	GRP 07
LAN ADMINISTRATOR	GRP 13
LAUNDRY SUPERVISOR	GRP 10
LAW ENFORCEMENT COMMUNICATIONS ASSISTANT	GRP 06
LAW STUDENT ASSISTANT (PT) NB	GRP 06
LEAD ELECTROCARDIOGRAPH TECHNICIAN	GRP 06
LEAD PHYSICAL THERAPIST	REHAB
LEGAL DATA SYSTEMS COORDINATOR	GRP 07
LEGAL SECRETARY	GRP 06
LEGAL STENOGRAPHER	GRP 06
LIBRARY ADMINISTRATIVE MANAGER	GRP 09
LIBRARY ASSISTANT	GRP 05
LIBRARY ASSOCIATE	GRP 05
LIBRARY ASSOCIATE (PT) NB	GRP 05
LIBRARY CLERK	GRP 01
LIBRARY CLERK (PT) NB	GRP 01
LIBRARY CLERK (RPT)	GRP 01
LIBRARY CONTRACT COORDINATOR	GRP 09
LIBRARY CONTRACT COORDINATOR (PT) NB	GRP 09
LIBRARY DISPLAY ARTIST	GRP 08
LIBRARY DISPLAY ARTIST RPT	GRP 08
LIBRARY MANAGER (PT) NB	GRP 06
LIBRARY MANAGER (RPT) CL	GRP 07
LIBRARY MANAGER PT (FREE)	GRP 06
LIBRARY MANAGER RPT (FREE) CL	GRP 07
LIBRARY TECHNOLOGY CLERK	GRP 03
LIBRARY TECHNOLOGY CLERK (PT) NB	GRP 03

LICENSED PRACTICAL NURSE	GRP 07
LICENSED PRACTICAL NURSE	GRP 07
LICENSED PRACTICAL NURSE (PT) NB	GRP 07
LICENSED PRACTICAL NURSE (RPT)	GRP 07
LICENSED PRACTICAL NURSE (RPT)	GRP 07
LONG TERM CARE COORDINATOR	GRP 13
MACHINE TECHNICIAN - BOE	GRP 07
MACHINE TECHNICIAN BOE (PT) NB	GRP 07
MACHINE TECHNICIAN BOE RPT	GRP 07
MAGNETIC RESONANCE IMAGING TECHNOLOGIST	GRP 10
MAIL CLERK	GRP 01
MAILROOM SUPERVISOR	GRP 06
MAINFRAME MANAGER (HEALTH DEPARTMENT)	GRP 16
MAMMOGRAPHY TECHNOLOGIST	GRP 09
MAMMOGRAPHY TECHNOLOGIST (RPT)	GRP 09
MANAGEMENT AND ORGANIZATIONAL CONSULTANT	GRP 14
MANAGEMENT LIAISON-TEEN WELLNESS	GRP 10
MANAGEMENT PROJECTS ANALYST	GRP 11
MANAGER OF CHARGE MASTER & CODE MAINT	GRP 14
MANAGER OF INFORMATION PROCESSING	GRP 15
MAPPING TECHNICIAN	GRP 11
MATERIALS MANAGEMENT CLERK-OR	GRP 05
MECHANICAL ENGINEER	GRP 13
MEDICAID REFORM SPECIALIST	GRP 06
MEDICAL CARE ADMINISTRATOR	GRP 13
MEDICAL CASEWORKER	GRP 09
MEDICAL INVESTIGATOR-FORENSIC	GRP 10
MEDICAL LIBRARIAN	GRP 09
MEDICAL LIBRARIAN RPT	GRP 09
MEDICAL OFFICE ASSISTANT	GRP 04
MEDICAL OFFICE ASSISTANT (CF)	GRP 05
MEDICAL OFFICE ASSISTANT (RPT)	GRP 04
MEDICAL OFFICE ASSISTANT (RPT) (CF)	GRP 05
MEDICAL OFFICE ASSISTANT CF	GRP 05
MEDICAL RECORD ADMINISTRATOR (CF)	GRP 09
MEDICAL RECORD ADMINISTRATOR (RPT)	GRP 08
MEDICAL RECORD ADMINISTRATOR CF	GRP 09
MEDICAL RECORD TECHNICIAN	GRP 06
MEDICAL SOCIAL WORKER	GRP 09

MEDICAL SOCIAL WORKER - AIDS CENTER	GRP 09
MEDICAL SOCIAL WORKER RPT	GRP 09
MEDICAL SPECIALIST	GRP 17
MEDICAL SPECIALIST (PT) NB	GRP 17-5
MEDICAL SPECIALIST (RPT)	GRP 17-5
MEDICAL STAFF SERVICES COORDINATOR	GRP 09
MEDICAL TRANSCRIPTIONIST	GRP 06
MENTAL HEALTH PROGRAM ANALYST	GRP 09
MENTAL HEALTH PROGRAM ANALYST (PT) NB	GRP 09
MERS COORDINATOR	GRP 07
MID-LEVEL PRACTITIONER (PT) NB	GRP 17
MONITOR SYSTEMS TECHNICIAN	GRP 11
MORGUE KEEPER (PT) NB	GRP 05
MORGUE KEEPER (RPT)	GRP 05
MOTOR VEHICLE REPRESENTATIVE	GRP 05
MOTOR VEHICLE REPRESENTATIVE CC 55A	GRP 05
MOTOR VEHICLE REPRESENTATIVE RPT	GRP 05
MUNICIPAL PERSONNEL CONSULTANT	GRP 12
NETWORK ANALYST	GRP 14
NETWORK ENGINEER- ECMC	GRP 15
NETWORK MANAGER	GRP 15-1
NUCLEAR MEDICINE TECHNOLOGIST	RAD 4
NUCLEAR MEDICINE TECHNOLOGIST RPT	RAD 4
NURSING STAFFING OFFICE CLERK	GRP 04
NURSING STAFFING OFFICE CLERK RPT	GRP 04
NURSING STAFFING OFFICE SPECIALIST	GRP 09
NUTRITION COORDINATOR	GRP 09
NUTRITIONIST	GRP 10
OCCUPATIONAL THERAPIST	REHAB
OCCUPATIONAL THERAPIST (RPT)	GRP 10
OCCUPATIONAL THERAPIST-EARLY IN & PR RPT	REHAB
ON-GOING SERVICE COORDINATOR	GRP 07
ONGOING SERVICE COORDINATOR (SPANISH SPK	GRP 07
ON-GOING SERVICE COORDINATOR RPT	GRP 07
OPERATING ROOM TECHNICIAN	GRP 06
OPERATING ROOM TECHNICIAN (RPT)	GRP 06
OPERATIONS COMMUNICATIONS COORD RPT	GRP 08
OPERATIONS COMMUNICATIONS COORDINATOR	GRP 08
OPHTHALMIC PHOTOGRAPHER	GRP 08

OUTREACH AIDE (HEALTH)	GRP 06
OUTREACH AIDE (PT) NB	GRP 06
OUTREACH AIDE (SENIOR SERVICES)	GRP 06
OUTREACH AIDE (SENIOR SERVICES) PT	GRP 06
OUTREACH AIDE (SENIOR SERVICES) RPT	GRP 06
OUTREACH AIDE-CANCER SERVICES PROGRAM	GRP 06
OUTREACH WORKER	GRP 08
OUTREACH WORKER - VETERANS SVCS (PT) NB	GRP 07
PARALEGAL	GRP 05
PARALEGAL COLLECTIONS	GRP 07
PARALEGAL RPT	GRP 05
PARK SUPERINTENDENT	GRP 11
PASTE-UP ARTIST	GRP 04
PASTE-UP ARTIST (RPT)	GRP 04
PATHOLOGICAL LABORATORY WORKER	GRP 05
PATHOLOGICAL LABORATORY WORKER (PT) NB	GRP 06
PATIENT ACCESS FINANCIAL COUSELOR	GRP 05
PATIENT ACCESS COORDINATOR	GRP 09
PATIENT ACCESS FINANCIAL COUSELOR RPT	GRP 05
PATIENT ACCESS FINANCIAL SPECIALIST	GRP 05
PATIENT ACCESS FINANCIAL SPECIALIST RPT	GRP 05
PATIENT ACCESS SERVICES MANAGER	GRP 10
PATIENT ACCESS SERVICES REPRESENTATIVE	GRP 05
PATIENT ACCESS SERVICES SUPERVISOR	GRP 07
PATIENT ACCESS SVC REPRESENTATIVE 55A	GRP 05
PATIENT ACCESS SVC REPRESENTATIVE RPT	GRP 05
PATIENT FINANCIAL COORD TRANS & RENAL SV	GRP 05
PATIENT FINANCIAL SVC SYSTEMS ANALYST	GRP 11
PAYROLL & ROSTER CLERK	GRP 06
PAYROLL AND ROSTER CLERK (PERSONNEL) 55A	GRP 06
PAYROLL AND ROSTER CLERK RPT	GRP 06
PAYROLL CLERK	GRP 05
PAYROLL CLERK (RPT)	GRP 05
PAYROLL SPECIALIST	GRP 07
PAYROLL SUPERVISOR	GRP 11
PAYROLL SUPERVISOR	GRP 08
PAYROLL SUPERVISOR (ECMC)	GRP 09
PEER NAVIGATOR	GRP 03
PERSONNEL CLERK	GRP 06

PERSONNEL CLERK (RPT)	GRP 06
PHARMACEUTICAL INVENTORY CLERK (ECMCC)	GRP 04
PHARMACEUTICAL INVENTORY CLK (ECMCC) RPT	GRP 04
PHARMACEUTICAL STORES CLERK	GRP 07
PHARMACIST	GRP 15
PHARMACIST (ECMC)	GRP 17-A
PHARMACIST (ECMC) RPT	GRP 17-A
PHARMACY RESIDENT	GRP 08-3
PHLEBOTOMIST	GRP 03
PHLEBOTOMIST (PT) NB	GRP 03
PHLEBOTOMIST (RPT)	GRP 03
PHYSIATRIST	GRP 18
PHYSIATRIST (RPT)	GRP 18
PHYSICAL THERAPIST	REHAB
PHYSICAL THERAPIST (RPT)	REHAB
PHYSICAL THERAPIST ASSISTANT	REHAB
PHYSICAL THERAPIST-EI & P RPT	REHAB
PHYSICIAN ASSISTANT (CF)	GRP 17
PHYSICIAN ASSISTANT CF	GRP 17
PISTOL PERMIT SUPERVISOR	GRP 09
PLANNER	GRP 10
PLANNER RPT	GRP 10
PLANNER-GEOGRAPHIC INFORMATION SYSTEMS	GRP 11
POLICE COMPLAINT WRITER	GRP 06
POLICE COMPLAINT WRITER (CPS) 55A	GRP 06
POLICE COMPLAINT WRITER (PT) NB	GRP 06
POLICE COMPLAINT WRITER (SPANISH SPK)	GRP 06
POLICE COMPLAINT WRITER RPT	GRP 06
PRACTICAL WORK INSTRUCTOR-EMS (PT) NB	GRP 01
PRACTICE COORDINATOR	GRP 08
PRACTICE MANAGER - ECMC	GRP 09
PREGNANCY PREVENTION SPECIALIST	GRP 09
PREGNANCY PREVENTION SPECIALIST (RPT)	GRP 09
PREPAREDNESS DATA COORDINATOR	GRP 09
PRESCHOOL COORDINATOR	GRP 10
PRINCIPAL ACCOUNT ADJUSTOR	GRP 13
PRINCIPAL ACCOUNT CLERK	GRP 07
PRINCIPAL CIVIL ENGINEER	GRP 16
PRINCIPAL CLERK	GRP 06

PRINCIPAL CLERK (CF)	GRP 07
PRINCIPAL CLERK CF	GRP 07
PRINCIPAL CLERK PT	GRP 06
PRINCIPAL CLERK RPT	GRP 06
PRINCIPAL CLERK TYPIST	GRP 06
PRINCIPAL CONFIDENTIAL AIDE-SOCIAL SVC	GRP 09
PRINCIPAL CONTRACT MONITOR (COMM DEV)	GRP 16
PRINCIPAL DOCUMENT CLERK	GRP 08
PRINCIPAL ELECTION CLERK	GRP 08
PRINCIPAL ELECTION CLERK - AUDIT	GRP 08
PRINCIPAL ENGINEER ASSISTANT	GRP 08
PRINCIPAL ENGINEER ASSISTANT RPT	GRP 08
PRINCIPAL ENVIRONMENTAL COMPLIANCE SPEC	GRP 14
PRINCIPAL HEALTH INFO MGT TECHNICIAN	GRP 08
PRINCIPAL HOUSING INSPECTOR	GRP 12
PRINCIPAL LIBRARY CLERK	GRP 06
PRINCIPAL LIBRARY CLERK CL	GRP 06
PRINCIPAL MEDICAID REFORM SPEC- SPAN SPK	GRP 10
PRINCIPAL MEDICAID REFORM SPECIALIST	GRP 10
PRINCIPAL PARALEGAL-CONTRACTS	GRP 10
PRINCIPAL PERSONNEL CLERK	GRP 08
PRINCIPAL PERSONNEL CLERK (ECMCC)	GRP 09
PRINCIPAL PROBATION OFFICER	GRP 13
PRINCIPAL SECRETARIAL TYPIST	GRP 07
PRINCIPAL SECURITY OFFICER	GRP 09
PRINCIPAL SECURITY OFFICER-EMERG MGT	GRP 10
PRINCIPAL SECURITY OFFICER-EMERG MGT RPT	GRP 10
PRINCIPAL STORES CLERK	GRP 07
PRINCIPAL STORES CLERK RPT	GRP 07
PRINCIPAL SUPERVISOR ELECTIONS	GRP 09
PRINCIPAL SUPERVISOR ELECTIONS (PT) NB	GRP 09
PRINCIPAL TECHNICAL SUPPORT SVS SPEC	GRP 14
PRINCIPAL WORK FOR RELIEF SUPERVISOR	GRP 08
PRINTING SUPERVISOR - ELECTIONS	GRP 09
PROBATION ASSISTANT	GRP 07
PROBATION ASSISTANT RELEASE UNDER SUPV	GRP 07
PROBATION ASSISTANT RPT	GRP 07
PROBATION COMMUNITY SERVICE ASSISTANT	GRP 08
PROBATION OFFICER	GRP 11

PROBATION OFFICER (RPT)	GRP 11
PROBATION OFFICER (SPANISH SPEAKING)	GRP 11
PROBATION OFFICER/MINORITY GROUP SPEC	GRP 11
PROBATION OFFICER-MINORITY GRP SPEC RPT	GRP 11
PROBATION SUPERVISOR	GRP 12
PROCESS CONTROL OPERATOR	GRP 11
PROFESSIONAL SERVICES BILLING SPECIALIST	GRP 07
PROGRAM COORD DEPT OF PLASTIC & REC SUR	GRP 09
PROGRAM MANAGER-AIDS CENTER	GRP 13
PROGRAM MANAGER-WOMENS HEALTH	GRP 13
PROGRAMMER ANALYST	GRP 12
PROJECT ADMINISTRATOR- SR SERVICES RPT	GRP 12
PROJECT ADMINISTRATOR-SENIOR SERVICES	GRP 12
PROJECT COORDINATOR (STOP DWI)	GRP 14
PROJECT COORDINATOR SPECIAL EVTS SEN SRV	GRP 09
PROJECT COORDINATOR TEEN WELLNESS	GRP 11
PROJECT COORDINATOR VIC/WITNESS PROGRAM	GRP 12
PROJECT COORDINATOR-RURAL SOLID WASTE	GRP 11
PROJECT COORDINATOR-SENIOR SERVICES	GRP 12
PROJECT COORD-INTEGRATED PEST MANAGEMENT	GRP 07
PROJECT COORD-INTEGRATED PEST MGT RPT	GRP 07
PROJECT DIRECTOR SAMHSA	GRP 15
PROJECT DIRECTOR WIC	GRP 12
PROJECT DIR-NUTRITION PROG FOR THE ELDER	GRP 14
PROJECT ENGINEER CONSTRUCTION PUBLIC WOR	GRP 13
PROJECT ENGINEER CONSTRUCTION PW 55A	GRP 13
PROJECT MANAGER (SOCIAL SERVICES)	GRP 14
PROJECTS COORDINATOR (HEALTH)	GRP 11
PROTECTIVE SERVICES INVESTIGATOR - PT	GRP 12
PROTECTIVE SERVICES INVESTIGATOR-RPT	GRP 12
PSYCHIATRIC DISCHARGE PLAN SPECIALIST	GRP 11
PSYCHIATRIC SOCIAL WORKER	GRP 10
PSYCHIATRIC SOCIAL WORKER- CLINIC	GRP 11
PSYCHIATRIC SOCIAL WORKER RPT	GRP 10
PSYCHIATRIC SOCIAL WORKER-CHEMICAL DEP	GRP 10
PUBLIC HEALTH EDUCATOR	GRP 08
PUBLIC HEALTH EDUCATOR (PT) NB	GRP 08
PUBLIC HEALTH EDUCATOR RPT	GRP 08
PUBLIC INFORMATION OFFICER (HEALTH)	GRP 13

PUBLIC RELATIONS COORDINATOR 55A	GRP 10
PUBLIC SAFETY DISPATCHER I	GRP 07
PUBLIC SAFETY INCIDENT RESPONSE MONITOR	GRP 10
PURCHASING SUPERVISOR	GRP 12
QUALITY ASSURANCE COORDINATOR	GRP 13
QUALITY ASSURANCE SPECIALIST RPT	GRP 12
QUALITY ASSURANCE SPECIALIST	GRP 12
QUALITY ASSURANCE SPECIALIST-MEDICAL EX	GRP 12
QUALITY MANAGER- FORENSICS	GRP 12
QUALITY MANAGER- FORENSICS RPT	GRP 12
RADIO TECHNICIAN	GRP 08
RADIOLOGIC TECHNOLOGIST	RAD 1
RADIOLOGIC TECHNOLOGIST (PT) NB	RAD 1
RADIOLOGIC TECHNOLOGIST (RPT)	RAD 1
RADIOLOGIST	GRP 17
REAL PROPERTY SYSTEM COORDINATOR	GRP 09
RECEIVING AND DISTRIBUTION SUPERVISOR	GRP 07
RECEPTIONIST	GRP 03
RECEPTIONIST (BD OF EL)	GRP 03
RECEPTIONIST (BD OF EL) RPT	GRP 03
RECEPTIONIST (CF)	GRP 04
RECEPTIONIST (RPT)	GRP 03
RECEPTIONIST (SPANISH SPEAKING)	GRP 03
RECEPTIONIST CF	GRP 04
RECEPTIONIST PT	GRP 03
RECORDS MANAGER	GRP 08
RECREATION LEADER	GRP 06
RECREATION LEADER LONG TERM CARE	GRP 06
RECREATIONAL THERAPIST	GRP 08
REGIONAL COORDINATOR-PH PREP GRANT	GRP 13
REGIONAL MEDICAL DIRECTOR (PT) NB	GRP 18
REHAB CLINICAL SOCIAL WORKER	GRP 10
REHABILITATION COUNSELOR	GRP 09
REHABILITATION TECHNICIAN	GRP 04
RESEARCH ANALYST	GRP 10
RESEARCH ANALYST RPT	GRP 10
RESIDENT PLACEMENT ADVOCATE-LONG TERM	GRP 08
RESOURCE ADJUSTOR	GRP 07
RESPIRATORY CARE PRACTITIONER	GRP 08

RESPIRATORY CARE PRACTITIONER (PT) NB	GRP 08-2
RESPIRATORY CARE PRACTITIONER (RPT)	GRP 08-2
REVENUE CYCLE ANALYST	GRP 09
REVENUE CYCLE SUPV- DENIAL PREVENTION	GRP 08
REVENUE CYCLE SYSTEM LIAISON	GRP 05
REVENUE CYCLE SYSTEM LIAISON RPT	GRP 05
S.P.D. SUPERVISOR	GRP 08
SABIS MANAGER	GRP 11
SAFETY MANAGER- SEWERAGE MANAGEMENT	GRP 11
SAFETY MANAGER- SEWERAGE MANAGEMENT RPT	GRP 11
SAFIS MANAGER	GRP 11
SANITARY CHEMIST	GRP 10
SANITARY ENGINEER	GRP 14
SANITARY ENGINEER (RPT)	GRP 14
SATELLITE OFFICE MANAGER	GRP 09
SCANNER ACCURACY EXAMINER	GRP 08
SCENE INVESTIGATOR	GRP 08
SCENE INVESTIGATOR RPT	GRP 08
SCHOOL COLLABORATION COORDINATOR	GRP 12
SEARCHER	GRP 06
SECRETARIAL STENOGRAPHER	GRP 07
SECRETARIAL STENOGRAPHER (ECMC)55A	GRP 07
SECRETARIAL TYPIST	GRP 06
SECURITY SERVICES ASSISTANT	GRP 07
SECURITY SPECIALIST (SAP)	GRP 12
SENIOR ACCOUNT CLERK	GRP 06
SENIOR ACCOUNT CLERK (P.T.)	GRP 06
SENIOR ACCOUNT CLERK (RPT)	GRP 06
SENIOR ACCOUNTANT	GRP 10
SENIOR ACCOUNTING ANALYST	GRP 13
SENIOR ADMIN CLERK (SPANISH SPEAKING)	GRP 09
SENIOR ADMINISTRATIVE CLERK	GRP 08
SENIOR ADMINISTRATIVE DIRECTOR-SERVICES	GRP 14
SENIOR APPLICATION SYSTEMS SPECIALIST	GRP 15
SENIOR APPOINTMENT CONTROL CLERK	GRP 11
SENIOR ATTENDING PHYSICIAN (RPT)	GRP 17
SENIOR AUDITOR	GRP 13
SENIOR BACTERIOLOGY TECHNOLOGIST	GRP 10
SENIOR BASIS ADMINISTRATOR (SAP)	GRP 14

SENIOR BENEFITS ANALYST	GRP 07
SENIOR BILLING ACCOUNT CLERK	GRP 08
SENIOR BIOCHEMIST	GRP 12
SENIOR BIOMEDICAL TECHNICIAN	GRP 12
SENIOR BUDGET EXAMINER-PROBATION	GRP 13
SENIOR BUILDING GUARD	GRP 06
SENIOR CASE ASSISTANT (SOCIAL SERVICES)	GRP 08
SENIOR CASE MANAGER - CANCER SVCS PROG	GRP 09
SENIOR CASE MANAGER- PRESCHOOL PROGRAM	GRP 09
SENIOR CASE MANAGER SPANISH SPK SENIOR	GRP 09
SENIOR CASE MANAGER-SENIOR SERVICES	GRP 09
SENIOR CASE MGR -EARLY INTERVENTION SVCS	GRP 09
SENIOR CASEWORKER	GRP 09
SENIOR CASEWORKER (SPANISH SPEAKING)	GRP 09
SENIOR CASEWORKER-DOMESTIC VIOLENCE	GRP 09
SENIOR CASHIER	GRP 07
SENIOR CASHIER (RPT)	GRP 07
SENIOR CHIEF STATIONARY ENGINEER (RPT)	GRP 11
SENIOR CHIEF TASK FORCE INVESTIGATOR	GRP 14
SENIOR CHIEF, CONF CRIMINAL INVESTIGATOR	GRP 14
SENIOR CHILD PROTECTIVE WORKER	GRP 10
SENIOR CHILD SUPPORT INVESTIGATOR	GRP 08
SENIOR CHILD SUPPORT INVESTIGATOR RPT	GRP 08
SENIOR CIVIL ENGINEER	GRP 14
SENIOR CLERK	GRP 03
SENIOR CLERK (ECMC) 55A	GRP 03
SENIOR CLERK RPT	GRP 03
SENIOR CLERK STENO (MENTAL HEALTH 55A)	GRP 04
SENIOR CLERK STENOGRAPHER (PT)	GRP 04
SENIOR CLERK TYPIST (CF)	GRP 05
SENIOR CLERK TYPIST (RPT)	GRP 04
SENIOR CLERK TYPIST (SPANISH SPEAK) RPT	GRP 04
SENIOR CLERK TYPIST (SPANISH SPEAKING)	GRP 04
SENIOR CLERK TYPIST CF	GRP 05
SENIOR CLERK-STENOGRAPHER	GRP 04
SENIOR CLERK-STENOGRAPHER RPT	GRP 04
SENIOR CLERK-TYPIST	GRP 04
SENIOR CLERK-TYPIST (P.T.)	GRP 04
SENIOR COMMUNICATIONS SYSTEMS SPECIALIST	GRP 14

SENIOR COMPUTER OPERATOR	GRP 08
SENIOR COMPUTER OPERATOR (BD OF ELECT)	GRP 08
SENIOR COMPUTER OPERATOR BOE RPT	GRP 08
SENIOR CONFIDENTIAL AIDE-SOCIAL SERVICES	GRP 07
SENIOR CONSTRUCTION PROJECT MGR BLDGS	GRP 16
SENIOR CONTRACT MONITOR	GRP 12
SENIOR CONTRACT MONITOR-COMMUNITY DEV	GRP 13
SENIOR CONTRACTS ADMINISTRATOR-PW	GRP 12
SENIOR COORDINATOR OF NEIGHBORHOOD SVCS	GRP 14
SENIOR COORDINATOR-SEWER CONSTRUCTION	GRP 15
SENIOR CORR FACILITY MEDICAL AIDE	GRP 09
SENIOR COUNSEL - SOCIAL SERVICES	GRP 15
SENIOR DATA ENTRY OPERATOR	GRP 05
SENIOR DATA PROCESSING CONTROL CLERK	GRP 07
SENIOR DEPUTY COUNTY SEALER	GRP 09
SENIOR DISEASE INTERVENTION SPECIALIST	GRP 08
SENIOR DOCUMENT CLERK	GRP 06
SENIOR ELECTION CLERK	GRP 07
SENIOR ELECTION CLERK (PT) NB	GRP 07
SENIOR ELECTION CLERK (RPT)	GRP 07
SENIOR ELECTION FINANCE CLERK	GRP 07
SENIOR ELECTRONICS TECHNICIAN WASTEWTF	GRP 10
SENIOR ELIGIBLE MAINTENANCE CLERK	GRP 07
SENIOR EMPLOYMENT COUNSELOR	GRP 10
SENIOR ENGINEER ASSISTANT	GRP 06
SENIOR ENGINEER ASSISTANT - MECHANICAL	GRP 06
SENIOR ENVIRONMENTAL COMPLIANCE SPECIALI	GRP 12
SENIOR ENVIRONMENTAL EDUCATION SPEC RPT	GRP 11
SENIOR ENVIRONMENTAL SERVICES SUPERVISOR	GRP 07
SENIOR ERP SUPPORT ANALYST	GRP 14
SENIOR EVIDENCE CLERK	GRP 08
SENIOR EXECUTIVE ASSISTANT-DSS	GRP 14
SENIOR FIREARMS EXAMINER	GRP 12
SENIOR FISCAL ANALYST	GRP 11
SENIOR FORENSIC CHEMIST	GRP 13
SENIOR FORENSIC SEROLOGIST	GRP 13
SENIOR HEALTH INFORMATION MANAGEMENT TEC	GRP 07
SENIOR HEMATOLOGY TECHNOLOGIST	GRP 10
SENIOR HEMATOLOGY TECHNOLOGIST RPT	GRP 10

SENIOR HIGHWAY MAINTENANCE ENGINEER	GRP 13
SENIOR HOME ECONOMIST	GRP 10
SENIOR HOSPITAL ACCOUNT COLLECTOR	GRP 07
SENIOR HOSPITAL CASHIER	GRP 05
SENIOR HOSPITAL INSURANCE CLERK	GRP 05
SENIOR HOSPITAL PUBLIC SAFETY OFFICER	GRP 10
SENIOR HOUSING INSPECTOR	GRP 10
SENIOR HOUSING REHABILITATION SPECIALIST	GRP 10
SENIOR HOUSING SPECIALIST	GRP 13
SENIOR HOUSING SPECIALIST (RPT)	GRP 13
SENIOR INFORMATION SECURITY ANALYST	GRP 15
SENIOR INFORMATION SYSTEMS SPEC (PT) NB	GRP 13
SENIOR INFORMATION SYSTEMS SPECIALIST	GRP 13
SENIOR INFORMATION SYSTEMS SPECIALIST RP	GRP 13
SENIOR INFORMATION TECHNOLOGY ENGINEER	GRP 12
SENIOR INPATIENT BILLING CLERK	GRP 05
SENIOR INVESTIGATING PH SANITARIAN	GRP 10
SENIOR JUVENILE JUSTICE COUNSELOR	GRP 11
SENIOR LAND SURVEYOR	GRP 12
SENIOR LIBRARY CLERK	GRP 04
SENIOR LIBRARY CLERK (RPT)	GRP 04
SENIOR LICENSED PRACTICAL NURSE	GRP 05
SENIOR MAGNETIC RESONANCE IMAGING TECHNO	GRP 13-5
SENIOR MECHANICAL ENGINEER	GRP 14
SENIOR MEDICAID REFORM SPECIALIST	GRP 08
SENIOR MEDICAL LIBRARIAN	GRP 11
SENIOR MEDICAL SECRETARY	GRP 04
SENIOR MEDICAL SECRETARY (ECMC) 55A	GRP 04
SENIOR MEDICAL SECRETARY (RPT)	GRP 04
SENIOR MERS COORDINATOR	GRP 08
SENIOR METHODS & PROCEDURES ANALYST	GRP 12
SENIOR MOTOR VEHICLE REPRESENTATIVE	GRP 07
SENIOR NUCLEAR MEDICINE TECHNOLOGIST	RAD 5
SENIOR NUTRITIONIST	GRP 11
SENIOR OCCUPATIONAL THERAPIST	REHAB
SENIOR OUTREACH AIDE SENIOR SERVICES	GRP 08
SENIOR PARALEGAL	GRP 07
SENIOR PARALEGAL-COLLECTIONS	GRP 09
SENIOR PAYROLL AND ROSTER CLERK	GRP 07

SENIOR PAYROLL CLERK	GRP 07
SENIOR PERSONNEL CLERK	GRP 07
SENIOR PHARMACIST (ECMC)	GRP 18-A
SENIOR PHYSICAL THERAPIST	REHAB
SENIOR PHYSICAL THERAPIST RPT	REHAB
SENIOR PLANNER	GRP 12
SENIOR PLANNER-GEOGRAPHIC INFO SYSTEMS	GRP 12
SENIOR POLICE COMPLAINT WRITER	GRP 08
SENIOR PROGRAMMER ANALYST	GRP 14
SENIOR PROJECT ENGINEER	GRP 13
SENIOR PROJECT MGR-FEDERAL AID PROJECTS	GRP 14
SENIOR PUBLIC HEALTH ENGINEER	GRP 14
SENIOR PUBLIC HEALTH ENGINEER (PT) NB	GRP 14
SENIOR PUBLIC HEALTH SANITARIAN	GRP 12
SENIOR RADIO TECHNICIAN	GRP 10
SENIOR RADIOLOGIC TECHNICIAN IMAGING SPE	GRP 12
SENIOR RADIOLOGIC TECHNOLOGIST	RAD 3
SENIOR RADIOLOGIC TECHNOLOGIST (RPT)	RAD 3
SENIOR RECORDS INVENTORY CLERK	GRP 08
SENIOR RESPIRATORY CARE PRACTITIONER	GRP 09-3
SENIOR SANITARY CHEMIST	GRP 12
SENIOR SANITARY ENGINEER	GRP 15
SENIOR SECRETARIAL STENOGRAPHER	GRP 08
SENIOR SECURITY OFFICER	GRP 07
SENIOR SEROLOGY TECHNOLOGIST	GRP 10
SENIOR SHIFT SUPERVISOR DATA PROCESSING	GRP 10
SENIOR SOCIAL SERVICES PROGRAM SPEC	GRP 09
SENIOR SOCIAL SERVICES TEAM WORKER	GRP 07
SENIOR SOCIAL SVCS LOGISTICS COORDINATOR	GRP 10
SENIOR SOCIAL WELFARE EXAMINER	GRP 07
SENIOR SPECIAL INVESTIGATOR	GRP 10
SENIOR SPECIAL PROCEDURES TECHNOLOGIST	RAD 6
SENIOR SPEECH PATHOLOGIST	REHAB
SENIOR STATIONARY ENGINEER	GRP 09
SENIOR STATISTICAL CLERK	GRP 06
SENIOR STATISTICAL CLERK (RPT)	GRP 06
SENIOR STORES CLERK	GRP 05
SENIOR SYSTEMS ACCOUNTANT	GRP 13
SENIOR SYSTEMS ACCOUNTANT (DISS)	GRP 13

SENIOR SYSTEMS COORD REAL PROP (PT) NB	GRP 14
SENIOR TAX ACCOUNT CLERK	GRP 10
SENIOR TAX MAP TECHNICIAN	GRP 07
SENIOR TECHNICAL ASSISTANT INF SYSTEM	GRP 07
SENIOR TECHNICAL SUPPORT SERV SPECIALIST	GRP 13
SENIOR TECHNICAL SUPPORT SPECIALIST	GRP 10
SENIOR TELEPHONE OPERATOR	GRP 05
SENIOR TELEPHONE OPERATOR RPT	GRP 05
SENIOR TRANSPLANT ASSISTANT	GRP 06
SENIOR VICTIM/WITNESS CASE AIDE	GRP 07
SERVICES DIVISION CONTRACT ADMINISTRATOR	GRP 12
SEWER REPAIR SUPERVISOR	GRP 10
SOCIAL CASE SUPERVISOR	GRP 12
SOCIAL CASE SUPERVISOR (SENIOR SERVICES)	GRP 11
SOCIAL CASE SUPERVISOR UNIT	GRP 11
SOCIAL CASEWORK MANAGER-AIDS CENTER	GRP 11
SOCIAL CASEWORKER I	GRP 08
SOCIAL CASEWORKER I (INTERN)	GRP 08
SOCIAL CASEWORKER I RPT	GRP 08
SOCIAL CASEWORKER II	GRP 10
SOCIAL CASEWORKER II RPT	GRP 10
SOCIAL SERVICES CLINICAL COORDINATOR	GRP 12
SOCIAL SERVICES CLINICAL SPECIALIST	GRP 11
SOCIAL SERVICES NETWORK ADMINISTRATOR	GRP 11
SOCIAL SERVICES PROGRAM SPECIALIST	GRP 08
SOCIAL SERVICES PROGRAM SUPPORT DIRECTOR	GRP 13
SOCIAL SERVICES PROGRAMS ANALYST	GRP 12
SOCIAL SERVICES TEAM WORKER	GRP 05
SOCIAL SERVICES TEAM WORKER RPT	GRP 05
SOCIAL SERVICES TECHNICAL LIAISON	GRP 08
SOCIAL WELFARE EXAMINER	GRP 06
SOCIAL WELFARE EXAMINER (55A) RPT	GRP 06
SOCIAL WELFARE EXAMINER (SOMALI SPEAK)	GRP 06
SOCIAL WELFARE EXAMINER (SP SPK) RPT	GRP 06
SOCIAL WELFARE EXAMINER RPT	GRP 06
SOCIAL WELFARE EXAMINER SPANISH SPEAKING	GRP 06
SOCIAL WELFARE EXAMINER SS 55A	GRP 06
SOCIAL WORK ASSISTANT (LONG TERM CARE)	GRP 08
SOCIAL WORK ASST- LONG TERM CARE RPT	GRP 08

SOCIAL WORKER - DOMESTIC VIOLENCE	GRP 10
SOLID WASTE RECYCLING SPECIALIST	GRP 12
SPECIAL AIDE (COUNTY EXECUTIVE) (PT) NB	GRP 11
SPECIAL ASSISTANT COMMISSIONER OF HEALTH	GRP 10
SPECIAL ASSISTANT TO MANAGEMENT-SOC SVC	GRP 05
SPECIAL EDUCATION ITINERANT TEACHER PT	GRP 19
SPECIAL EDUCATION TEACHER-EA IN & PR RPT	GRP 10
SPECIAL INVESTIGATOR	GRP 08
SPECIAL PROCEDURES TECH- ANGIOGRAPHER	RAD 2
SPECIAL PROCEDURES TECHNOLOGIST	RAD 1
SPECIAL PROCEDURES TECHNOLOGIST (RPT)	RAD 1
SPEECH LANGUAGE PATHOLOGIST-EI & P RPT	GRP 11
SPEECH PATHOLOGIST	REHAB
SPEECH PATHOLOGIST (RPT)	REHAB
SR BIOCHEMISTRY TECHNOLOGIST	GRP 10
SR BIOCHEMISTRY TECHNOLOGIST RPT	GRP 10
SR COMMUNICATIONS SYSTEMS SPEC (PT) NB	GRP 14
SR ENVIRONMENTAL SERVICES SUPERVISOR RPT	GRP 07
SR PATIENT ACCESS SERVICES REPRESENTIVE	GRP 06
SR PATIENT ACCESS SERVICES SUPERVISOR	GRP 08
SR PROTECTIVE SERVICES INVESTIGATOR-RPT	GRP 14
SR RADIOLOGIC TECHNOLOGIST IMAGING SPEC	GRP 12
SR SHIFT SUPERVISOR DATA PROCESSING RPT	GRP 10
SR SUPERVISOR OF CLAIMS ADMINISTRATION	GRP 11
SR TECHNICAL ASSISTANT INFO SYSTEMS RPT	GRP 07
STAFF AUDITOR	GRP 11
STAFF DEVELOPMENT CONTRACT MONITOR	GRP 10
STAFF DEVELOPMENT COORDINATOR	GRP 12
STAFF DEVELOPMENT DIRECTOR	GRP 13
STAFFING OFFICE MANAGER	GRP 07
STRATEGIC NATIONAL STOCKPILE COORD RPT	GRP 10
STRATEGIC NATIONAL STOCKPILE COORDINATOR	GRP 10
SUPERVISING ACCOUNTANT	GRP 11
SUPERVISING ACCOUNTANT ECMCC (PT)	GRP 11
SUPERVISING ACCOUNTANT-ECMCC	GRP 11
SUPERVISING ADMINISTRATIVE CONTROL CLERK	GRP 07
SUPERVISING ADMISSIONS CLERK	GRP 07
SUPERVISING ALCOHOLISM COUNSELOR	GRP 11
SUPERVISING ALCOHOLISM COUNSELOR (RPT)	GRP 11

SUPERVISING CHIEF ACCOUNT CLERK	GRP 09
SUPERVISING CHIEF DATA TAX CLERK	GRP 14
SUPERVISING CHIEF STATIONARY ENGINEER	GRP 10
SUPERVISING CHILD SUPPORT INVESTIGATOR	GRP 10
SUPERVISING DATA PROCESSING CONTROL CLK	GRP 10
SUPERVISING DRUG COUNSELOR	GRP 11
SUPERVISING HOSPITAL CASHIER	GRP 07
SUPERVISING MAINTENANCE MECHANIC	GRP 09
SUPERVISING MAINTENANCE MECHANIC (RPT)	GRP 09
SUPERVISING MEDICAL CASEWORKER	GRP 11
SUPERVISING MEDICAL OFFICE ASSISTANT	GRP 07
SUPERVISING MEDICAL SECRETARY	GRP 05
SUPERVISING MEDICAL SOCIAL WORKER	GRP 11
SUPERVISING PARALEGAL	GRP 09
SUPERVISING PARK RANGER	GRP 11
SUPERVISING PHLEBOTOMIST	GRP 07
SUPERVISING PHYSICAL THERAPIST	GRP 12
SUPERVISING PSYCHIATRIC SOCIAL WKR CLINI	GRP 11
SUPERVISING PSYCHIATRIC SOCIAL WORKER	GRP 11
SUPERVISING PUBLIC HEALTH SANITARIAN	GRP 11
SUPERVISING TRANSCRIPTIONIST	GRP 05
SUPERVISING WIC AIDE	GRP 05
SUPERVISOR BUILDING CONSTRUCTION & MAINT	GRP 12
SUPERVISOR GENERAL LEDGER ACCTS ECMC	GRP 10
SUPERVISOR GENERAL LEDGER ACCTS ECMC PT	GRP 10
SUPERVISOR HVAC SYSTEMS	GRP 12
SUPERVISOR INPATIENT BILLING	GRP 08
SUPERVISOR OF ACCOUNTS	GRP 09
SUPERVISOR OF ACCOUNTS (PT) NB	GRP 09
SUPERVISOR OF ACCOUNTS PAYABLE	GRP 09
SUPERVISOR OF BALLOT DESIGN-BD OF ELECT	GRP 12
SUPERVISOR OF BUILDING OPERATIONS & MAIN	GRP 12
SUPERVISOR OF CLAIMS ADMINISTRATION	GRP 10
SUPERVISOR OF DATA PROCESSING CTY CLERK	GRP 13
SUPERVISOR OF DESIGN	GRP 15
SUPERVISOR OF DETENTION FACILITIES	GRP 12
SUPERVISOR OF GENERAL LEDGER ACCOUNTS RP	GRP 10
SUPERVISOR OF GRANTS ADMINISTRATION	GRP 14
SUPERVISOR OF HOME & COMMUNITY BASED SVS	GRP 14

SUPERVISOR OF PRINTSHOP AND GRAPHICS	GRP 10
SUPERVISOR OF PROGRAM DEVELOPMENT & EVAL	GRP 14
SUPERVISOR OF RECORDS	GRP 10
SUPERVISOR OF REHABILITATION MEDICINE	GRP 13
SUPERVISOR OF REHABILITATION MEDICINE RP	GRP 13
SUPERVISOR OF SOCIAL WORK	GRP 11
SUPERVISOR OF SOCIAL WORK (PT) NB	GRP 11
SUPERVISOR OF SUPPLIES	GRP 08
SUPERVISOR OF VOTER REGISTRATION (BD OF	GRP 09
SUPERVISOR OF VOTING MACHINE SERVICE(BD	GRP 09
SUPERVISOR OUTPATIENT BILLING	GRP 08
SUPERVISOR PROTECTIVE SRV FOR OLDER ADUL	GRP 13
SUPV DISEASE INTERVENTION SPECIALIST	GRP 10
SURGICAL SERVICES PRODUCT MANAGER	GRP 11
SYSTEM CIRCULATION MANAGER	GRP 07
SYSTEMS ACCOUNTANT	GRP 11
SYSTEMS ACCOUNTANT-BUDGET	GRP 11
SYSTEMS ACCOUNTANT-BUDGET (PT) NB	GRP 11
SYSTEMS ACCOUNTANT-BUDGET RPT	GRP 11
SYSTEMS ADMINISTRATOR	GRP 15
SYSTEMS SOFTWARE SPECIALIST	GRP 14
SYSTEMS SUPPORT SPECIALIST	GRP 11
SYSTEMS SUPPORT SPECIALIST (PT) NB	GRP 11
SYSTEMS SUPPORT SPECIALIST-DISS	GRP 11
TARGET CRIME INITIATIVE CASE COORDINATOR	GRP 13
TASK FORCE INVESTIGATOR	GRP 12
TAX ACCOUNTANT	GRP 10
TAX MAP TECHNICIAN	GRP 06
TAX MAP TECHNICIAN RPT	GRP 06
TECHNICAL ASSISTANT-INFORMATION SYS RPT	GRP 06
TECHNICAL ASSISTANT-INFORMATION SYSTEMS	GRP 06
TECHNICAL DIRECTOR ECHOCARDIOGRAPHER	GRP 14
TECHNICAL DIRECTOR ECHOCARDIOGRAPHER RPT	GRP 14
TECHNICAL SKILLS ASSISTANT-VRRP (PT) NB	GRP 01
TECHNICAL SPECIALIST COMMUNICATIONS RPT	GRP 07
TECHNICAL SPECIALIST- COMMUNICATIONS RPT	GRP 07
TECHNICAL SPECIALIST COMPUTERS-LIBRARY	GRP 04
TECHNICAL SPECIALIST/COMPUTERS	GRP 10
TECHNICAL SPECIALIST-COMMUNICATIONS	GRP 07

TECHNICAL SPECIALIST-COMMUNICATIONS (PT)	GRP 07
TECHNICAL SUPPORT MANAGER	GRP 14
TECHNICAL SUPPORT SERVICES ANALYST	GRP 14
TECHNICAL SUPPORT SERVICES SPECIALIST	GRP 12
TECHNICAL SUPPORT SVCS ANALYST (PT) NB	GRP 14
TECHNICAL-SPECIALIST-COMMUNICATIONS	GRP 07
TELECOMMUNICATIONS SERVICE REP	GRP 08
TELEPHONE OPERATOR	GRP 03
TELEPHONE OPERATOR (RPT)	GRP 03
TOXICOLOGIST I	GRP 09
TOXICOLOGIST II	GRP 10
TOXICOLOGIST III	GRP 12
TRAFFIC SAFETY ENGINEER	GRP 14
TRAFFIC SAFETY INSTRUCTOR (PT) NB	GRP 11
TRAINING COORDINATOR	GRP 12
TRAINING COORDINATOR SEWERAGE MANAGEMENT	GRP 11
TRAINING COORDINATOR STOP DWI	GRP 10
TRAINING COORDINATOR-P H PREP GRANT RPT	GRP 08
TRAINING COORDINATOR-PH PREPAREDNESS GRT	GRP 08
TRAINING SPECIALIST-CRIMINAL JUSTICE SYS	GRP 08
TRANSPLANT & RENAL SVC FINANCIAL SPECIAL	GRP 07
TRANSPLANT ASSISTANT	GRP 05
ULTRA-SONOGRAPHER	GRP 09
VICTIM ADVOCATE	GRP 06
VICTIM ADVOCATE	GRP 06
VICTIM ADVOCATE (PT) NB	GRP 06
VICTIM WITNESS CASE AIDE SPANISH SPK	GRP 05
VICTIM WITNESS CASE MANAGER	GRP 08
VICTIM/WITNESS CASE AIDE	GRP 05
VOCATIONAL CASE MANAGER-VRRP	GRP 08
VOLUNTEER SERVICES ASSISTANT	GRP 05
VOTING MACHINE TECHNICIAN (BD ELECTIONS)	GRP 07
VOTING MACHINE TECHNICIAN (BD OF EL) RPT	GRP 07
VOTING SYSTEMS & RECORDS SUPERVISOR BOE	GRP 09
VOTING SYSTEMS COORDINATOR - BOE	GRP 08
VOTING SYSTEMS TECHNICIAN - BOE	GRP 07
WEB COMMUNICATIONS SPECIALIST	GRP 10
WEB PAGE MASTER	GRP 07
WELFARE TO WORK COORDINATOR	GRP 12

WIC ADMINISTRATIVE SUPERVISOR	GRP 08
WIC AIDE	GRP 03
WIC AIDE (SPANISH SPEAKING)	GRP 03
WIC AIDE RPT	GRP 03
WIC VENDOR SPECIALIST	GRP 07
WORKFORCE DEVELOPMENT SPECIALIST	GRP 10
WORKFORCE TRAINER	GRP 09
YOUTH RECREATION COORDINATOR	GRP 09
YOUTH SERVICES PLANNING COORDINATOR	GRP 08
YOUTH SERVICES PLANNING COORDINATOR RPT	GRP 08
YOUTH SVC STAFF DEV & QUALITY ASSUR MGR	GRP 11

**APPENDIX C – ERIE COUNTY SALARY SCHEDULE – 2018**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	27394	28976	29956	30957	31947	32933	33424	33925	34412	34911	35397
	1053.60	1114.48	1152.16	1190.64	1228.72	1266.64	1285.52	1304.80	1323.52	1342.72	1361.44
	13.170	13.931	14.402	14.883	15.359	15.833	16.069	16.310	16.544	16.784	17.018
GRP 02	27876	29484	30524	31545	32579	33600	34112	34640	35142	35653	36167
	1072.16	1134.00	1174.00	1213.28	1253.04	1292.32	1312.00	1332.32	1351.60	1371.28	1391.04
	13.402	14.175	14.675	15.166	15.663	16.154	16.400	16.654	16.895	17.141	17.388
GRP 03	28814	30478	31562	32646	33719	34821	35360	35920	36454	36999	37538
	1108.24	1172.24	1213.92	1255.60	1296.88	1339.28	1360.00	1381.52	1402.08	1423.04	1443.76
	13.853	14.653	15.174	15.695	16.211	16.741	17.000	17.269	17.526	17.788	18.047
GRP 04	29935	31683	32822	33971	35133	36294	36876	37436	38022	38596	39168
	1151.36	1218.56	1262.40	1306.56	1351.28	1395.92	1418.32	1439.84	1462.40	1484.48	1506.48
	14.392	15.232	15.780	16.332	16.891	17.449	17.729	17.998	18.280	18.556	18.831
GRP 05	31514	33355	34632	35880	37157	38424	39110	39801	40496	41184	41875
	1212.08	1282.88	1332.00	1380.00	1429.12	1477.84	1504.24	1530.80	1557.52	1584.00	1610.56
	15.151	16.036	16.650	17.250	17.864	18.473	18.803	19.135	19.469	19.800	20.132
GRP 06	33654	35630	37138	38632	40125	41640	42519	43397	44254	45130	46003
	1294.40	1370.40	1428.40	1485.84	1543.28	1601.52	1635.36	1669.12	1702.08	1735.76	1769.36
	16.180	17.130	17.855	18.573	19.291	20.019	20.442	20.864	21.276	21.697	22.117
GRP 07	35922	38045	39884	41723	43564	45390	46390	47384	48385	49377	50382
	1381.60	1463.28	1534.00	1604.72	1675.52	1745.76	1784.24	1822.48	1860.96	1899.12	1937.76
	17.270	18.291	19.175	20.059	20.944	21.822	22.303	22.781	23.262	23.739	24.222

GRP 08	38378	40656	42808	44959	47097	49229	50336	51432	52530	53637	54741
	1476.08	1563.68	1646.48	1729.20	1811.44	1893.44	1936.00	1978.16	2020.40	2062.96	2105.44
	18.451	19.546	20.581	21.615	22.643	23.668	24.200	24.727	25.255	25.787	26.318
GRP 09	41034	43493	45899	48300	50692	53100	54300	55505	56692	57893	59093
	1578.24	1672.80	1765.36	1857.68	1949.68	2042.32	2088.48	2134.80	2180.48	2226.64	2272.80
	19.728	20.910	22.067	23.221	24.371	25.529	26.106	26.685	27.256	27.833	28.410
GRP 10	43861	46488	49113	51717	54332	56961	58275	59575	60894	62202	63515
	1686.96	1788.00	1888.96	1989.12	2089.68	2190.80	2241.36	2291.36	2342.08	2392.40	2442.88
	21.087	22.350	23.612	24.864	26.121	27.385	28.017	28.642	29.276	29.905	30.536
GRP 11	48198	51101	53916	56772	59586	62417	63839	65254	66664	68080	69495
	1853.76	1965.44	2073.68	2183.52	2291.76	2400.64	2455.36	2509.76	2564.00	2618.48	2672.88
	23.172	24.568	25.921	27.294	28.647	30.008	30.692	31.372	32.050	32.731	33.411
GRP 12	51465	54581	57718	60861	63985	67120	68692	70252	71829	73395	74969
	1979.44	2099.28	2219.92	2340.80	2460.96	2581.52	2642.00	2702.00	2762.64	2822.88	2883.44
	24.743	26.241	27.749	29.260	30.762	32.269	33.025	33.775	34.533	35.286	36.043
GRP 13	56075	59482	62912	66356	69807	73226	74951	76675	78401	80132	81858
	2156.72	2287.76	2419.68	2552.16	2684.88	2816.40	2882.72	2949.04	3015.44	3082.00	3148.40
	26.959	28.597	30.246	31.902	33.561	35.205	36.034	36.863	37.693	38.525	39.355
GRP 14	62371	66184	70061	73911	77757	81632	83556	85496	87447	89386	91322
	2398.88	2545.52	2694.64	2842.72	2990.64	3139.68	3213.68	3288.32	3363.36	3437.92	3512.40
	29.986	31.819	33.683	35.534	37.383	39.246	40.171	41.104	42.042	42.974	43.905
GRP 15	68956	73187	77499	81806	86122	90430	92589	94744	96907	99060	101215
	2652.16	2814.88	2980.72	3146.40	3312.40	3478.08	3561.12	3644.00	3727.20	3810.00	3892.88
	33.152	35.186	37.259	39.330	41.405	43.476	44.514	45.550	46.590	47.625	48.661

GRP 16	76045	80727	85492	90280	95054	99815	102203	104599	106999	109389	111788
	2924.80	3104.88	3288.16	3472.32	3655.92	3839.04	3930.88	4023.04	4115.36	4207.28	4299.52
	36.560	38.811	41.102	43.404	45.699	47.988	49.136	50.288	51.442	52.591	53.744
GRP 17	83050	88177	93442	98719	103988	109267	111898	114541	117173	119804	122439
	3194.24	3391.44	3593.92	3796.88	3999.52	4202.56	4303.76	4405.44	4506.64	4607.84	4709.20
	39.928	42.393	44.924	47.461	49.994	52.532	53.797	55.068	56.333	57.598	58.865
GRP 18	90366	95969	101737	107505	113268	119040	121925	124817	127710	130599	133490
	3475.60	3691.12	3912.96	4134.80	4356.48	4578.48	4689.44	4800.64	4911.92	5023.04	5134.24
	43.445	46.139	48.912	51.685	54.456	57.231	58.618	60.008	61.399	62.788	64.178
GRP 19	98405	104522	110814	117135	123429	129742	132897	136036	139202	142359	145515
	3784.80	4020.08	4262.08	4505.20	4747.28	4990.08	5111.44	5232.16	5353.92	5475.36	5596.72
	47.310	50.251	53.276	56.315	59.341	62.376	63.893	65.402	66.924	68.442	69.959
GRP 20	106519	113148	120031	126897	133771	140666	144082	147524	150960	154400	157835
	4096.88	4351.84	4616.56	4880.64	5145.04	5410.24	5541.60	5674.00	5806.16	5938.48	6070.56
	51.211	54.398	57.707	61.008	64.313	67.628	69.270	70.925	72.577	74.231	75.882
GRP 21	114637	121782	129226	136654	144102	151536	155249	158976	162683	166396	170115
	4409.12	4683.92	4970.24	5255.92	5542.40	5828.32	5971.12	6114.48	6257.04	6399.84	6542.88
	55.114	58.549	62.128	65.699	69.280	72.854	74.639	76.431	78.213	79.998	81.786
GRP 22	122146	129771	137704	145633	153548	161472	165437	169404	173374	177335	181301
	4697.92	4991.20	5296.32	5601.28	5905.68	6210.48	6362.96	6515.52	6668.24	6820.56	6973.12
	58.724	62.390	66.204	70.016	73.821	77.631	79.537	81.444	83.353	85.257	87.164

**APPENDIX D – ERIE COUNTY SALARY SCHEDULE – 2019**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	28009	29628	30630	31653	32666	33673	34176	34688	35185	35697	36194
	1077.28	1139.52	1178.08	1217.44	1256.40	1295.12	1314.48	1334.16	1353.28	1372.96	1392.08
	13.466	14.244	14.726	15.218	15.705	16.189	16.431	16.677	16.916	17.162	17.401
GRP 02	28504	30148	31210	32255	33311	34355	34880	35420	35932	36456	36980
	1096.32	1159.52	1200.40	1240.56	1281.20	1321.36	1341.52	1362.32	1382.00	1402.16	1422.32
	13.704	14.494	15.005	15.507	16.015	16.517	16.769	17.029	17.275	17.527	17.779
GRP 03	29463	31165	32271	33380	34478	35605	36157	36729	37274	37831	38382
	1133.20	1198.64	1241.20	1283.84	1326.08	1369.44	1390.64	1412.64	1433.60	1455.04	1476.24
	14.165	14.983	15.515	16.048	16.576	17.118	17.383	17.658	17.920	18.188	18.453
GRP 04	30609	32396	33561	34734	35924	37111	37706	38278	38877	39466	40050
	1177.28	1246.00	1290.80	1335.92	1381.68	1427.36	1450.24	1472.24	1495.28	1517.92	1540.40
	14.716	15.575	16.135	16.699	17.271	17.842	18.128	18.403	18.691	18.974	19.255
GRP 05	32223	34106	35412	36687	37993	39289	39990	40697	41407	42112	42817
	1239.36	1311.76	1362.00	1411.04	1461.28	1511.12	1538.08	1565.28	1592.56	1619.68	1646.80
	15.492	16.397	17.025	17.638	18.266	18.899	19.226	19.566	19.907	20.246	20.585
GRP 06	34412	36431	37975	39501	41028	42576	43476	44373	45250	46145	47039
	1323.52	1401.20	1460.56	1519.28	1578.00	1637.52	1672.16	1706.64	1740.40	1774.80	1809.20
	16.544	17.515	18.257	18.991	19.725	20.469	20.902	21.333	21.755	22.185	22.615
GRP 07	36731	38902	40780	42661	44543	46411	47434	48452	49473	50488	51515
	1412.72	1496.24	1568.48	1640.80	1713.20	1785.04	1824.40	1863.52	1902.80	1941.84	1981.36
	17.659	18.703	19.606	20.510	21.415	22.313	22.805	23.294	23.785	24.273	24.767

GRP 08	39241	41571	43772	45970	48156	50338	51470	52589	53712	54843	55973
	1509.28	1598.88	1683.52	1768.08	1852.16	1936.08	1979.60	2022.64	2065.84	2109.36	2152.80
	18.866	19.986	21.044	22.101	23.152	24.201	24.745	25.283	25.823	26.367	26.910
GRP 09	41958	44470	46933	49385	51832	54294	55521	56753	57968	59195	60422
	1613.76	1710.40	1805.12	1899.44	1993.52	2088.24	2135.44	2182.80	2229.52	2276.72	2323.92
	20.172	21.380	22.564	23.743	24.919	26.103	26.693	27.285	27.869	28.459	29.049
GRP 10	44847	47534	50217	52880	55555	58242	59586	60915	62265	63602	64944
	1724.88	1828.24	1931.44	2033.84	2136.72	2240.08	2291.76	2342.88	2394.80	2446.24	2497.84
	21.561	22.853	24.143	25.423	26.709	28.001	28.647	29.286	29.935	30.578	31.223
GRP 11	49281	52252	55128	58049	60927	63821	65277	66722	68164	69611	71059
	1895.44	2009.68	2120.32	2232.64	2343.36	2454.64	2510.64	2566.24	2621.68	2677.36	2733.04
	23.693	25.121	26.504	27.908	29.292	30.683	31.383	32.078	32.771	33.467	34.163
GRP 12	52624	55808	59016	62229	65424	68630	70237	71833	73445	75046	76656
	2024.00	2146.48	2269.84	2393.44	2516.32	2639.60	2701.44	2762.80	2824.80	2886.40	2948.32
	25.300	26.831	28.373	29.918	31.454	32.995	33.768	34.535	35.310	36.080	36.854
GRP 13	57337	60819	64328	67850	71377	74874	76638	78399	80165	81935	83699
	2205.28	2339.20	2474.16	2609.60	2745.28	2879.76	2947.60	3015.36	3083.28	3151.36	3219.20
	27.566	29.240	30.927	32.620	34.316	35.997	36.845	37.692	38.541	39.392	40.240
GRP 14	63775	67673	71637	75575	79506	83468	85436	87420	89415	91397	93377
	2452.88	2602.80	2755.28	2906.72	3057.92	3210.32	3286.00	3362.32	3439.04	3515.28	3591.44
	30.661	32.535	34.441	36.334	38.224	40.129	41.075	42.029	42.988	43.941	44.893
GRP 15	70508	74834	79242	83647	88061	92464	94673	96876	99087	101290	103492
	2711.84	2878.24	3047.76	3217.20	3386.96	3556.32	3641.28	3726.00	3811.04	3895.76	3980.48
	33.898	35.978	38.097	40.215	42.337	44.454	45.516	46.575	47.638	48.697	49.756

GRP 16	77757	82543	87416	92312	97192	102061	104503	106952	109406	111850	114302
	2990.64	3174.72	3362.16	3550.48	3738.16	3925.44	4019.36	4113.52	4207.92	4301.92	4396.24
	37.383	39.684	42.027	44.381	46.727	49.068	50.242	51.419	52.599	53.774	54.953
GRP 17	84918	90162	95545	100940	106328	111725	114415	117119	119808	122500	125193
	3266.08	3467.76	3674.80	3882.32	4089.52	4297.12	4400.56	4504.56	4608.00	4711.52	4815.12
	40.826	43.347	45.935	48.529	51.119	53.714	55.007	56.307	57.600	58.894	60.189
GRP 18	92400	98128	104027	109924	115816	121720	124669	127625	130582	133538	136494
	3553.84	3774.16	4001.04	4227.84	4454.48	4681.52	4794.96	4908.64	5022.40	5136.08	5249.76
	44.423	47.177	50.013	52.848	55.681	58.519	59.937	61.358	62.780	64.201	65.622
GRP 19	100618	106875	113308	119771	126206	132660	135888	139098	142334	145563	148789
	3869.92	4110.56	4358.00	4606.56	4854.08	5102.32	5226.48	5349.92	5474.40	5598.56	5722.64
	48.374	51.382	54.475	57.582	60.676	63.779	65.331	66.874	68.430	69.982	71.533
GRP 20	108915	115694	122730	129752	136781	143832	147324	150844	154357	157874	161385
	4189.04	4449.76	4720.40	4990.48	5260.80	5532.00	5666.32	5801.68	5936.80	6072.08	6207.12
	52.363	55.622	59.005	62.381	65.760	69.150	70.829	72.521	74.210	75.901	77.589
GRP 21	117216	124521	132134	139728	147345	154945	158741	162554	166344	170140	173942
	4508.32	4789.28	5082.08	5374.16	5667.12	5959.44	6105.44	6252.08	6397.84	6543.84	6690.08
	56.354	59.866	63.526	67.177	70.839	74.493	76.318	78.151	79.973	81.798	83.626
GRP 22	124894	132692	140804	148909	157003	165106	169160	173214	177274	181324	185380
	4803.60	5103.52	5415.52	5727.28	6038.56	6350.24	6506.16	6662.08	6818.24	6974.00	7130.00
	60.045	63.794	67.694	71.591	75.482	79.378	81.327	83.276	85.228	87.175	89.125

**APPENDIX E – ERIE COUNTY SALARY SCHEDULES – 2020**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	28710	30388	31396	32444	33484	34516	35031	35556	36065	36589	37099
	1104.24	1168.00	1207.52	1247.84	1287.84	1327.52	1347.36	1367.52	1387.12	1407.28	1426.88
	13.803	14.600	15.094	15.598	16.098	16.594	16.842	17.094	17.339	17.591	17.836
GRP 02	29218	30900	31990	33062	34143	35214	35751	36306	36831	37367	37904
	1123.76	1188.48	1230.40	1271.60	1313.20	1354.40	1375.04	1396.40	1416.56	1437.20	1457.84
	14.047	14.856	15.380	15.895	16.415	16.930	17.188	17.455	17.707	17.965	18.223
GRP 03	30200	31945	33078	34214	35339	36496	37061	37646	38205	38777	39341
	1161.52	1228.64	1272.24	1315.92	1359.20	1403.68	1425.44	1447.92	1469.44	1491.44	1513.12
	14.519	15.358	15.903	16.449	16.990	17.546	17.818	18.099	18.368	18.643	18.914
GRP 04	31375	33205	34399	35601	36822	38039	38648	39235	39849	40452	41051
	1206.72	1277.12	1323.04	1369.28	1416.24	1463.04	1486.48	1509.04	1532.64	1555.84	1578.88
	15.084	15.964	16.538	17.116	17.703	18.288	18.581	18.863	19.158	19.448	19.736
GRP 05	33028	34959	36298	37604	38944	40271	40991	41714	42442	43164	43888
	1270.32	1344.56	1396.08	1446.32	1497.84	1548.88	1576.56	1604.40	1632.40	1660.16	1688.00
	15.879	16.807	17.451	18.079	18.723	19.361	19.707	20.055	20.405	20.752	21.100
GRP 06	35273	37342	38923	40489	42053	43640	44564	45481	46382	47299	48214
	1356.64	1436.24	1497.04	1557.28	1617.44	1678.48	1714.00	1749.28	1783.92	1819.20	1854.40
	16.958	17.953	18.713	19.466	20.218	20.981	21.425	21.866	22.299	22.740	23.180
GRP 07	37648	39876	41800	43728	45656	47572	48620	49662	50710	51750	52803
	1448.00	1533.68	1607.68	1681.84	1756.00	1829.68	1870.00	1910.08	1950.40	1990.40	2030.88
	18.100	19.171	20.096	21.023	21.950	22.871	23.375	23.876	24.380	24.880	25.386

GRP 08	40223	42611	44866	47120	49360	51596	52757	53903	55056	56214	57373
	1547.04	1638.88	1725.60	1812.32	1898.48	1984.48	2029.12	2073.20	2117.52	2162.08	2206.64
	19.338	20.486	21.570	22.654	23.731	24.806	25.364	25.915	26.469	27.026	27.583
GRP 09	43006	45583	48106	50621	53127	55652	56909	58171	59417	60674	61932
	1654.08	1753.20	1850.24	1946.96	2043.36	2140.48	2188.80	2237.36	2285.28	2333.60	2382.00
	20.676	21.915	23.128	24.337	25.542	26.756	27.360	27.967	28.566	29.170	29.775
GRP 10	45968	48722	51474	54203	56944	59698	61075	62437	63821	65191	66568
	1768.00	1873.92	1979.76	2084.72	2190.16	2296.08	2349.04	2401.44	2454.64	2507.36	2560.32
	22.100	23.424	24.747	26.059	27.377	28.701	29.363	30.018	30.683	31.342	32.004
GRP 11	50513	53558	56507	59500	62450	65416	66909	68390	69867	71352	72835
	1942.80	2059.92	2173.36	2288.48	2401.92	2516.00	2573.44	2630.40	2687.20	2744.32	2801.36
	24.285	25.749	27.167	28.606	30.024	31.450	32.168	32.880	33.590	34.304	35.017
GRP 12	53941	57204	60491	63785	67059	70346	71993	73628	75281	76923	78572
	2074.64	2200.16	2326.56	2453.28	2579.20	2705.60	2768.96	2831.84	2895.44	2958.56	3022.00
	25.933	27.502	29.082	30.666	32.240	33.820	34.612	35.398	36.193	36.982	37.775
GRP 13	58770	62340	65936	69547	73162	76746	78553	80359	82170	83984	85792
	2260.40	2397.68	2536.00	2674.88	2813.92	2951.76	3021.28	3090.72	3160.40	3230.16	3299.68
	28.255	29.971	31.700	33.436	35.174	36.897	37.766	38.634	39.505	40.377	41.246
GRP 14	65370	69364	73428	77463	81494	85555	87572	89606	91651	93683	95711
	2514.24	2667.84	2824.16	2979.36	3134.40	3290.56	3368.16	3446.40	3525.04	3603.20	3681.20
	31.428	33.348	35.302	37.242	39.180	41.132	42.102	43.080	44.063	45.040	46.015
GRP 15	72270	76704	81222	85738	90262	94775	97040	99297	101564	103821	106080
	2779.60	2950.16	3123.92	3297.60	3471.60	3645.20	3732.32	3819.12	3906.32	3993.12	4080.00
	34.745	36.877	39.049	41.220	43.395	45.565	46.654	47.739	48.829	49.914	51.000

GRP 16	79701	84606	89602	94621	99622	104614	107116	109624	112141	114645	117160
	3065.44	3254.08	3446.24	3639.28	3831.60	4023.60	4119.84	4216.32	4313.12	4409.44	4506.16
	38.318	40.676	43.078	45.491	47.895	50.295	51.498	52.704	53.914	55.118	56.327
GRP 17	87042	92416	97933	103463	108986	114519	117275	120047	122803	125561	128324
	3347.76	3554.48	3766.64	3979.36	4191.76	4404.56	4510.56	4617.20	4723.20	4829.28	4935.52
	41.847	44.431	47.083	49.742	52.397	55.057	56.382	57.715	59.040	60.366	61.694
GRP 18	94711	100580	106627	112672	118712	124763	127785	130815	133848	136876	139907
	3642.72	3868.48	4101.04	4333.52	4565.84	4798.56	4914.80	5031.36	5148.00	5264.48	5381.04
	45.534	48.356	51.263	54.169	57.073	59.982	61.435	62.892	64.350	65.806	67.263
GRP 19	103133	109547	116141	122766	129361	135976	139285	142576	145893	149203	152508
	3966.64	4213.36	4466.96	4721.76	4975.44	5229.84	5357.12	5483.68	5611.28	5738.56	5865.68
	49.583	52.667	55.837	59.022	62.193	65.373	66.964	68.546	70.141	71.732	73.321
GRP 20	111638	118587	125798	132997	140200	147428	151008	154615	158215	161822	165420
	4293.76	4561.04	4838.40	5115.28	5392.32	5670.32	5808.00	5946.72	6085.20	6223.92	6362.32
	53.672	57.013	60.480	63.941	67.404	70.879	72.600	74.334	76.065	77.799	79.529
GRP 21	120147	127635	135437	143220	151029	158818	162710	166618	170502	174393	178291
	4621.04	4909.04	5209.12	5508.48	5808.80	6108.40	6258.08	6408.40	6557.76	6707.44	6857.36
	57.763	61.363	65.114	68.856	72.610	76.355	78.226	80.105	81.972	83.843	85.717
GRP 22	128016	136009	144323	152632	160928	169233	173389	177545	181707	185856	190014
	4923.68	5231.12	5550.88	5870.48	6189.52	6508.96	6668.80	6828.64	6988.72	7148.32	7308.24
	61.546	65.389	69.386	73.381	77.369	81.362	83.360	85.358	87.359	89.354	91.353

**APPENDIX F – ERIE COUNTY SALARY SCHEDULE – 2021**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	29428	31127	32180	33255	34320	35379	35907	36444	36966	37504	38027
	1131.84	1197.20	1237.68	1279.04	1320.00	1360.72	1381.04	1401.68	1421.76	1442.48	1462.56
	14.148	14.965	15.471	15.988	16.500	17.009	17.263	17.521	17.772	18.031	18.282
GRP 02	29948	31672	32791	33887	34996	36094	36645	37213	37752	38301	38852
	1151.84	1218.16	1261.20	1303.36	1346.00	1388.24	1409.44	1431.28	1452.00	1473.12	1494.32
	14.398	15.227	15.765	16.292	16.825	17.353	17.618	17.891	18.150	18.414	18.679
GRP 03	30955	32743	33906	35069	36223	37409	37987	38586	39160	39747	40325
	1190.56	1259.36	1304.08	1348.80	1393.20	1438.80	1461.04	1484.08	1506.16	1528.72	1550.96
	14.882	15.742	16.301	16.860	17.415	17.985	18.263	18.551	18.827	19.109	19.387
GRP 04	32159	34035	35258	36492	37744	38990	39616	40217	40845	41463	42076
	1236.88	1309.04	1356.08	1403.52	1451.68	1499.60	1523.68	1546.80	1570.96	1594.72	1618.32
	15.461	16.363	16.951	17.544	18.146	18.745	19.046	19.335	19.637	19.934	20.229
GRP 05	33854	35832	37205	38544	39917	41278	42016	42756	43503	44244	44986
	1302.08	1378.16	1430.96	1482.48	1535.28	1587.60	1616.00	1644.48	1673.20	1701.68	1730.24
	16.276	17.227	17.887	18.531	19.191	19.845	20.200	20.556	20.915	21.271	21.628
GRP 06	36155	38276	39896	41502	43104	44732	45679	46619	47540	48483	49421
	1390.56	1472.16	1534.48	1596.24	1657.84	1720.48	1756.88	1793.04	1828.48	1864.72	1900.80
	17.382	18.402	19.181	19.953	20.723	21.506	21.961	22.413	22.856	23.309	23.760
GRP 07	38590	40872	42844	44822	46798	48761	49835	50904	51979	53044	54124
	1484.24	1572.00	1647.84	1723.92	1799.92	1875.44	1916.72	1957.84	1999.20	2040.16	2081.68
	18.553	19.650	20.598	21.549	22.499	23.443	23.959	24.473	24.990	25.502	26.021

GRP 08	41228	43676	45987	48298	50594	52886	54076	55251	56432	57620	58808
	1585.68	1679.84	1768.72	1857.60	1945.92	2034.08	2079.84	2125.04	2170.48	2216.16	2261.84
	19.821	20.998	22.109	23.220	24.324	25.426	25.998	26.563	27.131	27.702	28.273
GRP 09	44081	46723	49308	51886	54456	57044	58332	59625	60902	62190	63480
	1695.44	1797.04	1896.48	1995.60	2094.48	2194.00	2243.52	2293.28	2342.40	2391.92	2441.52
	21.193	22.463	23.706	24.945	26.181	27.425	28.044	28.666	29.280	29.899	30.519
GRP 10	47118	49941	52761	55557	58367	61192	62602	63997	65416	66822	68232
	1812.24	1920.80	2029.28	2136.80	2244.88	2353.52	2407.76	2461.44	2516.00	2570.08	2624.32
	22.653	24.010	25.366	26.710	28.061	29.419	30.097	30.768	31.450	32.126	32.804
GRP 11	51775	54897	57920	60988	64012	67051	68582	70100	71614	73137	74655
	1991.36	2111.44	2227.68	2345.68	2462.00	2578.88	2637.76	2696.16	2754.40	2812.96	2871.36
	24.892	26.393	27.846	29.321	30.775	32.236	32.972	33.702	34.430	35.162	35.892
GRP 12	55288	58635	62003	65381	68736	72105	73792	75469	77164	78847	80536
	2126.48	2255.20	2384.72	2514.64	2643.68	2773.28	2838.16	2902.64	2967.84	3032.56	3097.52
	26.581	28.190	29.809	31.433	33.046	34.666	35.477	36.283	37.098	37.907	38.719
GRP 13	60239	63898	67585	71286	74990	78664	80517	82368	84225	86083	87936
	2316.88	2457.60	2599.44	2741.76	2884.24	3025.52	3096.80	3168.00	3239.44	3310.88	3382.16
	28.961	30.720	32.493	34.272	36.053	37.819	38.710	39.600	40.493	41.386	42.277
GRP 14	67005	71099	75265	79400	83533	87693	89762	91847	93943	96025	98103
	2577.12	2734.56	2894.80	3053.84	3212.80	3372.80	3452.40	3532.56	3613.20	3693.28	3773.20
	32.214	34.182	36.185	38.173	40.160	42.160	43.155	44.157	45.165	46.166	47.165
GRP 15	74077	78622	83252	87882	92518	97144	99466	101779	104104	106417	108732
	2849.12	3023.92	3202.00	3380.08	3558.40	3736.32	3825.60	3914.56	4004.00	4092.96	4182.00
	35.614	37.799	40.025	42.251	44.480	46.704	47.820	48.932	50.050	51.162	52.275

GRP 16	81694	86721	91842	96986	102111	107228	109793	112366	114945	117512	120089
	3142.08	3335.44	3532.40	3730.24	3927.36	4124.16	4222.80	4321.76	4420.96	4519.68	4618.80
	39.276	41.693	44.155	46.628	49.092	51.552	52.785	54.022	55.262	56.496	57.735
GRP 17	89217	94727	100381	106051	111711	117381	120207	123049	125873	128700	131531
	3431.44	3643.36	3860.80	4078.88	4296.56	4514.64	4623.36	4732.64	4841.28	4950.00	5058.88
	42.893	45.542	48.260	50.986	53.707	56.433	57.792	59.158	60.516	61.875	63.236
GRP 18	97078	103095	109294	115488	121680	127883	130980	134085	137195	140298	143406
	3733.76	3965.20	4203.60	4441.84	4680.00	4918.56	5037.68	5157.12	5276.72	5396.08	5515.60
	46.672	49.565	52.545	55.523	58.500	61.482	62.971	64.464	65.959	67.451	68.945
GRP 19	105712	112287	119045	125836	132596	139375	142767	146141	149542	152932	156320
	4065.84	4318.72	4578.64	4839.84	5099.84	5360.56	5491.04	5620.80	5751.60	5882.00	6012.32
	50.823	53.984	57.233	60.498	63.748	67.007	68.638	70.260	71.895	73.525	75.154
GRP 20	114429	121551	128943	136323	143705	151114	154783	158479	162171	165868	169555
	4401.12	4675.04	4959.36	5243.20	5527.12	5812.08	5953.20	6095.36	6237.36	6379.52	6521.36
	55.014	58.438	61.992	65.540	69.089	72.651	74.415	76.192	77.967	79.744	81.517
GRP 21	123151	130826	138823	146800	154804	162789	166779	170785	174764	178753	182749
	4736.56	5031.76	5339.36	5646.16	5954.00	6261.12	6414.56	6568.64	6721.68	6875.12	7028.80
	59.207	62.897	66.742	70.577	74.425	78.264	80.182	82.108	84.021	85.939	87.860
GRP 22	131217	139410	147932	156449	164950	173464	177724	181983	186249	190503	194765
	5046.80	5361.92	5689.68	6017.28	6344.24	6671.68	6835.52	6999.36	7163.44	7327.04	7490.96
	63.085	67.024	71.121	75.216	79.303	83.396	85.444	87.492	89.543	91.588	93.637

**APPENDIX G – ERIE COUNTY SALARY SCHEDULE – 2022**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	30164	31905	32985	34087	35179	36263	36806	37355	37889	38443	38977
	1160.16	1227.12	1268.64	1311.04	1353.04	1394.72	1415.60	1436.72	1457.28	1478.56	1499.12
	14.502	15.339	15.858	16.388	16.913	17.434	17.695	17.959	18.216	18.482	18.739
GRP 02	30697	32465	33611	34734	35872	36997	37561	38143	38696	39258	39824
	1180.64	1248.64	1292.72	1335.92	1379.68	1422.96	1444.64	1467.04	1488.32	1509.92	1531.68
	14.758	15.608	16.159	16.699	17.246	17.787	18.058	18.338	18.604	18.874	19.146
GRP 03	31728	33563	34755	35947	37128	38345	38938	39551	40140	40741	41334
	1220.32	1290.88	1336.72	1382.56	1428.00	1474.80	1497.60	1521.20	1543.84	1566.96	1589.76
	15.254	16.136	16.709	17.282	17.850	18.435	18.720	19.015	19.298	19.587	19.872
GRP 04	32964	34886	36140	37405	38688	39965	40606	41221	41866	42499	43129
	1267.84	1341.76	1390.00	1438.64	1488.00	1537.12	1561.76	1585.44	1610.24	1634.56	1658.80
	15.848	16.772	17.375	17.983	18.600	19.214	19.522	19.818	20.128	20.432	20.735
GRP 05	34701	36729	38135	39508	40916	42309	43066	43826	44591	45350	46112
	1334.64	1412.64	1466.72	1519.52	1573.68	1627.28	1656.40	1685.60	1715.04	1744.24	1773.52
	16.683	17.658	18.334	18.994	19.671	20.341	20.705	21.070	21.438	21.803	22.169
GRP 06	37059	39233	40895	42540	44181	45852	46821	47784	48728	49695	50656
	1425.36	1508.96	1572.88	1636.16	1699.28	1763.52	1800.80	1837.84	1874.16	1911.36	1948.32
	17.817	18.862	19.661	20.452	21.241	22.044	22.510	22.973	23.427	23.892	24.354
GRP 07	39555	41893	43915	45943	47967	49980	51081	52177	53279	54371	55478
	1521.36	1611.28	1689.04	1767.04	1844.88	1922.32	1964.64	2006.80	2049.20	2091.20	2133.76
	19.017	20.141	21.113	22.088	23.061	24.029	24.558	25.085	25.615	26.140	26.672

GRP 08	42259	44768	47137	49506	51859	54209	55428	56632	57843	59062	60278
	1625.36	1721.84	1812.96	1904.08	1994.56	2084.96	2131.84	2178.16	2224.72	2271.60	2318.40
	20.317	21.523	22.662	23.801	24.932	26.062	26.648	27.227	27.809	28.395	28.980
GRP 09	45184	47892	50542	53184	55819	58471	59790	61117	62425	63744	65067
	1737.84	1842.00	1943.92	2045.52	2146.88	2248.88	2299.60	2350.64	2400.96	2451.68	2502.56
	21.723	23.025	24.299	25.569	26.836	28.111	28.745	29.383	30.012	30.646	31.282
GRP 10	48296	51189	54080	56946	59827	62720	64166	65597	67051	68492	69938
	1857.52	1968.80	2080.00	2190.24	2301.04	2412.32	2467.92	2522.96	2578.88	2634.32	2689.92
	23.219	24.610	26.000	27.378	28.763	30.154	30.849	31.537	32.236	32.929	33.624
GRP 11	53069	56270	59367	62512	65612	68727	70296	71854	73405	74965	76521
	2041.12	2164.24	2283.36	2404.32	2523.52	2643.36	2703.68	2763.60	2823.28	2883.28	2943.12
	25.514	27.053	28.542	30.054	31.544	33.042	33.796	34.545	35.291	36.041	36.789
GRP 12	56672	60102	63552	67016	70454	73909	75637	77355	79092	80818	82549
	2179.68	2311.60	2444.32	2577.52	2709.76	2842.64	2909.12	2975.20	3042.00	3108.40	3174.96
	27.246	28.895	30.554	32.219	33.872	35.533	36.364	37.190	38.025	38.855	39.687
GRP 13	61745	65495	69274	73068	76864	80629	82530	84427	86330	88236	90135
	2374.80	2519.04	2664.40	2810.32	2956.32	3101.12	3174.24	3247.20	3320.40	3393.68	3466.72
	29.685	31.488	33.305	35.129	36.954	38.764	39.678	40.590	41.505	42.421	43.334
GRP 14	68680	72877	77147	81384	85621	89885	92007	94143	96292	98426	100556
	2641.52	2802.96	2967.20	3130.16	3293.12	3457.12	3538.72	3620.88	3703.52	3785.60	3867.52
	33.019	35.037	37.090	39.127	41.164	43.214	44.234	45.261	46.294	47.320	48.344
GRP 15	75928	80588	85334	90079	94831	99574	101953	104322	106706	109077	111451
	2920.32	3099.52	3282.08	3464.56	3647.36	3829.76	3921.28	4012.40	4104.08	4195.28	4286.56
	36.504	38.744	41.026	43.307	45.592	47.872	49.016	50.155	51.301	52.441	53.582

GRP 16	83737	88889	94139	99412	104664	109909	112538	115176	117820	120449	123090
	3220.64	3418.80	3620.72	3823.52	4025.52	4227.28	4328.40	4429.84	4531.52	4632.64	4734.24
	40.258	42.735	45.259	47.794	50.319	52.841	54.105	55.373	56.644	57.908	59.178
GRP 17	91447	97096	102891	108703	114504	120316	123213	126125	129020	131918	134819
	3517.20	3734.48	3957.36	4180.88	4404.00	4627.52	4738.96	4850.96	4962.32	5073.76	5185.36
	43.965	46.681	49.467	52.261	55.050	57.844	59.237	60.637	62.029	63.422	64.817
GRP 18	99505	105672	112027	118375	124723	131080	134254	137438	140625	143805	146992
	3827.12	4064.32	4308.72	4552.88	4797.04	5041.52	5163.60	5286.08	5408.64	5530.96	5653.52
	47.839	50.804	53.859	56.911	59.963	63.019	64.545	66.076	67.608	69.137	70.669
GRP 19	108356	115095	122021	128981	135911	142859	146336	149795	153279	156755	160229
	4167.52	4426.72	4693.12	4960.80	5227.36	5494.56	5628.32	5761.36	5895.36	6029.04	6162.64
	52.094	55.334	58.664	62.010	65.342	68.682	70.354	72.017	73.692	75.363	77.033
GRP 20	117289	124590	132167	139732	147297	154891	158652	162442	166225	170015	173794
	4511.12	4791.92	5083.36	5374.32	5665.28	5957.36	6102.00	6247.76	6393.28	6539.04	6684.40
	56.389	59.899	63.542	67.179	70.816	74.467	76.275	78.097	79.916	81.738	83.555
GRP 21	126229	134096	142295	150469	158675	166860	170949	175055	179134	183221	187319
	4854.96	5157.52	5472.88	5787.28	6102.88	6417.68	6574.96	6732.88	6889.76	7046.96	7204.56
	60.687	64.469	68.411	72.341	76.286	80.221	82.187	84.161	86.122	88.087	90.057
GRP 22	134497	142896	151630	160360	169075	177800	182166	186532	190907	195266	199634
	5172.96	5496.00	5831.92	6167.68	6502.88	6838.48	7006.40	7174.32	7342.56	7510.24	7678.24
	64.662	68.700	72.899	77.096	81.286	85.481	87.580	89.679	91.782	93.878	95.978

**APPENDIX H – ECMCC SALARY SCHEDULE – 2018**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	28426.77	30032.10	31029.08	32043.74	33047.35	34048.75	34546.69	35054.56	35550.29	36055.97	36551.70
	1093.34	1155.08	1193.43	1232.46	1271.05	1309.57	1328.72	1348.26	1367.32	1386.77	1405.84
	13.67	14.44	14.92	15.41	15.89	16.37	16.61	16.85	17.09	17.33	17.57
GRP 02	28915.88	30548.82	31605.41	32641.04	33687.71	34723.34	35242.25	35779.95	36290.03	36808.95	37332.29
	1112.15	1174.96	1215.60	1255.43	1295.69	1335.52	1355.47	1376.15	1395.77	1415.73	1435.85
	13.90	14.69	15.19	15.69	16.20	16.69	16.94	17.20	17.45	17.70	17.95
GRP 03	29866.49	31556.84	32654.29	33757.27	34844.79	35966.54	36513.05	37079.45	37619.34	38172.49	38722.32
	1148.71	1213.73	1255.94	1298.36	1340.19	1383.32	1404.35	1426.13	1446.90	1468.17	1489.32
	14.36	15.17	15.70	16.23	16.75	17.29	17.55	17.83	18.09	18.35	18.62
GRP 04	31005.90	32775.74	33936.13	35102.05	36283.41	37461.46	38048.84	38618.54	39213.63	39796.60	40377.34
	1192.53	1260.61	1305.23	1350.08	1395.51	1440.82	1463.41	1485.32	1508.21	1530.64	1552.97
	14.91	15.76	16.32	16.88	17.44	18.01	18.29	18.57	18.85	19.13	19.41
GRP 05	32609.02	34478.23	35773.32	37038.60	38335.89	39622.14	40317.72	41021.01	41723.21	42423.20	43122.08
	1254.19	1326.08	1375.90	1424.56	1474.46	1523.93	1550.69	1577.74	1604.74	1631.66	1658.54
	15.68	16.58	17.20	17.81	18.43	19.05	19.38	19.72	20.06	20.40	20.73
GRP 06	34780.76	36785.76	38317.13	39833.03	41348.93	42882.50	43781.22	44672.22	45540.02	46428.81	47315.38
	1337.72	1414.84	1473.74	1532.04	1590.34	1649.33	1683.90	1718.16	1751.54	1785.72	1819.82
	16.72	17.69	18.42	19.15	19.88	20.62	21.05	21.48	21.89	22.32	22.75
GRP 07	37081.66	39235.72	41102.72	42973.03	44837.82	46692.68	47708.44	48718.67	49733.32	50741.35	51759.31
	1426.22	1509.07	1580.88	1652.81	1724.53	1795.87	1834.94	1873.79	1912.82	1951.59	1990.74
	17.83	18.86	19.76	20.66	21.56	22.45	22.94	23.42	23.91	24.40	24.88

GRP 08	39573.57	41886.62	44070.49	46256.57	48424.98	50590.08	51710.73	52824.75	53940.98	55061.61	56184.47
	1522.06	1611.03	1695.02	1779.09	1862.50	1945.77	1988.88	2031.72	2074.65	2117.75	2160.94
	19.03	20.14	21.19	22.24	23.28	24.32	24.86	25.40	25.93	26.47	27.01
GRP 09	42271.94	44766.06	47209.39	49643.89	52073.97	54517.31	55734.00	56958.42	58166.29	59382.98	60600.79
	1625.84	1721.77	1815.74	1909.38	2002.84	2096.82	2143.61	2190.71	2237.17	2283.96	2330.80
	20.32	21.52	22.70	23.87	25.04	26.21	26.80	27.38	27.96	28.55	29.14
GRP 10	45140.34	47806.70	50470.84	53114.01	55768.22	58436.79	59771.62	61092.10	62428.04	63758.46	65087.77
	1736.16	1838.72	1941.18	2042.85	2144.93	2247.57	2298.91	2349.69	2401.08	2452.25	2503.38
	21.70	22.98	24.26	25.54	26.81	28.09	28.74	29.37	30.01	30.65	31.29
GRP 11	49540.10	52489.11	55348.68	58246.89	61100.94	63975.96	65419.00	66856.51	68286.30	69724.92	71160.22
	1905.39	2018.81	2128.79	2240.27	2350.04	2460.62	2516.12	2571.40	2626.40	2681.72	2736.94
	23.82	25.23	26.61	28.00	29.37	30.76	31.45	32.14	32.83	33.52	34.21
GRP 12	52858.97	56021.06	59204.13	62393.82	65568.05	68748.91	70344.30	71926.45	73527.36	75118.35	76717.06
	2033.03	2154.66	2277.08	2399.76	2521.85	2644.19	2705.55	2766.40	2827.98	2889.17	2950.66
	25.41	26.93	28.46	30.00	31.52	33.05	33.82	34.58	35.35	36.11	36.88
GRP 13	57536.97	60998.25	64477.22	67974.94	71473.78	74949.42	76696.07	78448.25	80198.22	81955.92	83708.10
	2212.96	2346.09	2479.90	2614.42	2748.99	2882.67	2949.85	3017.24	3084.55	3152.15	3219.54
	27.66	29.33	31.00	32.68	34.36	36.03	36.87	37.72	38.56	39.40	40.24
GRP 14	63928.49	67797.19	71734.34	75640.58	79546.81	83478.44	85432.67	87402.35	89379.75	91348.33	93313.60
	2458.79	2607.58	2759.01	2909.25	3059.49	3210.71	3285.87	3361.62	3437.69	3513.40	3588.98
	30.73	32.60	34.49	36.37	38.24	40.13	41.07	42.02	42.97	43.92	44.86
GRP 15	70612.59	74905.26	79281.84	83655.10	88033.88	92411.56	94599.85	96788.14	98981.95	101170.24	103356.31
	2715.87	2880.97	3049.30	3217.51	3385.92	3554.29	3638.45	3722.62	3807.00	3891.17	3975.25
	33.95	36.01	38.12	40.22	42.32	44.43	45.48	46.53	47.59	48.64	49.69

GRP 16	77805.68	82559.85	87397.94	92256.99	97102.81	101935.36	104359.92	106792.22	109226.71	111653.48	114085.78
	2992.53	3175.38	3361.46	3548.35	3734.72	3920.59	4013.84	4107.40	4201.02	4294.36	4387.92
	37.41	39.69	42.02	44.35	46.68	49.01	50.17	51.34	52.51	53.68	54.85
GRP 17	84918.16	90123.91	95463.24	100823.55	106169.52	111529.83	114198.39	116882.41	119550.98	122223.95	124900.24
	3266.08	3466.31	3671.66	3877.83	4083.45	4289.61	4392.24	4495.48	4598.12	4700.93	4803.85
	40.83	43.33	45.90	48.47	51.04	53.62	54.90	56.19	57.48	58.76	60.05
GRP 18	92345.32	98031.33	103887.38	109743.42	115589.53	121449.99	124381.33	127311.56	130248.41	133180.85	136115.50
	3551.74	3770.44	3995.67	4220.90	4445.75	4671.15	4783.90	4896.60	5009.56	5122.34	5235.21
	44.40	47.13	49.95	52.76	55.57	58.39	59.80	61.21	62.62	64.03	65.44
GRP 19	100504.48	106711.61	113100.94	119516.75	125903.85	132313.04	135515.99	138701.25	141914.13	145118.17	148322.22
	3865.56	4104.30	4350.03	4596.79	4842.46	5088.96	5212.15	5334.66	5458.23	5581.47	5704.70
	48.32	51.30	54.38	57.46	60.53	63.61	65.15	66.68	68.23	69.77	71.31
GRP 20	108739.81	115468.08	122453.60	129425.87	136402.56	143400.22	146868.14	150361.45	153849.24	157340.34	160825.93
	4182.30	4441.08	4709.76	4977.92	5246.25	5515.40	5648.77	5783.13	5917.28	6051.55	6185.62
	52.28	55.51	58.87	62.22	65.58	68.94	70.61	72.29	73.97	75.64	77.32
GRP 21	116979.57	124231.18	131789.71	139326.17	146891.32	154432.20	158201.53	161983.01	165744.61	169518.36	173291.00
	4499.21	4778.12	5068.84	5358.70	5649.67	5939.70	6084.68	6230.12	6374.80	6519.93	6665.04
	56.24	59.73	63.36	66.98	70.62	74.25	76.06	77.88	79.68	81.50	83.31
GRP 22	124603.25	132342.86	140391.61	148441.46	156474.75	164519.08	168542.35	172567.83	176601.04	180619.89	184645.37
	4792.43	5090.11	5399.68	5709.29	6018.26	6327.66	6482.40	6637.22	6792.34	6946.91	7101.75
	59.91	63.63	67.50	71.37	75.23	79.10	81.03	82.97	84.90	86.84	88.77

**APPENDIX I – ECMCC SALARY SCHEDULE – 2019**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	29066.37	30707.83	31727.24	32764.72	33790.91	34814.85	35323.99	35843.29	36350.18	36867.23	37374.11
	1117.94	1181.07	1220.28	1260.19	1299.65	1339.03	1358.62	1378.59	1398.08	1417.97	1437.47
	13.97	14.76	15.25	15.75	16.25	16.74	16.98	17.23	17.48	17.72	17.97
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 02	29566.49	31236.16	32316.54	33375.46	34445.69	35504.61	36035.21	36585.00	37106.55	37637.16	38172.26
	1137.17	1201.39	1242.95	1283.67	1324.84	1365.57	1385.97	1407.12	1427.17	1447.58	1468.16
	14.21	15.02	15.54	16.05	16.56	17.07	17.32	17.59	17.84	18.10	18.35
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 03	30538.48	32266.87	33389.01	34516.81	35628.80	36775.78	37334.60	37913.74	38465.78	39031.37	39593.57
	1174.56	1241.04	1284.19	1327.57	1370.34	1414.45	1435.94	1458.22	1479.46	1501.20	1522.83
	14.68	15.51	16.05	16.59	17.13	17.68	17.95	18.23	18.49	18.76	19.03
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 04	31703.53	33513.20	34699.70	35891.84	37099.79	38304.34	38904.93	39487.45	40095.94	40692.02	41285.83
	1219.36	1288.97	1334.60	1380.46	1426.91	1473.24	1496.34	1518.74	1542.15	1565.08	1587.91
	15.24	16.11	16.68	17.26	17.84	18.42	18.70	18.98	19.28	19.56	19.85
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 05	33342.73	35253.99	36578.22	37871.97	39198.45	40513.64	41224.87	41943.99	42661.98	43377.72	44092.33
	1282.41	1355.92	1406.86	1456.62	1507.64	1558.22	1585.58	1613.24	1640.84	1668.38	1695.86
	16.03	16.95	17.59	18.21	18.85	19.48	19.82	20.17	20.51	20.85	21.20
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 06	35563.32	37613.44	39179.26	40729.27	42279.28	43847.36	44766.29	45677.34	46564.67	47473.46	48379.98
	1367.82	1446.68	1506.90	1566.51	1626.13	1686.44	1721.79	1756.82	1790.95	1825.90	1860.77
	17.10	18.08	18.84	19.58	20.33	21.08	21.52	21.96	22.39	22.82	23.26
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 07	37916.00	40118.52	42027.53	43939.92	45846.67	47743.27	48781.88	49814.84	50852.32	51883.03	52923.89
	1458.30	1543.02	1616.45	1690.00	1763.34	1836.28	1876.23	1915.95	1955.85	1995.50	2035.54
	18.23	19.29	20.21	21.12	22.04	22.95	23.45	23.95	24.45	24.94	25.44
GRP 08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	40463.98	42829.07	45062.07	47297.34	49514.54	51728.36	52874.22	54013.31	55154.65	56300.50	57448.62
	1556.31	1647.28	1733.15	1819.12	1904.41	1989.55	2033.63	2077.43	2121.33	2165.40	2209.56
GRP 09	19.45	20.59	21.66	22.74	23.81	24.87	25.42	25.97	26.52	27.07	27.62
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	43223.06	45773.29	48271.61	50760.88	53245.63	55743.95	56988.02	58239.99	59475.03	60719.10	61964.31
GRP 10	1662.42	1760.51	1856.60	1952.34	2047.91	2144.00	2191.84	2240.00	2287.50	2335.35	2383.25
	20.78	22.01	23.21	24.40	25.60	26.80	27.40	28.00	28.59	29.19	29.79
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 11	46156.00	48882.35	51606.44	54309.08	57023.01	59751.62	61116.48	62466.68	63832.67	65193.02	66552.25
	1775.23	1880.09	1984.86	2088.81	2193.19	2298.14	2350.63	2402.56	2455.10	2507.43	2559.70
	22.19	23.50	24.81	26.11	27.41	28.73	29.38	30.03	30.69	31.34	32.00
GRP 12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	50654.76	53670.11	56594.02	59557.44	62475.71	65415.42	66890.92	68360.78	69822.74	71293.73	72761.32
	1948.26	2064.24	2176.69	2290.67	2402.92	2515.98	2572.73	2629.26	2685.49	2742.06	2798.52
GRP 13	24.35	25.80	27.21	28.63	30.04	31.45	32.16	32.87	33.57	34.28	34.98
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	54048.30	57281.54	60536.22	63797.68	67043.33	70295.76	71927.05	73544.80	75181.73	76808.51	78443.19
GRP 13	2078.78	2203.14	2328.31	2453.76	2578.59	2703.68	2766.42	2828.65	2891.61	2954.18	3017.05
	25.99	27.54	29.10	30.67	32.23	33.80	34.58	35.36	36.15	36.93	37.71
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 13	58831.55	62370.71	65927.96	69504.38	73081.94	76635.78	78421.74	80213.34	82002.68	83799.93	85591.53
	2262.75	2398.88	2535.69	2673.25	2810.84	2947.53	3016.22	3085.13	3153.95	3223.07	3291.98
	28.28	29.99	31.70	33.42	35.14	36.84	37.70	38.56	39.42	40.29	41.15
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 14	65366.88	69322.62	73348.36	77342.49	81336.61	85356.71	87354.91	89368.90	91390.80	93403.67	95413.15
	2514.11	2666.25	2821.09	2974.71	3128.33	3282.95	3359.80	3437.26	3515.03	3592.45	3669.73
	31.43	33.33	35.26	37.18	39.10	41.04	42.00	42.97	43.94	44.91	45.87
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 15	72201.37	76590.63	81065.68	85537.34	90014.65	94490.82	96728.35	98965.87	101209.05	103446.57	105681.83
	2776.98	2945.79	3117.91	3289.90	3462.10	3634.26	3720.32	3806.38	3892.65	3978.72	4064.69
	34.71	36.82	38.97	41.12	43.28	45.43	46.50	47.58	48.66	49.73	50.81
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 16	79556.31	84417.45	89364.39	94332.77	99287.62	104228.91	106708.02	109195.04	111684.31	114165.69	116652.71
	3059.86	3246.83	3437.09	3628.18	3818.75	4008.81	4104.15	4199.81	4295.55	4390.99	4486.65
	38.25	40.59	42.96	45.35	47.73	50.11	51.30	52.50	53.69	54.89	56.08
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 17	86828.82	92151.69	97611.16	103092.08	108558.33	114039.25	116767.86	119512.27	122240.87	124973.99	127710.50
	3339.57	3544.30	3754.28	3965.08	4175.33	4386.13	4491.07	4596.62	4701.58	4806.70	4911.94
	41.75	44.30	46.93	49.56	52.19	54.83	56.14	57.46	58.77	60.08	61.40
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 18	94423.09	100237.04	106224.84	112212.65	118190.30	124182.62	127179.91	130176.06	133179.00	136177.42	139178.10
	3631.66	3855.28	4085.57	4315.87	4545.78	4776.25	4891.54	5006.78	5122.27	5237.59	5353.00
	45.40	48.19	51.07	53.95	56.82	59.70	61.14	62.58	64.03	65.47	66.91
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 19	102765.83	109112.63	115645.71	122205.87	128736.69	135290.09	138565.10	141822.03	145107.20	148383.33	151659.47
	3952.53	4196.64	4447.91	4700.22	4951.42	5203.47	5329.42	5454.69	5581.04	5707.05	5833.05
	49.41	52.46	55.60	58.75	61.89	65.04	66.62	68.18	69.76	71.34	72.91
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 20	111186.46	118066.11	125208.81	132337.95	139471.62	146626.72	150172.67	153744.59	157310.85	160880.50	164444.51
	4276.40	4541.00	4815.73	5089.92	5364.29	5639.49	5775.87	5913.26	6050.41	6187.71	6324.79
	53.46	56.76	60.20	63.62	67.05	70.49	72.20	73.92	75.63	77.35	79.06
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 21	119611.61	127026.38	134754.98	142461.00	150196.38	157906.93	161761.07	165627.63	169473.87	173332.52	177190.05
	4600.44	4885.63	5182.89	5479.27	5776.79	6073.35	6221.58	6370.30	6518.23	6666.63	6815.00
	57.51	61.07	64.79	68.49	72.21	75.92	77.77	79.63	81.48	83.33	85.19
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 22	127406.82	135320.57	143550.42	151781.39	159995.43	168220.76	172334.55	176450.61	180574.56	184683.83	188799.89
	4900.26	5204.63	5521.17	5837.75	6153.67	6470.03	6628.25	6786.56	6945.17	7103.22	7261.54
	61.25	65.06	69.02	72.97	76.92	80.88	82.85	84.83	86.82	88.79	90.77

**APPENDIX J – ECMCC SALARY SCHEDULE – 2020**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	29793.03	31475.52	32520.42	33583.84	34635.69	35685.22	36207.09	36739.37	37258.93	37788.91	38308.47
	1145.89	1210.59	1250.79	1291.69	1332.14	1372.51	1392.59	1413.06	1433.04	1453.42	1473.40
	14.32	15.13	15.63	16.15	16.65	17.16	17.41	17.66	17.91	18.17	18.42
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 02	30305.65	32017.07	33124.45	34209.85	35306.83	36392.23	36936.09	37499.62	38034.22	38578.08	39126.57
	1165.60	1231.43	1274.02	1315.77	1357.96	1399.70	1420.61	1442.29	1462.85	1483.77	1504.86
	14.57	15.39	15.93	16.45	16.97	17.50	17.76	18.03	18.29	18.55	18.81
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 03	31301.95	33073.54	34223.74	35379.73	36519.52	37695.18	38267.96	38861.58	39427.42	40007.16	40583.41
	1203.92	1272.06	1316.30	1360.76	1404.60	1449.81	1471.84	1494.68	1516.44	1538.73	1560.90
	15.05	15.90	16.45	17.01	17.56	18.12	18.40	18.68	18.96	19.23	19.51
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 04	32496.12	34351.03	35567.19	36789.14	38027.28	39261.95	39877.56	40474.64	41098.34	41709.32	42317.98
	1249.85	1321.20	1367.97	1414.97	1462.58	1510.07	1533.75	1556.71	1580.70	1604.21	1627.61
	15.62	16.52	17.10	17.69	18.28	18.88	19.17	19.46	19.76	20.05	20.35
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 05	34176.29	36135.34	37492.67	38818.76	40178.41	41526.48	42255.49	42992.59	43728.53	44462.16	45194.64
	1314.47	1389.82	1442.03	1493.03	1545.33	1597.17	1625.22	1653.57	1681.86	1710.09	1738.25
	16.43	17.37	18.02	18.66	19.32	19.97	20.31	20.67	21.02	21.38	21.73
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 06	36452.41	38553.77	40158.74	41747.50	43336.27	44943.54	45885.45	46819.27	47728.79	48660.29	49589.48
	1402.01	1482.84	1544.57	1605.67	1666.78	1728.60	1764.83	1800.74	1835.73	1871.55	1907.29
	17.53	18.54	19.31	20.07	20.84	21.61	22.06	22.51	22.95	23.39	23.84
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 07	38863.90	41121.48	43078.21	45038.42	46992.84	48936.85	50001.43	51060.21	52123.63	53180.10	54246.99
	1494.76	1581.60	1656.86	1732.25	1807.42	1882.19	1923.13	1963.85	2004.75	2045.38	2086.42
	18.68	19.77	20.71	21.65	22.59	23.53	24.04	24.55	25.06	25.57	26.08
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 08	41475.58	43899.79	46188.62	48479.78	50752.40	53021.57	54196.07	55363.64	56533.51	57708.01	58884.83
	1595.22	1688.46	1776.48	1864.60	1952.02	2039.29	2084.47	2129.37	2174.36	2219.54	2264.80
	19.94	21.11	22.21	23.31	24.40	25.49	26.06	26.62	27.18	27.74	28.31
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 09	44303.64	46917.62	49478.40	52029.90	54576.77	57137.54	58412.72	59695.99	60961.90	62237.08	63513.42
	1703.98	1804.52	1903.01	2001.15	2099.10	2197.60	2246.64	2296.00	2344.69	2393.74	2442.83
	21.30	22.56	23.79	25.01	26.24	27.47	28.08	28.70	29.31	29.92	30.54
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 10	47309.90	50104.41	52896.60	55666.80	58448.58	61245.41	62644.40	64028.34	65428.49	66822.85	68216.05
	1819.61	1927.10	2034.48	2141.03	2248.02	2355.59	2409.40	2462.62	2516.48	2570.11	2623.69
	22.75	24.09	25.43	26.76	28.10	29.45	30.12	30.78	31.46	32.13	32.80
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 11	51921.13	55011.87	58008.87	61046.38	64037.60	67050.81	68563.20	70069.80	71568.31	73076.07	74580.36
	1996.97	2115.84	2231.11	2347.94	2462.99	2578.88	2637.05	2694.99	2752.63	2810.61	2868.48
	24.96	26.45	27.89	29.35	30.79	32.24	32.96	33.69	34.41	35.13	35.86
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 12	55399.50	58713.57	62049.62	65392.62	68719.41	72053.15	73725.22	75383.42	77061.27	78728.72	80404.27
	2130.75	2258.22	2386.52	2515.10	2643.05	2771.27	2835.59	2899.36	2963.90	3028.03	3092.47
	26.63	28.23	29.83	31.44	33.04	34.64	35.44	36.24	37.05	37.85	38.66
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 13	60302.34	63929.98	67576.16	71241.99	74908.98	78551.67	80382.28	82218.67	84052.75	85894.93	87731.32
	2319.32	2458.85	2599.09	2740.08	2881.12	3021.22	3091.63	3162.26	3232.80	3303.65	3374.28
	28.99	30.74	32.49	34.25	36.01	37.77	38.65	39.53	40.41	41.30	42.18
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 14	67001.05	71055.69	75182.07	79276.05	83370.03	87490.62	89538.78	91603.13	93675.57	95738.76	97798.48
	2576.97	2732.91	2891.61	3049.08	3206.54	3365.02	3443.80	3523.19	3602.91	3682.26	3761.48
	32.21	34.16	36.14	38.11	40.08	42.06	43.05	44.04	45.04	46.03	47.02
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 15	74006.41	78505.39	83092.32	87675.77	92265.01	96853.09	99146.55	101440.02	103739.27	106032.73	108323.88
	2846.40	3019.44	3195.86	3372.15	3548.66	3725.12	3813.33	3901.54	3989.97	4078.19	4166.31
	35.58	37.74	39.95	42.15	44.36	46.56	47.67	48.77	49.87	50.98	52.08
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 16	81545.22	86527.88	91598.50	96691.09	101769.81	106834.63	109375.72	111924.92	114476.42	117019.83	119569.02
	3136.36	3328.00	3523.02	3718.89	3914.22	4109.03	4206.76	4304.81	4402.93	4500.76	4598.81
	39.20	41.60	44.04	46.49	48.93	51.36	52.58	53.81	55.04	56.26	57.48
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 17	88999.54	94455.49	100051.44	105669.38	111272.29	116890.23	119687.05	122500.07	125296.90	128098.34	130903.26
	3423.06	3632.91	3848.13	4064.20	4279.71	4495.78	4603.34	4711.54	4819.12	4926.86	5034.74
	42.79	45.41	48.10	50.80	53.50	56.20	57.54	58.89	60.24	61.59	62.93
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 18	96783.67	102742.96	108880.46	115017.97	121145.05	127287.18	130359.41	133430.47	136508.47	139581.85	142657.55
	3722.45	3951.66	4187.71	4423.77	4659.43	4895.66	5013.83	5131.94	5250.33	5368.53	5486.83
	46.53	49.40	52.35	55.30	58.24	61.20	62.67	64.15	65.63	67.11	68.59
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 19	105334.97	111840.44	118536.85	125261.02	131955.11	138672.34	142029.22	145367.58	148734.88	152092.92	155450.96
	4051.34	4301.56	4559.11	4817.73	5075.20	5333.55	5462.66	5591.06	5720.57	5849.73	5978.88
	50.64	53.77	56.99	60.22	63.44	66.67	68.28	69.89	71.51	73.12	74.74
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 20	113966.12	121017.76	128539.03	135646.40	142958.41	150292.39	153926.99	157588.20	161243.62	164902.52	168555.63
	4383.31	4654.53	4936.12	5217.17	5498.40	5780.48	5920.26	6061.09	6201.67	6342.40	6482.91
	54.79	58.18	61.70	65.21	68.73	72.26	74.00	75.76	77.52	79.28	81.04
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 21	122601.90	130202.04	138123.86	146022.53	153951.29	161854.60	165805.09	169768.32	173710.71	177665.84	181619.80
	4715.45	5007.77	5312.46	5616.26	5921.20	6225.18	6377.12	6529.55	6681.18	6833.30	6985.38
	58.94	62.60	66.41	70.20	74.01	77.81	79.71	81.62	83.51	85.42	87.32
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 22	130591.99	138703.59	147139.18	155575.92	163995.32	172426.28	176642.92	180861.87	185088.92	189300.93	193519.89
	5022.77	5334.75	5659.20	5983.69	6307.51	6631.79	6793.96	6956.22	7118.80	7280.80	7443.08
	62.78	66.68	70.74	74.80	78.84	82.90	84.92	86.95	88.99	91.01	93.04

**APPENDIX K – ECMCC SALARY SCHEDULE – 2021**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	30537.85	32262.41	33333.43	34423.44	35501.58	36577.35	37112.26	37657.86	38190.40	38733.63	39266.18
	1174.53	1240.86	1282.06	1323.98	1365.45	1406.82	1427.40	1448.38	1468.86	1489.76	1510.24
	14.68	15.51	16.03	16.55	17.07	17.59	17.84	18.11	18.36	18.62	18.88
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 02	31063.29	32817.50	33952.56	35065.10	36189.50	37302.04	37859.49	38437.11	38985.07	39542.54	40104.73
	1194.74	1262.22	1305.87	1348.66	1391.91	1434.70	1456.13	1478.35	1499.42	1520.87	1542.49
	14.93	15.78	16.32	16.86	17.40	17.93	18.20	18.48	18.74	19.01	19.28
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 03	32084.49	33900.38	35079.33	36264.22	37432.51	38637.56	39224.66	39833.12	40413.11	41007.33	41598.00
	1234.02	1303.87	1349.21	1394.78	1439.72	1486.06	1508.64	1532.04	1554.35	1577.20	1599.93
	15.42	16.30	16.86	17.43	18.00	18.58	18.86	19.15	19.43	19.71	20.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 04	33308.52	35209.80	36456.37	37708.87	38977.96	40243.50	40874.50	41486.51	42125.80	42752.05	43375.93
	1281.10	1354.23	1402.16	1450.34	1499.15	1547.82	1572.09	1595.63	1620.22	1644.31	1668.30
	16.01	16.93	17.53	18.13	18.74	19.35	19.65	19.95	20.25	20.55	20.85
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 05	35030.70	37038.73	38429.99	39789.23	41182.87	42564.65	43311.88	44067.40	44821.75	45573.72	46324.50
	1347.33	1424.56	1478.08	1530.36	1583.96	1637.10	1665.85	1694.91	1723.91	1752.84	1781.71
	16.84	17.81	18.48	19.13	19.80	20.46	20.82	21.19	21.55	21.91	22.27
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 06	37363.72	39517.62	41162.71	42791.19	44419.67	46067.13	47032.59	47989.76	48922.01	49876.80	50829.22
	1437.06	1519.91	1583.18	1645.82	1708.45	1771.82	1808.95	1845.76	1881.62	1918.34	1954.97
	17.96	19.00	19.79	20.57	21.36	22.15	22.61	23.07	23.52	23.98	24.44
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 07	39835.50	42149.52	44155.17	46164.38	48167.66	50160.27	51251.46	52336.71	53426.72	54509.61	55603.16
	1532.13	1621.14	1698.28	1775.55	1852.61	1929.24	1971.21	2012.95	2054.87	2096.52	2138.58
	19.15	20.26	21.23	22.19	23.16	24.12	24.64	25.16	25.69	26.21	26.73
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 08	42512.47	44997.29	47343.34	49691.77	52021.22	54347.11	55550.97	56747.73	57946.85	59150.71	60356.95
	1635.10	1730.67	1820.89	1911.22	2000.82	2090.27	2136.58	2182.60	2228.72	2275.03	2321.42
	20.44	21.63	22.76	23.89	25.01	26.13	26.71	27.28	27.86	28.44	29.02
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 09	45411.23	48090.56	50715.36	53330.65	55941.19	58565.98	59873.04	61188.39	62485.95	63793.00	65101.25
	1746.58	1849.64	1950.59	2051.18	2151.58	2252.54	2302.80	2353.40	2403.31	2453.58	2503.90
	21.83	23.12	24.38	25.64	26.90	28.16	28.79	29.42	30.04	30.67	31.30
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 10	48492.65	51357.02	54219.01	57058.47	59909.80	62776.54	64210.51	65629.05	67064.20	68493.42	69921.45
	1865.10	1975.27	2085.34	2194.56	2304.22	2414.48	2469.63	2524.19	2579.39	2634.37	2689.29
	23.31	24.69	26.07	27.43	28.80	30.18	30.87	31.55	32.24	32.93	33.62
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 11	53219.15	56387.16	59459.10	62572.54	65638.54	68727.08	70277.28	71821.55	73357.51	74902.97	76444.87
	2046.89	2168.74	2286.88	2406.64	2524.56	2643.35	2702.97	2762.36	2821.44	2880.88	2940.19
	25.59	27.11	28.59	30.08	31.56	33.04	33.79	34.53	35.27	36.01	36.75
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 12	56784.49	60181.41	63600.86	67027.44	70437.40	73854.48	75568.35	77268.00	78987.80	80696.94	82414.38
	2184.01	2314.67	2446.18	2577.98	2709.13	2840.55	2906.48	2971.85	3038.00	3103.73	3169.78
	27.30	28.93	30.58	32.22	33.86	35.51	36.33	37.15	37.98	38.80	39.62
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 13	61809.89	65528.23	69265.56	73023.04	76781.71	80515.46	82391.84	84274.14	86154.07	88042.30	89924.60
	2377.30	2520.32	2664.06	2808.58	2953.14	3096.75	3168.92	3241.31	3313.62	3386.24	3458.63
	29.72	31.50	33.30	35.11	36.91	38.71	39.61	40.52	41.42	42.33	43.23
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 14	68676.08	72832.08	77061.62	81257.96	85454.28	89677.89	91777.25	93893.21	96017.46	98132.23	100243.45
	2641.39	2801.23	2963.90	3125.31	3286.70	3449.14	3529.89	3611.27	3692.98	3774.32	3855.51
	33.02	35.02	37.05	39.07	41.08	43.11	44.12	45.14	46.16	47.18	48.19
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 15	75856.57	80468.03	85169.63	89867.66	94571.64	99274.42	101625.22	103976.02	106332.75	108683.55	111031.97
	2917.56	3094.92	3275.75	3456.45	3637.37	3818.25	3908.66	3999.08	4089.72	4180.14	4270.46
	36.47	38.69	40.95	43.21	45.47	47.73	48.86	49.99	51.12	52.25	53.38
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 16	83583.85	88691.08	93888.46	99108.37	104314.06	109505.50	112110.11	114723.04	117338.33	119945.33	122558.25
	3214.76	3411.20	3611.10	3811.86	4012.08	4211.75	4311.93	4412.43	4513.01	4613.28	4713.78
	40.18	42.64	45.14	47.65	50.15	52.65	53.90	55.16	56.41	57.67	58.92
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 17	91224.53	96816.87	102552.73	108311.12	114054.09	119812.49	122679.23	125562.57	128429.32	131300.79	134175.84
	3508.63	3723.73	3944.34	4165.81	4386.70	4608.17	4718.43	4829.33	4939.59	5050.03	5160.61
	43.86	46.55	49.30	52.07	54.83	57.60	58.98	60.37	61.74	63.13	64.51
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 18	99203.26	105311.54	111602.48	117893.41	124173.68	130469.36	133618.39	136766.23	139921.19	143071.40	146223.99
	3815.51	4050.45	4292.40	4534.36	4775.91	5018.05	5139.17	5260.24	5381.59	5502.74	5624.00
	47.69	50.63	53.66	56.68	59.70	62.73	64.24	65.75	67.27	68.78	70.30
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 19	107968.35	114636.45	121500.27	128392.54	135253.98	142139.15	145579.95	149001.77	152453.25	155895.24	159337.23
	4152.63	4409.10	4673.09	4938.17	5202.08	5466.89	5599.22	5730.83	5863.58	5995.97	6128.35
	51.91	55.11	58.41	61.73	65.03	68.34	69.99	71.64	73.29	74.95	76.60
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 20	116815.27	124043.21	131547.50	139037.56	146532.37	154049.70	157775.16	161527.91	165274.71	169025.08	172769.52
	4492.89	4770.89	5059.52	5347.60	5635.86	5924.99	6068.27	6212.61	6356.72	6500.96	6644.99
	56.16	59.64	63.24	66.85	70.45	74.06	75.85	77.66	79.46	81.26	83.06
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 21	125666.94	133457.09	141576.95	149673.09	157800.07	165900.97	169950.22	174012.52	178053.48	182107.48	186160.30
	4833.34	5132.96	5445.27	5756.66	6069.24	6380.81	6536.55	6692.79	6848.21	7004.13	7160.01
	60.42	64.16	68.07	71.96	75.87	79.76	81.71	83.66	85.60	87.55	89.50
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 22	133856.79	142171.18	150817.66	159465.32	168095.20	176736.94	181058.99	185383.42	189716.15	194033.45	198357.88
	5148.33	5468.12	5800.68	6133.28	6465.20	6797.58	6963.80	7130.13	7296.77	7462.82	7629.15
	64.35	68.35	72.51	76.67	80.81	84.97	87.05	89.13	91.21	93.29	95.36

**APPENDIX L – ECMCC SALARY SCHEDULE – 2022**

	0	1	2	3	4	5	A	B	C	D	E
GRP 01	31301.30	33068.97	34166.76	35284.02	36389.12	37491.79	38040.07	38599.31	39145.16	39701.97	40247.83
	1203.90	1271.88	1314.11	1357.08	1399.58	1441.99	1463.08	1484.59	1505.58	1527.00	1547.99
	15.05	15.90	16.43	16.96	17.50	18.03	18.29	18.56	18.82	19.09	19.35
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 02	31839.87	33637.93	34801.37	35941.72	37094.24	38234.59	38805.97	39398.04	39959.70	40531.10	41107.35
	1224.61	1293.77	1338.52	1382.38	1426.71	1470.56	1492.53	1515.31	1536.91	1558.89	1581.05
	15.31	16.17	16.73	17.28	17.83	18.38	18.66	18.94	19.21	19.49	19.76
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 03	32886.61	34747.89	35956.31	37170.82	38368.32	39603.50	40205.28	40828.95	41423.44	42032.52	42637.95
	1264.87	1336.46	1382.94	1429.65	1475.71	1523.21	1546.35	1570.34	1593.21	1616.63	1639.92
	15.81	16.71	17.29	17.87	18.45	19.04	19.33	19.63	19.92	20.21	20.50
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 04	34141.24	36090.05	37367.78	38651.59	39952.41	41249.59	41896.36	42523.67	43178.94	43820.85	44460.33
	1313.12	1388.08	1437.22	1486.60	1536.63	1586.52	1611.40	1635.52	1660.72	1685.42	1710.01
	16.41	17.35	17.97	18.58	19.21	19.83	20.14	20.44	20.76	21.07	21.38
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 05	35906.47	37964.70	39390.74	40783.96	42212.45	43628.76	44394.68	45169.09	45942.29	46713.06	47482.61
	1381.02	1460.18	1515.03	1568.62	1623.56	1678.03	1707.49	1737.28	1767.01	1796.66	1826.25
	17.26	18.25	18.94	19.61	20.29	20.98	21.34	21.72	22.09	22.46	22.83
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 06	38297.81	40505.56	42191.78	43860.97	45530.17	47218.81	48208.40	49189.50	50145.06	51123.72	52099.95
	1472.99	1557.91	1622.76	1686.96	1751.16	1816.11	1854.17	1891.90	1928.66	1966.30	2003.84
	18.41	19.47	20.28	21.09	21.89	22.70	23.18	23.65	24.11	24.58	25.05
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 07	40831.38	43203.26	45259.05	47318.49	49371.85	51414.28	52532.75	53645.13	54762.39	55872.35	56993.24
	1570.43	1661.67	1740.74	1819.94	1898.92	1977.47	2020.49	2063.27	2106.24	2148.93	2192.05
	19.63	20.77	21.76	22.75	23.74	24.72	25.26	25.79	26.33	26.86	27.40
GRP 08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	43575.28	46122.22	48526.92	50934.07	53321.75	55705.79	56939.75	58166.42	59395.52	60629.48	61865.88
	1675.98	1773.94	1866.42	1959.00	2050.84	2142.53	2189.99	2237.17	2284.44	2331.90	2379.46
GRP 09	20.95	22.17	23.33	24.49	25.64	26.78	27.37	27.97	28.56	29.15	29.74
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	46546.51	49292.83	51983.24	54663.91	57339.72	60030.13	61369.86	62718.10	64048.10	65387.83	66728.78
GRP 10	1790.25	1895.88	1999.35	2102.46	2205.37	2308.86	2360.38	2412.23	2463.39	2514.92	2566.49
	22.38	23.70	24.99	26.28	27.57	28.86	29.50	30.15	30.79	31.44	32.08
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 11	49704.97	52640.94	55574.49	58484.94	61407.54	64345.96	65815.77	67269.78	68740.80	70205.75	71669.49
	1911.72	2024.66	2137.48	2249.42	2361.82	2474.85	2531.37	2587.29	2643.88	2700.23	2756.52
	23.90	25.31	26.72	28.12	29.52	30.94	31.64	32.34	33.05	33.75	34.46
GRP 12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	54549.63	57796.84	60945.57	64136.85	67279.50	70445.25	72034.21	73617.09	75191.45	76775.54	78355.99
	2098.06	2222.96	2344.06	2466.80	2587.68	2709.44	2770.55	2831.42	2891.98	2952.90	3013.70
GRP 13	26.23	27.79	29.30	30.83	32.35	33.87	34.63	35.39	36.15	36.91	37.67
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	58204.10	61685.95	65190.89	68703.12	72198.33	75700.84	77457.56	79199.70	80962.50	82714.37	84474.74
GRP 13	2238.62	2372.54	2507.34	2642.43	2776.86	2911.57	2979.14	3046.14	3113.95	3181.33	3249.03
	27.98	29.66	31.34	33.03	34.71	36.39	37.24	38.08	38.92	39.77	40.61
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 13	63355.14	67166.44	70997.20	74848.61	78701.25	82528.35	84451.63	86380.99	88307.92	90243.36	92172.71
	2436.74	2583.33	2730.66	2878.80	3026.97	3174.17	3248.14	3322.35	3396.46	3470.89	3545.10
	30.46	32.29	34.13	35.98	37.84	39.68	40.60	41.53	42.46	43.39	44.31
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 14	70392.98	74652.88	78988.16	83289.40	87590.64	91919.84	94071.68	96240.54	98417.89	100585.54	102749.53
	2707.43	2871.26	3038.00	3203.44	3368.87	3535.37	3618.14	3701.55	3785.31	3868.68	3951.90
	33.84	35.89	37.97	40.04	42.11	44.19	45.23	46.27	47.32	48.36	49.40
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 15	77752.98	82479.73	87298.87	92114.35	96935.93	101756.28	104165.85	106575.42	108991.07	111400.64	113807.77
	2990.50	3172.30	3357.65	3542.86	3728.31	3913.70	4006.37	4099.06	4191.96	4284.64	4377.23
	37.38	39.65	41.97	44.29	46.60	48.92	50.08	51.24	52.40	53.56	54.72
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 16	85673.44	90908.36	96235.67	101586.08	106921.91	112243.13	114912.87	117591.11	120271.79	122943.96	125622.21
	3295.13	3496.48	3701.37	3907.16	4112.38	4317.05	4419.73	4522.74	4625.83	4728.61	4831.63
	41.19	43.71	46.27	48.84	51.41	53.96	55.25	56.53	57.82	59.11	60.39
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 17	93505.14	99237.29	105116.54	111018.90	116905.45	122807.80	125746.21	128701.64	131640.05	134583.31	137530.24
	3596.35	3816.82	4042.94	4269.95	4496.37	4723.38	4836.39	4950.06	5063.08	5176.29	5289.62
	44.95	47.71	50.54	53.37	56.20	59.04	60.46	61.88	63.29	64.70	66.12
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 18	101683.34	107944.33	114392.54	120840.75	127278.02	133731.10	136958.85	140185.38	143419.22	146648.19	149879.59
	3910.90	4151.71	4399.71	4647.72	4895.31	5143.50	5267.65	5391.75	5516.13	5640.31	5764.60
	48.89	51.90	55.00	58.10	61.19	64.29	65.85	67.40	68.95	70.50	72.06
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 19	110667.56	117502.36	124537.78	131602.36	138635.33	145692.63	149219.45	152726.82	156264.58	159792.62	163320.66
	4256.44	4519.33	4789.91	5061.62	5332.13	5603.56	5739.20	5874.11	6010.17	6145.87	6281.56
	53.21	56.49	59.87	63.27	66.65	70.04	71.74	73.43	75.13	76.82	78.52
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 20	119735.66	127144.29	134836.19	142513.50	150195.68	157900.94	161719.54	165566.10	169406.58	173250.70	177088.75
	4605.21	4890.16	5186.01	5481.29	5776.75	6073.12	6219.98	6367.93	6515.63	6663.48	6811.11
	57.57	61.13	64.83	68.52	72.21	75.91	77.75	79.60	81.45	83.29	85.14
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRP 21	128808.62	136793.51	145116.38	153414.92	161745.07	170048.49	174198.97	178362.84	182504.82	186660.17	190814.30
	4954.17	5261.29	5581.40	5900.58	6220.97	6540.33	6699.96	6860.11	7019.42	7179.23	7339.01
	61.93	65.77	69.77	73.76	77.76	81.75	83.75	85.75	87.74	89.74	91.74
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GRP 22	137203.21	145725.46	154588.10	163451.96	172297.58	181155.36	185585.47	190018.01	194459.05	198884.29	203316.83
	5277.04	5604.82	5945.69	6286.61	6626.82	6967.52	7137.90	7308.38	7479.19	7649.39	7819.88
	65.96	70.06	74.32	78.58	82.84	87.09	89.22	91.36	93.49	95.62	97.75

**APPENDIX M – ECMC COTA/PTA SALARY SCHEDULES**

2018 COTA/PTA Schedule											
COTA/PTA	34780.78	36785.79	38317.12	39833.04	41348.96	42753.22	44251.84	45753.22	47251.84	48753.22	50186.04
	1337.72	1414.842	1473.737	1532.04	1590.343	1759.735	1794.302	1828.574	1861.949	1896.129	1930.228
	16.72188	17.68578	18.4212	19.1505	19.8798	21.9963	22.42878	22.85718	23.27436	23.70174	24.1281
2019 COTA/PTA Schedule											
COTA/PTA	35563.34	37613.47	39179.25	40729.28	42279.32	43829.36	45379.40	46929.44	48479.48	50029.52	51579.56
	1367.818	1446.676	1506.896	1566.511	1626.126	1799.329	1834.674	1869.717	1903.843	1938.792	1973.658
	17.09812	18.08371	18.83568	19.58139	20.3271	22.49122	22.93343	23.37147	23.79803	24.23503	24.67098
2020 COTA/PTA Schedule											
COTA/PTA	36452.43	38553.81	40158.73	41747.52	43336.3	44925.1	46513.9	48102.7	49691.5	51280.3	52869.1
	1402.014	1482.843	1544.568	1605.674	1666.779	1844.312	1880.541	1916.46	1951.439	1987.262	2022.999
	17.52558	18.5358	19.30657	20.07092	20.83527	23.0535	23.50676	23.95575	24.39298	24.8409	25.28776
2021 COTA/PTA Schedule											
COTA/PTA	37363.74	39517.65	41162.7	42791.2	44419.71	46048.2	47676.7	49305.2	50933.7	52562.2	54190.7
	1437.064	1519.914	1583.182	1645.816	1708.449	1890.42	1927.555	1964.372	2000.225	2036.943	2073.574
	17.96371	18.9992	19.78923	20.57269	21.35615	23.62983	24.09443	24.55465	25.00281	25.46193	25.91995
2022 COTA/PTA Schedule											
COTA/PTA	38297.83	40505.59	42191.77	43860.98	45530.2	47200.4	48870.6	50540.8	52211.0	53881.2	55551.4
	1472.991	1557.912	1622.762	1686.961	1751.16	1937.68	1975.743	2013.481	2050.23	2087.867	2125.413
	18.41281	19.47418	20.28396	21.08701	21.89006	24.22058	24.69679	25.16851	25.62788	26.09848	26.56795

**APPENDIX N – ECMC REHAB DEPARTMENT SALARY SCHEDULES**

**2018 ECMC Rehab Scale**

	0	1	2	3	4	5	A	B	C	D	E
		6 Months									
Hire	64036.69	65317.42	66623.77	67956.25	69315.36	70701.68	73618.12	74722.40	75843.23	76980.88	78135.59
	2462.95	2512.21	2562.45	2613.70	2665.97	2719.30	2831.47	2873.94	2917.05	2960.81	3005.22
OT/PT/SLP	30.79	31.40	32.03	32.67	33.32	33.99	35.39	35.92	36.46	37.01	37.57

	0	1	2	3	4	5	A	B	C	D	E
		6 Months									
Hire	67348.93	68695.91	70069.83	71471.23	72900.64	74358.66	78021.74	79582.17	81173.81	82797.29	84039.25
	2590.34	2642.15	2694.99	2748.89	2803.87	2859.95	3000.84	3060.86	3122.07	3184.51	3232.28
LEAD/Senior Titles	32.38	33.03	33.69	34.36	35.05	35.75	37.51	38.26	39.03	39.81	40.40

	0	1	2	3	4	5	A	B	C	D	E
		6 Months									
Hire	70109.13	71511.31	72941.54	74400.37	75888.38	77406.15	83927.76	85606.32	87318.45	89064.81	90400.78
	2696.50	2750.44	2805.45	2861.55	2918.78	2977.16	3227.99	3292.55	3358.40	3425.57	3476.96
Supervisors	33.71	34.38	35.07	35.77	36.48	37.21	40.35	41.16	41.98	42.82	43.46

**2019 ECMC Rehab Scale**

	0	1	2	3	4	5	A	B	C	D	E
--	---	---	---	---	---	---	---	---	---	---	---

Hire

		6 Months										
65477.52	66787.07	68122.80	69485.26	70874.96	72292.47	75274.53	76403.65	77549.70	78712.95	79893.64		
2518.37	2568.73	2620.11	2672.51	2725.96	2780.48	2895.18	2938.61	2982.68	3027.42	3072.83		
31.48	32.11	32.75	33.41	34.07	34.76	36.19	36.73	37.28	37.84	38.41		

OT/PT/SLP

	0	1	2	3	4	5	A	B	C	D	E
--	---	---	---	---	---	---	---	---	---	---	---

Hire

		6 Months										
68864.28	70241.57	71646.40	73079.33	74540.91	76031.73	79777.23	81372.77	83000.22	84660.23	85930.13		
2648.62	2701.60	2755.63	2810.74	2866.95	2924.30	3068.36	3129.73	3192.31	3256.16	3305.00		
33.11	33.77	34.45	35.13	35.84	36.55	38.35	39.12	39.90	40.70	41.31		

LEAD/Senior Titles

	0	1	2	3	4	5	A	B	C	D	E
--	---	---	---	---	---	---	---	---	---	---	---

Hire

		6 Months										
71686.58	73120.32	74582.72	76074.38	77595.87	79147.79	85816.14	87532.46	89283.11	91068.77	92434.80		
2757.17	2812.33	2868.57	2925.93	2984.45	3044.14	3300.62	3366.63	3433.97	3502.64	3555.19		
34.46	35.15	35.86	36.57	37.31	38.05	41.26	42.08	42.92	43.78	44.44		

Supervisors

**2020 ECMC Rehab Scale**

0	1	2	3	4	5	A	B	C	D	E
Hire										
6 Months										
67114.45	68456.74	69825.87	71222.39	72646.83	74099.78	77156.39	78313.74	79488.45	80680.77	81890.98
2581.33	2632.95	2685.61	2739.32	2794.11	2850.00	2967.56	3012.07	3057.25	3103.11	3149.65
32.27	32.91	33.57	34.24	34.93	35.63	37.09	37.65	38.22	38.79	39.37

OT/PT/SLP

0	1	2	3	4	5	A	B	C	D	E
Hire										
6 Months										
70585.89	71997.61	73437.56	74906.31	76404.43	77932.53	81771.66	83407.09	85075.23	86776.73	88078.38
2714.84	2769.13	2824.52	2881.01	2938.63	2997.40	3145.07	3207.97	3272.12	3337.57	3387.63
33.94	34.61	35.31	36.01	36.73	37.47	39.31	40.10	40.90	41.72	42.35

LEAD/Senior Titles

0	1	2	3	4	5	A	B	C	D	E
Hire										
6 Months										
73478.75	74948.33	76447.29	77976.24	79535.76	81126.48	87961.54	89720.77	91515.19	93345.49	94745.67
2826.10	2882.63	2940.29	2999.08	3059.06	3120.25	3383.14	3450.80	3519.81	3590.21	3644.07
35.33	36.03	36.75	37.49	38.24	39.00	42.29	43.14	44.00	44.88	45.55

Supervisors



**2022 ECMC Rehab Scale**

0	1	2	3	4	5	A	B	C	D	E
---	---	---	---	---	---	---	---	---	---	---

Hire

	6 Months									
70512.12	71922.37	73360.81	74828.03	76324.58	77851.08	81062.44	82278.37	83512.55	84765.24	86036.71
2712.01	2766.25	2821.57	2878.00	2935.56	2994.28	3117.79	3164.56	3212.02	3260.20	3309.11
33.90	34.58	35.27	35.98	36.69	37.43	38.97	39.56	40.15	40.75	41.36

OT/PT/SLP

0	1	2	3	4	5	A	B	C	D	E
---	---	---	---	---	---	---	---	---	---	---

Hire

	6 Months									
74159.30	75642.48	77155.34	78698.44	80272.41	81877.86	85911.35	87629.58	89382.16	91169.80	92537.35
2852.28	2909.32	2967.51	3026.86	3087.40	3149.15	3304.29	3370.37	3437.77	3506.53	3559.13
35.65	36.37	37.09	37.84	38.59	39.36	41.30	42.13	42.97	43.83	44.49

LEAD/Senior Titles

0	1	2	3	4	5	A	B	C	D	E
---	---	---	---	---	---	---	---	---	---	---

Hire

	6 Months									
77198.61	78742.58	80317.43	81923.79	83562.26	85233.51	92414.59	94262.88	96148.15	98071.10	99542.17
2969.17	3028.57	3089.14	3150.91	3213.93	3278.21	3554.41	3625.49	3698.00	3771.96	3828.55
37.11	37.86	38.61	39.39	40.17	40.98	44.43	45.32	46.23	47.15	47.86

Supervisors

**APPENDIX O – ECMC RADIOLOGY DEPARTMENT SALARY SCHEDULES**

**2018 ECMC Radiology Scale**

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	52443.84	53492.71	54562.57	55653.82	56766.90	57902.23	58915.52	59946.55	60995.61	62063.03	63149.13
	2017.07	2057.41	2098.56	2140.53	2183.34	2227.01	2265.98	2305.64	2345.98	2387.04	2428.74
	25.21	25.72	26.23	26.76	27.29	27.84	28.32	28.82	29.33	29.84	30.36
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 2	5685.74	57997.36	59157.31	60340.46	61547.27	62778.21	63719.89	64675.68	65645.82	66630.51	67527.89
	2186.93	2230.67	2275.28	2320.79	2367.20	2414.55	2450.77	2487.53	2524.84	2562.71	2601.12
	27.34	27.88	28.44	29.01	29.59	30.18	30.63	31.09	31.56	32.03	32.51
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 3	58516.28	59686.61	60880.34	62097.95	63339.91	64606.70	65575.81	66559.44	67557.83	68571.20	69599.72
	2250.63	2295.64	2341.55	2388.38	2436.15	2484.87	2522.15	2559.98	2598.38	2637.35	2676.90
	28.13	28.70	29.27	29.85	30.45	31.06	31.53	32.00	32.48	32.97	33.46
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 4	61828.53	63065.10	64326.40	65612.92	66925.18	68263.69	69287.64	70326.96	71381.86	72452.59	73539.37
	2378.02	2425.58	2474.09	2523.57	2574.05	2625.53	2664.91	2704.88	2745.46	2786.64	2828.36
	29.72	30.32	30.93	31.54	32.18	32.82	33.31	33.81	34.32	34.83	35.35
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 5	64588.73	65880.50	67198.11	68542.07	69912.92	71311.17	72380.84	73466.55	74568.55	75687.08	76822.34
	2484.18	2533.87	2584.54	2636.23	2688.96	2742.74	2783.88	2825.64	2868.02	2911.04	2954.65
	31.05	31.67	32.31	32.95	33.61	34.28	34.80	35.32	35.85	36.39	36.94
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 6	67900.97	69258.99	70644.17	72057.05	73498.19	74968.16	76092.68	77234.07	78392.58	79568.47	80761.97
	2611.58	2663.81	2717.08	2771.42	2826.85	2883.39	2926.64	2970.54	3015.10	3060.33	3106.23
	32.65	33.30	33.96	34.64	35.34	36.04	36.58	37.13	37.69	38.25	38.83
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 7	71765.25	73200.56	74664.57	76157.86	77681.02	79234.64	80423.16	8162.98	82853.95	84096.76	85358.20
	2760.20	2815.41	2871.71	2929.15	2987.73	3047.49	3093.20	3139.60	3186.69	3234.49	3283.00
	34.50	35.19	35.90	36.61	37.35	38.09	38.67	39.24	39.83	40.43	41.04
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 8	80597.90	82209.86	83854.05	85531.14	87241.76	88986.59	90321.39	91676.21	93051.36	94447.13	95863.83
	3099.92	3161.92	3225.16	3289.66	3355.45	3422.56	3473.90	3526.01	3578.90	3632.58	3687.01
	38.75	39.52	40.31	41.12	41.94	42.78	43.42	44.08	44.74	45.41	55.24
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 9	102679.51	104733.11	106827.77	108964.32	111143.61	113366.48	115066.98	116792.98	118544.88	120323.05	122127.89
	3949.21	4028.20	4108.76	4190.94	4274.75	4360.25	4425.65	4492.04	4559.42	4627.81	4697.22
	49.36	50.35	51.36	52.39	53.43	54.50	55.32	56.15	56.99	57.85	58.71
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

**2019 ECMC Radiology Scale**

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	53623.82	54696.30	55790.23	56906.03	58044.15	59205.04	60241.12	61295.34	62368.01	63459.45	64569.98
	2062.45	2103.70	2145.78	2188.69	2232.47	2277.12	2316.97	2357.51	2398.77	2440.75	2483.39
	25.78	26.30	26.82	27.36	27.91	28.46	28.96	29.47	29.98	30.51	31.04
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 2	5813.67	59302.30	60488.35	61698.12	62932.08	64190.72	65153.58	66130.89	67122.85	68129.69	69047.26
	2236.13	2280.86	2326.48	2373.00	2420.46	2468.87	2505.91	2543.50	2581.65	2620.37	2659.65
	27.95	28.51	29.08	29.66	30.26	30.86	31.32	31.79	32.27	32.75	33.24
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 3	59832.90	61029.56	62250.15	63495.15	64765.05	66060.35	67051.26	68057.03	69077.88	70114.05	71165.72
	2301.27	2347.29	2394.24	2442.12	2490.96	2540.78	2578.89	2617.58	2656.84	2696.69	2737.13
	28.77	29.34	29.93	30.53	31.14	31.76	32.24	32.72	33.21	33.71	34.21
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 4	63219.67	64484.06	65773.74	67089.22	68431.00	69799.62	70846.62	71909.31	72987.95	74082.77	75194.01
	2431.53	2480.16	2529.76	2580.35	2631.96	2684.60	2724.87	2765.74	2807.23	2849.34	2892.00
	30.39	31.00	31.62	32.25	32.90	33.56	34.06	34.57	35.09	35.62	36.15
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 5	66041.97	67362.81	68710.07	70084.27	71485.96	72915.67	74009.41	75119.55	76246.34	77390.04	78550.84
	2540.08	2590.88	2642.69	2695.55	2749.46	2804.45	2846.52	2889.21	2932.55	2976.54	3021.13
	31.75	32.39	33.03	33.69	34.37	35.06	35.58	36.12	36.66	37.21	37.77
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 6	69428.74	70817.32	72233.66	73678.34	75151.90	76654.94	77804.76	78971.84	80156.41	81358.76	82579.12
	2670.34	2723.74	2778.22	2833.78	2890.46	2948.27	2992.49	3037.38	3082.94	3129.18	3176.12
	33.38	34.05	34.73	35.42	36.13	36.85	37.41	37.97	38.54	39.11	39.70
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 7	73379.97	74847.57	76344.52	77871.41	79428.84	81017.42	82232.68	8346.65	84718.16	85988.93	87278.76
	2822.31	2878.75	2936.33	2995.05	3054.95	3116.05	3162.79	3210.24	3258.39	3307.27	3356.87
	35.28	35.98	36.70	37.44	38.19	38.95	39.54	40.13	40.73	41.34	41.96
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 8	82411.35	84059.58	85740.77	87455.59	89204.70	90988.79	92353.62	93738.93	95145.01	96572.19	98020.76
	3169.67	3233.06	3297.72	3363.68	3430.95	3499.57	3552.06	3605.34	3659.42	3714.32	3769.96
	39.62	40.41	41.22	42.05	42.89	43.74	44.40	45.07	45.74	46.43	47.12
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 9	104989.80	107089.60	109231.39	111416.02	113644.34	115917.23	117655.99	119420.82	121212.14	123030.32	124875.76
	4038.07	4118.83	4201.21	4285.23	4370.94	4458.35	4525.23	4593.11	4662.01	4731.94	4802.90
	50.48	51.49	52.51	53.57	54.64	55.73	56.57	57.41	58.27	59.15	60.04
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

**2020 ECMC Radiology Scale**

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	54964.42	56063.71	57184.98	58328.68	59495.26	60685.16	61747.15	62827.73	63927.21	65045.94	66184.23
	2114.02	2156.30	2199.42	2243.41	2288.28	2334.04	2374.89	2416.45	2458.74	2501.77	2545.47
	26.43	26.95	27.49	28.04	28.60	29.18	29.69	30.21	30.73	31.27	31.82
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 2	5959.01	60784.86	62000.56	63240.57	64505.38	65795.49	66782.42	67784.16	68800.92	69832.94	70773.45
	2292.04	2337.88	2384.64	2432.33	2480.98	2530.60	2568.56	2607.08	2646.19	2685.88	2726.14
	28.65	29.22	29.81	30.40	31.01	31.63	32.11	32.59	33.08	33.57	34.07
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 3	61328.72	62555.30	63806.40	65082.53	66384.18	67711.86	68727.54	69758.46	70804.83	71866.90	72944.86
	2358.80	2405.97	2454.09	2503.17	2553.24	2604.30	2643.37	2683.02	2723.26	2764.11	2805.56
	29.48	30.07	30.68	31.29	31.92	32.55	33.04	33.54	34.04	34.55	35.07
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 4	64800.16	66096.16	67418.08	68766.45	70141.78	71544.61	72617.78	73707.05	74812.65	75934.84	77073.86
	2492.31	2542.16	2593.00	2644.86	2697.76	2751.72	2792.99	2834.89	2877.41	2920.57	2964.30
	31.15	31.78	32.41	33.06	33.72	34.40	34.91	35.44	35.97	36.51	37.05
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 5	67693.02	69046.88	70427.82	71836.38	73273.10	74738.57	75859.65	76997.54	78152.50	79324.79	80514.61
	2603.58	2655.65	2708.76	2762.94	2818.20	2874.56	2917.68	2961.45	3005.87	3050.95	3096.65
	32.54	33.20	33.86	34.54	35.23	35.93	36.47	37.02	37.57	38.14	38.71
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 6	71164.46	72587.75	74039.50	75520.29	77030.70	78571.31	79749.88	80946.13	82160.32	83392.73	84643.59
	2737.09	2791.84	2847.67	2904.63	2962.72	3021.97	3067.30	3113.31	3160.01	3207.41	3255.52
	34.21	34.90	35.60	36.31	37.03	37.78	38.34	38.92	39.50	40.09	40.69
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 7	75214.47	76718.76	78253.13	79818.20	81414.56	83042.85	84288.49	8555.32	86836.12	88138.66	89460.73
	2892.86	2950.72	3009.74	3069.93	3131.33	3193.96	3241.86	3290.49	3339.85	3389.95	3440.79
	36.16	36.88	37.62	38.37	39.14	39.92	40.52	41.13	41.75	42.37	43.01
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 8	84471.64	86161.07	87884.29	89641.98	91434.81	93263.51	94662.46	96082.40	97523.64	98986.49	100471.28
	3248.91	3313.89	3380.17	3447.77	3516.72	3587.06	3640.86	3695.48	3750.91	3807.17	3864.21
	40.61	41.42	42.25	43.10	43.96	44.84	45.51	46.19	46.89	47.59	48.29
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 9	107614.55	109766.84	111962.18	114201.42	116485.45	118815.16	120597.38	122406.35	124242.44	126106.08	127997.66
	4139.02	4221.80	4306.24	4392.36	4480.21	4569.81	4638.36	4707.94	4778.56	4850.23	4922.98
	51.74	52.77	53.83	54.91	56.00	57.12	57.98	58.85	59.73	60.63	61.54
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

**2021 ECMC Radiology Scale**

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	56338.53	57465.30	58614.61	59786.90	60982.64	62202.29	63290.83	64398.42	65525.39	66672.09	67838.84
	2166.87	2210.20	2254.41	2299.50	2345.49	2392.40	2434.26	2476.86	2520.21	2564.31	2609.11
	27.09	27.63	28.18	28.74	29.32	29.91	30.43	30.96	31.50	32.05	32.61
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 2	6107.99	62304.48	63550.57	64821.59	66118.02	67440.38	68451.98	69478.76	70520.94	71578.76	72542.78
	2349.34	2396.33	2444.25	2493.14	2543.00	2593.86	2632.77	2672.26	2712.34	2753.03	2794.29
	29.37	29.95	30.55	31.16	31.79	32.42	32.91	33.40	33.90	34.41	34.92
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 3	62861.94	64119.18	65401.56	66709.59	68043.78	69404.66	70445.73	71502.42	72574.95	73663.58	74768.48
	2417.77	2466.12	2515.44	2565.75	2617.07	2669.41	2709.45	2750.09	2791.34	2833.21	2875.70
	30.22	30.83	31.44	32.07	32.71	33.37	33.87	34.38	34.89	35.42	35.94
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 4	66420.16	67748.57	69103.54	70485.61	71895.32	73333.23	74433.23	75549.72	76682.97	77833.21	79000.70
	2554.62	2605.71	2657.83	2710.98	2765.20	2820.51	2862.82	2905.76	2949.35	2993.59	3038.40
	31.93	32.57	33.22	33.89	34.57	35.26	35.78	36.32	36.87	37.42	37.98
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 5	69385.35	70773.06	72188.52	73632.29	75104.93	76607.03	77756.14	78922.48	80106.32	81307.91	82527.48
	2668.67	2722.04	2776.48	2832.01	2888.65	2946.42	2990.62	3035.48	3081.01	3127.23	3174.07
	33.36	34.03	34.71	35.40	36.11	36.83	37.38	37.94	38.51	39.09	39.68
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 6	72943.57	74402.44	75890.49	77408.30	78956.47	80535.60	81743.63	82969.79	84214.33	85477.55	86759.68
	2805.52	2861.63	2918.86	2977.24	3036.79	3097.52	3143.99	3191.15	3239.01	3287.60	3336.91
	35.07	35.77	36.49	37.22	37.96	38.72	39.30	39.89	40.49	41.09	41.71
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 7	77094.83	78636.73	80209.46	81813.65	83449.93	85118.92	86395.71	8769.20	89007.02	90342.12	91697.25
	2965.19	3024.49	3084.98	3146.68	3209.61	3273.80	3322.91	3372.76	3423.35	3474.70	3526.81
	37.06	37.81	38.56	39.33	40.12	40.92	41.54	42.16	42.79	43.43	44.09
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 8	86583.43	88315.09	90081.40	91883.02	93720.69	95595.10	97029.03	98484.46	99961.73	101461.15	102983.07
	3330.13	3396.73	3464.67	3533.96	3604.64	3676.73	3731.89	3787.86	3844.68	3902.35	3960.82
	41.63	42.46	43.31	44.17	45.06	45.96	46.65	47.35	48.06	48.78	49.35
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 9	110304.91	112511.01	114761.23	117056.46	119397.58	121785.54	123612.32	125466.50	127348.50	129258.73	131197.60
	4242.50	4327.35	4413.89	4502.17	4592.21	4684.06	4754.32	4825.64	4898.02	4971.49	5046.05
	53.03	54.09	55.17	56.28	57.40	58.55	59.43	60.32	61.22	62.14	63.07
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

**2022 ECMC Radiology Scale**

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 1	57746.99	58901.93	60079.97	61281.57	62507.20	63757.35	64873.10	66008.38	67163.53	68338.89	69534.81
	2221.04	2265.46	2310.77	2356.98	2404.12	2452.21	2495.12	2538.78	2583.21	2628.42	2674.34
	27.76	28.32	28.88	29.46	30.05	30.65	31.19	31.73	32.29	32.86	33.43
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 2	6260.69	63862.10	65139.34	66442.13	67770.97	69126.39	70163.28	71215.73	72283.97	73368.23	74356.35
	2408.07	2456.23	2505.36	2555.47	2606.58	2658.71	2698.59	2739.07	2780.15	2821.86	2864.15
	30.10	30.70	31.32	31.94	32.58	33.23	33.73	34.24	34.75	35.27	35.80
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 3	64433.49	65722.16	67036.60	68377.33	69744.88	71139.78	72206.87	73289.98	74389.33	75505.17	76637.69
	2478.21	2527.78	2578.33	2629.90	2682.50	2736.15	2777.19	2818.85	2861.13	2904.04	2947.59
	30.98	31.60	32.23	32.87	33.53	34.20	34.72	35.24	35.76	36.30	36.84
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 4	68080.67	69442.28	70831.12	72247.75	73692.70	75166.56	76294.06	77438.47	78600.04	79779.04	80975.72
	2618.49	2670.86	2724.27	2778.76	2834.33	2891.02	2934.39	2978.40	3023.08	3068.42	3114.36
	32.73	33.39	34.05	34.73	35.43	36.14	36.68	37.23	37.79	38.36	38.93
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 5	71119.98	72542.38	73993.23	75473.09	76982.56	78522.21	79700.04	80895.54	82108.97	83340.61	84590.67
	2735.38	2790.09	2845.89	2902.81	2960.87	3020.08	3065.39	3111.37	3158.04	3205.41	3253.42
	34.19	34.88	35.57	36.29	37.01	37.75	38.32	38.89	39.48	40.07	40.67
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

	0	1	2	3	4	5	A	B	C	D	E
GRP Rad 6	7467.16	76262.50	77787.75	79343.51	80930.38	82548.99	83787.22	85044.03	86319.69	87614.49	88928.68
	2875.66	2933.17	2991.84	3051.67	3112.71	3174.96	3222.59	3270.92	3319.99	3369.79	3420.33
	35.95	36.67	37.40	38.15	38.91	39.69	40.28	40.89	41.50	42.12	42.75
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 7	79022.20	80602.65	82214.70	83858.99	85536.17	87246.90	88555.60	8988.43	91232.19	92600.68	93989.68
	3039.32	3100.10	3162.10	3225.35	3289.85	3355.65	3405.98	3457.07	3508.93	3561.56	3614.98
	37.99	38.75	39.53	40.32	41.12	41.95	42.57	43.21	43.86	44.52	45.19
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 8	88748.01	90522.97	92333.43	94180.10	96063.70	97984.98	99454.75	100946.57	102460.77	103997.68	105557.64
	3413.38	3481.65	3551.29	3622.31	3694.76	3768.65	3825.18	3882.56	3940.80	3999.91	4059.84
	42.67	43.52	44.39	45.28	46.18	47.11	47.81	48.53	49.26	50.00	60.83
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				
GRP Rad 9	113062.54	115323.79	117630.26	119982.87	122382.52	124830.18	126702.63	128603.17	130532.21	132490.20	134477.54
	4348.56	4435.53	4524.24	4614.73	4707.02	4801.16	4873.18	4946.28	5020.47	5095.78	5172.20
	54.36	55.44	56.55	57.68	58.84	60.01	60.91	61.83	62.76	63.70	64.65
	Hire	6 Months	1 Year	2 Years	3 Years	4 Years	9 Years				

