

AGREEMENT

by and between the
CITY OF OGDENSBURG, NEW YORK

and

CSEA, Local 1000 AFSCME,
AFL-CIO

Since 1910



New York's LEADING Union

City Of Ogdensburg Salary Unit #8401-01
Saint Lawrence County Local 845

January 1, 2016 - December 31, 2018

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AGREEMENT BETWEEN CITY OF OGDENSBURG, NEW YORK

AND

CIVIL SERVICE EMPLOYEES
ASSOCIATION, INC.

OGDENSBURG SALARIED UNIT

This agreement made as of this 9th day of September, 2016 by and between the City of Ogdensburg, New York, hereinafter referred to as the "City or Employer" and the Ogdensburg Salaried Employees Unit, St. Lawrence County Local of the CSEA/AFSCME Local 1000, AFL-CIO, hereinafter referred to as the "CSEA or Employees".

ARTICLE I. Applicable Law

The law governing this contract shall be the Public Employees Fair Employment Act, all other statutory provisions of the State Law consistent with the function and administration of the operation of the government of the City of Ogdensburg and Local Law of the City of Ogdensburg which are not inconsistent with the above mentioned Acts.

ARTICLE II. Recognition

Section 1. For the purpose of collective bargaining with respect to rates of pay, wages, or salaries, hours of work, and other terms and conditions of employment, the City recognizes the CSEA as the exclusive representative and agent for all permanent full time salaried employees and part-time Building Inspector of the City, except employees of the Police Unions, Fire Union, the City Manager, City Attorney, City Comptroller, City Clerk, Director of Public Works, Director of Assessments, Secretary (Assistant) to City Manager, Director of Parks and Recreation, Public Works Supervisor, City Engineer and Director of Planning and Development, Assistant City Manager, Deputy City Clerk, Assistant City Engineer and Accountant/Systems Coordinator.

Section 2. If during the life of the contract, new positions are created that may be considered as possible excluded titles, the Labor Management Committee will be empowered to make by mutual consent, the exclusion from the Unit. Neither party, however, shall be constrained from appealing to PERB for a Unit determination ruling should mutual consent not be possible.

Section 3. The City agrees not to negotiate with any employee covered by this agreement or employee organization other than the CSEA for the duration of this agreement.

Section 4. The City of Ogdensburg, the employer, recognizes the City of Ogdensburg Employees Unit of the St. Lawrence County Local 845 of the Civil Service Employees Association Local 1000 AFSCME, AFL-CIO as the exclusive representative for collective negotiations with respect to salaries, wages, hours and all other terms and conditions of employment for the employees in the Bargaining Unit as defined in Article II, Section 1.

ARTICLE III. Term of Agreement

The term of this agreement shall be from January 1, 2016 to December 31, 2018.

ARTICLE IV. Dues Check-Off

Section 1. The City shall deduct from the wages of the employees and remit to CSEA, Inc., Capitol Station, P.O. Box 7125, Albany, N.Y. 12224 membership dues for those employees who sign authorizations remitting such payroll deductions. The City agrees to deduct from the payroll such insurance premiums as may be authorized by an employee who elects to enroll in the programs available from the CSEA, Inc., as fringe benefits of membership. The number of CSEA sponsored insurance deductions shall be limited to three (3). The Association shall indemnify and save the City harmless against any and all claim demands, suits or other liability that may arise by reason of action taken by the City for the purpose of complying with any of the provisions of this Article. CSEA having been recognized or certified as the exclusive representative of employees within the negotiating Unit represented by this agreement, shall be entitled to have deductions made from the wage or salary of employees of said bargaining unit who are not members of CSEA, the fiscal officer making such deductions will transmit these amounts to CSEA, Capitol Station, P.O. Box 7125, Albany, N.Y. 12224. These deductions will be accompanied by a listing indicating the names and addresses of these employees who are not members of CSEA. CSEA agrees to hold employer safe and harmless because of said deductions.

Section 2. The Civil Service Employees Association, Inc. shall have exclusive rights to payroll deduction of dues and Union-sponsored insurance and benefit program premiums for employees covered by this Agreement. Such dues and premiums shall be remitted to the Civil Service Employees Association, Inc., Capitol Station, P.O. Box 7125, Albany, N.Y. 12224, on a payroll period basis.

The Employer agrees to submit to the Civil Service Employees Association, Inc., Capitol Station, P.O. Box 7125, Albany, N.Y. 12224, each payroll period, a list itemizing the deductions of each employee. Separate

deductions will be made for membership dues, agency shop fees, Group Life, Accident and Sickness and Supplemental Life Insurance and will be reflected separately on the employee's paycheck stub. An alphabetical listing of deductions should be sent to CSEA Inc. each pay period reflecting the employee's name, social security number and dollar amount deducted for dues, agency shop and for each insurance program.

Separate checks covering the payroll deductions are to be submitted with the deduction information and made payable as follows:

- A = Membership Dues - payable to CSEA, Inc.
- B = Agency Shop Fees - payable to CSEA, Inc.
- C = Group Life Insurance - payable to Pearl Carroll & Assoc., LLC.
- D = Accident & Sickness Insurance - payable to Pearl Carroll & Assoc., LLC.
- E = Supplemental Life Insurance - payable to Pearl Carroll & Assoc., LLC.

ARTICLE V. Management Rights

Except as expressly limited by other provisions of this agreement, all of the authority, rights and responsibilities possessed by the City are retained by it, including, but not limited to, the right to determine the mission, purposes, objectives, and policies of the City, to determine the facilities, methods, means and number of personnel required for conduct of City 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 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 VI. CSEA Organizational Rights

Section 1. The City recognizes the right of CSEA employees to designate representatives to appear on their behalf to adjust salaries, working conditions, grievances and disputes, as to the terms and conditions of this contract, and to visit employees during working hours depending upon the fact that it shall not interfere with the employees' work performance. Such representatives shall also be permitted to appear at hearings before the Council upon the request of the employee, the hearing dates to be fixed by the City Council.

Section 2. The City shall administer its obligation under this agreement in a manner which will be fair and impartial to the employee and shall not discriminate against any employee by reason of gender, nationality, race, or creed.

Section 3. The CSEA shall have the right to post notices and other communications on bulletin boards maintained on the premises of the employer subject to the approval of the contents of such notices and communications by the City Manager or his/her designee.

Section 4. Employees who are chosen or are elected for the purpose of adjusting grievances or assisting in the administration of this agreement shall be permitted a reasonable amount of time free from their regular duties to fulfill these obligations.

Section 5. Union officers will be allowed reasonable time to attend to Association matters and at least two such officers shall be allowed to attend State and County Conferences without loss of pay or leave. However, a total maximum of ten days per year will be allowed.

Section 6. The Union will forward a list containing the names of elected officers, committee members and six shop stewards to the City Manager. The City manager will also be advised of any and all changes in the local Union administration.

Section 7. Information - On the effective date of this agreement, the employer shall supply the CSEA Unit a list of all employees in the bargaining unit showing the employees full name, home address, social security number, item number, job title, work location, membership status, insurance deduction and first date of employment. Such information shall hereafter be provided to the CSEA Unit on a yearly basis.

ARTICLE VII. Salary

Section 1. Effective 1/1/2016 there will be a 2% COLA for the year 2016 with retro, additionally, effective 1/1/17 there will be a 2.5% COLA for the year 2017 and effective 1/1/18 there will be a 2.5% COLA for the year 2018.

Section 2. Treatment Plant employees who are assigned to the B Shift, shall receive shift differential of fifty cents per hour (\$.50). Treatment Plant employees who are assigned to the "C" shift shall receive a shift differential of ninety-five cents (\$0.95) per hour.

Section 3. Any employee due a step increment shall receive such increment in accordance with the present practice. If an employee was hired before July 1st, he/she shall advance to Step 2 on the following January 1st. If

an employee was hired on, or after July 1st, he/she shall advance to step 2 one year after the January 1st following his/her date of appointment.

Section 4. If an employee was hired before July 1st, longevity increments will be awarded commencing on January 1 for the 10th, 14th, 18th, 22nd, and 26th year; if an employee was hired on or after July 1st longevity increments will be awarded commencing on January 1st of the 11th, 15th, 19th, 23rd, and 27th year.

Section 5. The bi-weekly salary payment shall be determined by dividing the yearly salary by 26 paydays. In those years where there are 27 paydays the by-weekly salary payment shall be determined by dividing the yearly salary by 27 paydays.

Section 6. Employees shall be allowed to pick up their payroll checks early while on vacation. The only limitation on this is that the Senior Payroll Clerk be notified two (2) weeks prior to said vacation, and the date on which the check will be picked up.

ARTICLE VIII. Retirement

Section 1. During the contract period, the City agrees to implement and continue the non-contributory 25-year career plan (75-I) in accordance with the New York State Retirement System.

Section 2. The City agrees to continue to permit employees to apply for retirement service allowance for military service in World War II, Section 41-b, transfer of service for another system Section 43-g, and other military service as provided in subdivision 4, Section 243 of Military Law.

ARTICLE IX. Overtime and Related Matters

Section 1. The normal workweek for office employees shall be 35 hours, Monday through Friday. The hours of work shall be from 8:00 A.M. until 4:00 P.M. Flextime scheduling will be implemented so that the City Clerk's office and the office of the City Comptroller can remain open 8:00 A.M. to 5:00 P.M. as required by Management during heavy workload periods.

In addition to the Clerk's Office and the Comptroller's Office, Police Department employees may also take advantage of the "flex" scheduling, in order to better serve the Department and the City. The normal workweek will continue to be 35 hours. Any changes in workdays and work hours (for example, Sunday through Thursday - 7:00 a.m. to 3:00 p.m.) will be approved in advance by the Chief of Police or his designee.

Section 2. The normal workweek for other employees shall be 40 hours,

Monday through Friday. Saturday and Sunday may be scheduled to provide service that cannot reasonably be provided on Monday through Friday.

Section 3. It is recognized that the primary responsibility of the City is the preservation of the general health, safety and welfare of the public and the community at large. On occasions, when in order for the City to fulfill this responsibility, certain work must be scheduled outside of the regularly scheduled shifts or workweek, the employee shall report for such work when notified by the employer unless excused for good cause.

Section 4. When overtime is required, it shall be approved by the employee's immediate supervisor, and it shall be equalized as nearly as practical among employees holding like job classifications within a single departmental division. An up-to-date list showing overtime hours will be posted weekly in a prominent place in each departmental division. Whenever overtime is required, the person with the least number of overtime hours in that classification within a single departmental division will be called first and so on down the list in an attempt to equalize the overtime hours. For the purpose of this clause, time not worked because the employee was unavailable or did not choose to work will be charged the average number of overtime hours of the employee working during that period, excluding employees on vacation, or sick leave. This chart may be replaced monthly, but the accumulated number of overtime hours will be carried forward to the chart next posted. On January 1st, of each year, a new accumulation of overtime hours shall be started for each person covered herein. Employees newly entered in a group as a new hire, a transferred or a promoted employee shall be credited with the highest number of hours of the equalization group that he entered.

Section 5. When overtime work is scheduled, the employer will endeavor to give the employees involved reasonable advance notice. In case overtime work is to be scheduled for Saturday, notification of such work shall be posted by the end of the employee's shift the previous Thursday, except that such posting shall not be required in cases of inclement weather on Thursday or Friday which would prohibit the function of normal outside operations. Posting shall not be required for work involved in snow hauling. Routine overtime work may be scheduled for Saturday contrary to the above provisions on a voluntary basis.

Section 6. Any employee who works over 40 hours shall be compensated at time and one-half his/her normal rate of pay. Anyone called for extra work shall receive a minimum of 2 hours' time; this does not apply for extension of the normal work period. Employees shall be given the choice of either pay or compensatory time for overtime hours. Compensatory time shall be computed one hour worked - one hour off basis. Overtime will not

be granted for grade 15 and above. Any hours worked beyond 35 hours but less than 40 during any one week will be paid in compensatory time. In computing overtime, time worked will be rounded to the quarter hour.

Section 7. Compensatory, time or payment shall be granted at the rate of one and one-half for any hours worked over forty (40) hours, which will include travel time before 8 A.M. or after 4 P.M. Overnight stays shall not be compensated except for travel to or from the location of the overnight stay.

Section 8. The City will automatically buy back an employee's accumulated compensatory time, where such accumulated time exceeds sixty (60) hours on November 30 of any given year.

An employee may choose to sell back up to 20 hours of compensatory time to the City by April 30 of any given year. Payment for such bought back time will be made to the employee during the subsequent month of May.

ARTICLE X. Vacation

Section 1. The following vacation schedule shall be in effect:

Time in Service	Vacation Days Earned Per Year	Per month
Less than 2 years	5	.42
Over 2 years, less than 5 years	10	.83
Over 5 years, less than 12 years	15	1.25
Over 12 years, less than 18 years	20	1.67
Over 18 years	25	2.08

Vacations will be accrued on a monthly basis at the rates indicated above.

Section 2. Vacation time will be computed from the employee's last date of hire.

Section 3. Vacation leave with pay will not be granted to any employee who has not satisfactorily completed at least six months continuous employment. Vacation leave without pay will not be granted before vacation time has been earned. Vacation time will not be accrued during period of non-paid leave of any type.

Section 4. Maximum vacation accumulation will be limited to the amount, which an employee earns in one (1) year plus five (5) days. For example, an employee earning 5 days yearly may accumulate a maximum of 10 days, but an employee earning 15 days per year may accumulate 20 days. For the purpose of vacations, persons beginning work on or before the 15th of any

month will be credited with vacation time from the beginning of the month, and persons beginning work after the 15th of any month will be credited with vacations from the beginning of the following month.

All employees covered under this agreement who have accumulated the maximum leave time credits under this section and who are unable to take such leave time credits because of sickness or for other reasons approved by the Department Head shall not lose the credits gained over and above the maximum. The employee (s) instead shall be allowed to continue to accrue vacation credits and take such leave in accordance with Sections six (6), seven (7), eight (8), and nine (9) of this Article.

Section 5. Paid holidays falling within a paid vacation will not be charged against the earned vacation time.

Section 6. The employer shall have the right to establish and adjust annual leave schedules indicating the number and classification of personnel who shall be permitted to be on annual leave during any given period of time so that needs of the service may be met.

Section 7. Request for leave - requests for annual leave must be made in writing and signed by the applicant. The form will then be submitted to the applicant's supervisor for approval or disapproval. The applicant will be notified of the disposition of this request within two (2) days.

Section 8. Submission in advance - leave requests for periods of one or more weeks must be submitted not less than one full week in advance of the start of the leave period. Leave requests for periods of less than one week must be submitted not less than one full working day in advance of the start of the leave period. Earlier submission in either case is strongly recommended. The requirements of this section may be modified or waived by the City Manager in case unusual circumstances warrant such action.

Section 9. Priority - it is recognized that a certain number of employees in each classification must remain on duty at all times in order to provide the normal services of the Department or Division. It is also recognized that several leave requests covering the same leave period may be submitted. In establishing a priority between two or more applicants for the same period, a supervisor will first consider the date of leave request and secondly, the seniority.

Section 10. Employees who are absent from work due to a non-compensable accident, injury, or illness shall continue to accrue vacation credits for the first three (3) months of absence. Accrual of additional vacation leave credits shall cease after (3) months of absence. Employees who are absent from work due to a compensable injury shall continue to accrue

vacation credits for the first twelve (12) months of absence. Accrual of additional vacation credits shall cease after twelve months of compensable absence.

Section 11. If an employee dies in service, their spouse or estate will be entitled to all accrued vacation up to a maximum of 30 days.

Section 12. Employees, whose balance of unused vacation days exceeds their maximum allowable accumulation of same on December 1 of any year, may choose to sell back up to five vacation days to the City. The number of days sold back must all represent days in excess of the maximum accumulation. Employees who choose this option shall notify the City Comptroller by December 1 of that year.

ARTICLE XI. Personal Leave

Section 1. Full time employees, with at least one (1) year's service shall be granted four (4) personal leave days annually.

Section 2. A request for personal leave must be made in writing and signed by the applicant. The form will then be submitted for the applicant's supervisor's approval.

Section 3. Leave request must be submitted one full working day in advance of the leave period except that the requirements of this section may be modified or waived by the supervisor in case of unusual circumstances warrant such action.

Section 4. The City reserves the right to schedule leave so that the needs of the service may be met.

ARTICLE XII. Holidays

There shall be eleven (11) paid holidays observed for all employees and an additional ½ day on Good Friday. If a holiday falls on a weekend, a day will be on Friday or Monday in lieu of said day or on a day to be determined by the foreman, head of the department, or other supervisory employee authorized to determine the same. See copy of list of holidays attached as Schedule C.

ARTICLE XIII. Sick Leave

Section 1. All regular employees shall be entitled to accrue fifteen (15) days paid sick leave annually.

Section 2. Sick leave shall accrue at the rate of one and one-quarter (1 ¼) days per month.

Section 3. An employee shall work for the City at least six (6) months before taking advantage of paid sick leave. After this term of employment, accruals and accumulations shall be computed as of date of employment.

Section 4. All employees shall have the right to accumulate up to two hundred (200) days of unused sick leave. An employee who has accumulated 200 days of unused sick leave in a given year, and has used no sick days during that calendar year, may be credited with \$15 per sick day for each day earned beyond 200 days during that calendar year. At retirement, all dollars credited in this fashion may be used to offset the cost of that employee's retiree healthcare contribution to the City until that credit is exhausted. No direct monetary payment will be made to the employee under this provision for days accumulated above 200. The City will make a one-time cash payment to employees upon their retirement or elimination of their position. Such payment shall be equal to one-fourth (25%) of the employees accumulated sick leave up to 180 days, remaining at the time of retirement or elimination of position. Additionally, any accumulated sick leave in excess of 180 days at time of retirement shall be reimbursed at \$15.00 per full day unused, up to 200 days.

In the alternative to the foregoing provision, upon retirement the employee may place 50%, of a maximum 180 days, of his/her accumulated but unused sick time in a credit account with and managed by the City, specific to that employee, for the purpose of having the payout value of the accumulated sick time help reduce the retirees cash contribution to the cost of his/her health insurance coverage provided under this agreement. Any remaining sick time after the deposit into the credit account will be reimbursed in accordance with this section (4), if applicable. The dollar value of the sick time deposited into the credit account shall be based upon the employees daily rate at the time of retirement.

Section 5. Use of Sick Leave

- a) Sick leave may be taken for an illness or injury an employee may experience, contract or any exposure to contagious disease he/she may experience in which the health of others would be endangered by his/her presence at work.
- b) A certificate of inability to work by reason of illness or injury from a licensed doctor of medicine or osteopathy may be required as evidence of the illness or injury by the department head or his/her designated representative before compensation for the period is allowed.

Section 6. "Absence Report - When an employee is not able to report for work because of illness or injury, he/she shall report the fact, or cause it to be reported, to his/her supervisor, division officer or other designated person by telephone or other means within thirty (30) minutes after the regular starting time of the work shift. Unless this requirement is fulfilled, no sick leave will be approved, except in unusual circumstances, and then only after approval by the City Manager. In cases of frequent or repetitive sick leave, the supervisor may, after use of three (3) or more consecutive sick days, require a physician's certificate as proof of illness.

Section 7. Illness at work - when an employee becomes ill while at work, and does not feel able to complete his/her work day, he/she shall report the fact to his/her immediate supervisor. If illness continues into the next day, a normal absence report is required.

Section 8. Supplemental absence reports - when an absence due to illness continues for a period in excess of one week, the employee or member of his/her family shall report at regular intervals giving the employee's condition, progress, probable date of return and the name of the attending physician.

Section 9. An employee's eligibility for payment of compensation for time allegedly lost due to illness or contagious disease contact shall be determined by the department head and the decision shall be final, subject to grievance procedure.

Section 10. An employee who is taken ill while absent on authorized leave may report the circumstances by phone or wire, and upon presenting a doctor's certificate may be allowed to charge sick leave lost by reason of illness while on vacation.

Section 11. Charges against sick leave will be made for time lost on account of illness for which the employee would have received pay and during which normally he/she would be required to work.

Section 12. Anticipated sick leave - sick leave may be taken in excess of the amount then accumulated, but not in excess of the total amount which would be accumulated at the end of the calendar year. Such usage of anticipated sick leave will be dependent upon the employee's department head and the City Manager.

Section 13. Upon separation from the service, the employee shall be charged for sick leave taken in excess of the amount accumulated.

Section 14. Incentive pay for NON-USE of sick leave.

a. The employer shall make cash payments annually to employees who do not use their sick leave credits in accordance with the following schedule:

Sick Days Taken	Bonus Hours Paid
0	24
1	20
2	16
3	8
4	0

b. Cash payments will be made according to an equivalent hourly rate determined by dividing the annual base salary by 2080 hours.

c. Benefits under this program are based on attendance from December 1st of each year through November 30th of the following year. The bonuses will be paid eligible employees who are on the payroll on November 30 and who are continuously employed by the City for the year immediately preceding that date.

d. Normal accrual and accumulation of sick leave by an employee shall continue and shall not be affected by the bonus payments.

Section 15. Employees who are absent from work due to a compensable injury shall continue to accrue sick leave credits for the first six months of absence. Accrual of additional sick leave credits shall cease after the sixth month of compensable absence.

Section 16. Chronic Sick Leave: In the event an employee is repeatedly on sick leave, the department head or his delegated subordinate will require the employee to have a physical examination to determine his physical fitness to perform his assigned duties. In the event no such action is taken by the department head or his subordinate, the clerk's office will require this examination of the employee after duly notifying the department head and City Manager. If, after the examination, it is determined that the employee has no physical reason for repeated absence, he will be advised in writing that continuance of the practice will make him liable for discipline.

Section 17. Up to 10 sick days, of accumulated sick days each year, may be used to attend to the illness of a member of the Employee's immediate household. A doctor's certificate may be requested by the Department Head for requests of 3 days or more.

This section may also apply to family members living outside of the employee's immediate household, but not to exceed (5) days of the maximum ten (10) family sick leave days, in any calendar year such non-household family sick leave is limited to parents, siblings and children. Such leave is intended for and limited to family member illnesses that are grave, life threatening or terminal. The employee must solicit and receive the authorization of his department head prior to utilizing non-household family sick leave.

Section 18. Conceptually agree that members may donate sick days to another unit member. Specific language is subject to a labor-management form to work out details of this section.

Section 19. Sick Leave Policy.

It is the purpose of this Section to delineate the City of Ogdensburg's attendance expectations for its CSEA Salaried Unit members with respect to sick leave usage. The components of this procedure are designed to identify and deter excessive sick leave usage, and abuse. An employee's attendance history, and any other pertinent factor, shall be considered before any type of action, as outlined, is taken against an employee. All other contractual obligations and requirements are to be adhered to.

(A) Definitions.

- (1) "Employee" shall mean any CSEA Salaried Unit member covered by this agreement as provided for under ARTICLE II - Recognition.
- (2) "Employer" shall mean the City of Ogdensburg or its designee.
- (3) "Sick Leave" shall mean any full or partial work day taken off by means of sick leave usage.
- (4) "Family Sick Leave" shall mean any full or partial workday taken off by means of sick leave usage for illness of an immediate family member, as defined in Section 18 of this Article.
- (5) "Sick Leave Occasion" shall mean any usage of sick leave, hours or days, unbroken by a return to work.
- (6) "Occasion Time Frame" shall mean any continuous 12 month period.

- (7) "Prior Approved Sick Leave" shall mean sick leave usage for doctor's appointments, medical testing, etc., for which employer notification was made, and approval granted.
 - (8) "Attendance Evaluation Criteria" shall mean the total number of sick leave occasions in any Occasion Time Frame, and the possible actions to be taken against an employee.
 - (9) "Hardship" shall mean unusual cases which may be determined exempt from this procedure, i.e., chronic serious illness, Employee Assistance Program referrals, serious family emergencies, etc.
- (B) Absence Review. The employer shall, on a continual basis, monitor sick leave usage records of all employees covered by this agreement. Such review shall include, but not be limited to:
- (1) The total number of sick leave occasions in any Occasion Time Frame,
 - (2) Whether such number of sick leave occasions exceeds the following pre-determined guidelines (Attendance Evaluation Criteria),
 - (3) A determination as to whether the Attendance Evaluation Criteria should be strictly adhered to, taking into account sick leave usage history, hardship, overall work record, or any other extenuating factors or circumstances.
- (C) Attendance Evaluation Criteria.
- (1) Number of sick leave occasions in any Occasion Time Frame exceeds five - the employee may be subject to informal discussion with the employer.
 - (2) Number of sick leave occasions in any Occasion Time Frame exceeds six - the employee may be subject to formal counseling by the employer.
 - (3) Number of sick leave occasions in any Occasion Time Frame exceeds seven - the employee may be subject to a written warning.
 - (4) Number of sick leave occasions in any Occasion Time Frame exceeds eight - the employee may be subject to disciplinary action that shall include refusal or suspension of any non-

contractual privilege, or any other allowable penalty or discipline that is deemed appropriate by the employer.

(D) Sick Leave Occasions Not Counted In Occasion Time Frame.

- (1) Prior Approved Sick Leave, with medical documentation provided by the employee.
- (2) Family Sick Leave, with medical documentation provided by the employee.
- (3) Any sick leave usage documented by a doctor does not count against employee in evaluation criteria.
- (4) Any three occasions of Family Sick Leave, not to exceed a total of sixteen hours of leave utilized, without medical documentation.

ARTICLE XIV. Health Insurance

Section 1. The City will continue to provide a comprehensive health insurance plan similar in scope and benefits to the plan currently in effect for the duration of this agreement for all present permanent full time employees; and new hires (after 8/3/79) after they have successfully completed their probationary period, or 6 months of employment whichever comes first. New hires will be allowed to purchase the health insurance at the time of employment, but must pay premiums themselves until they have served 3 months or probationary time. Effective January 1, 2013, major medical deductibles are increased to \$275 per individual and \$475 per family.

Section 2. The City will pay 100% of the cost for health insurance for retired employees together with 35% of the cost for any health insurance for any dependents of a retired employee plus reimburse retired and present CSEA Salaried Unit Employees 100% of Medicare premiums. The change in benefit is intended only to effect newly hired after 1-1-79 retirements, as they will be responsible for paying their own Medicare premiums. Employees hired after 1-1-79 upon their retirement will be responsible for 50% of their individual health insurance costs and 65% of their family coverage. Employees hired after 1-1-79 will be responsible for paying their own Medicare premiums.

The City will continue to pay 100% of the cost of the health insurance of the employees hired prior to 1/1/09 together with 100% of the health insurance for any of his dependents included in his plan. For employees hired after 1/1/09, the City shall pay 80% of the health insurance

premiums for employee, spouse and dependents. For employees hired after 1/1/13, the City shall pay 75% of the health insurance premiums for employee, spouse and dependents. Effective January 1, 2009 all employees will make a co-payment of \$20 per payroll for single-employee only coverage, \$25 per payroll for employee plus one coverage and \$30 per payroll for family coverage.

Section 3. The City will pay 90% of the cost for health insurance for current, active employees at 1-1-09 who will retire after 1/1/09 together with 35% of the cost for any health insurance for any dependents of the retired employee.

For retired employees hired after January 1, 2009, the city shall pay 65% of the cost of health insurance premiums for the employee, his/her spouse and dependents in retirement.

Section 4. The City agrees to allow representatives of the EBF Dental Plan the opportunity to discuss the plan with the employees during working hours, without interfering with the normal flow and the convenience of the department head, for the purposes of allowing the employees to decide whether or not they wish to purchase such dental plan. The City further agrees to allow payroll deductions of such plan if it is requested by the Association with the written consent of the employee.

Section 5. Should a department head determine that an employee cannot properly perform his/her job function due to physical or mental incompetence, the department head may in the interest of public safety and in accordance with other health requirements the City may require the employee to take a psychiatric or physical evaluation. The cost of said evaluation will be borne by the City. The results of said evaluation shall be furnished to the employee upon his/her request. Should an employee disagree with the findings, he/she may request a second opinion.

Section 6. The City agrees to withhold payroll deductions for the CSEA Employee Benefit Fund, plans Gold 12 (Vision) and Sunrise (Dental) for members of this Unit.

Section 7. Health Plan Reopener. This agreement may be reopened by either party, solely on the issue of health insurance benefits and the health plan currently in effect. A party so desiring to reopen the Agreement must do so by serving written notice on the other party during the term of this Agreement. A failure to reach agreement or an impasse declared, under the terms of this section shall be submitted to PERB under the provisions of the Taylor Law for Impasse Declared on an expired labor contract.

Section 8. The City Health Plan will provide, upon a physician's prescription, with annual mammography testing at age 40 and annual testing for cervical cancer and/or bone density at age 50.

Section 9. Prescription Plan. The prescription plan effective January 1, 2013 is as follows:

Employees shall pay co-pays for all non-maintenance drugs as follows: \$5 for generic, \$20 for preferred and \$35 for non-preferred brands; and mandatory generic substitution where available.

Employees shall pay co-pays for all maintenance drugs as follows: \$10 for generic, \$40 for preferred, and \$55 for non-preferred brands per 90 day supply; with mandatory mail order and mandatory generic substitution where available.

There will be a \$275 cap per individual and a \$475 cap per family per year on all co-pays.

Section 10. Employees who choose not to participate in the health insurance program will be reimbursed \$1,000 per year. This reimbursement will also be paid to any spouse that works for the "CITY" as long as the spouse is also not on the "Health Insurance" employees plan.

ARTICLE XV. Bereavement Leave

Section 1. If a death occurs among members of an employee's immediate family, the employee will be excused from work to attend the funeral and make other necessary arrangements without loss of pay from the day of death through the day of the funeral, but not more than a total of three (3) days for each instance of death except as provided herein.

Section 2. The term "immediate family" for the purposes of this section shall mean husband, wife, child, father, mother, sister, brother, father-in-law, mother-in-law, grandmother, grandfather, grandchildren, step-child, step-parent, cohabitating partner (with minimum 12 months of continuous cohabitation).

Section 3. An employee who wishes to attend a funeral for any one outside the immediate family will be excused from work without loss of pay for one-half day, with permission of the Department Head.

In either case, time beyond the amount specified above will be charged against the employee's vacation credits or personal leave. The employee shall determine how it is to be charged.

ARTICLE XVI. Disability Insurance

The City agrees to continue the New York State Disability Insurance Plan for all the CSEA employees covered under this contract.

ARTICLE XVII. Grievance Procedure

Section 1. The purpose of this grievance procedure is to provide an orderly process whereby employees may equitably and expeditiously settle any differences or grievances that may arise in the course of their employment, free from coercion, restraint, interference, discrimination, or reprisal.

Section 2. In the event that any difference or dispute should arise between the City and CSEA or its members employed by the City, over the application and interpretation of the terms of this agreement, an earnest effort shall be made to settle such differences immediately and in the following manner, provided the grievance is filed within forty-five days of its occurrence or within forty-five days of when it should have been known to have occurred by the grievant:

(1) Any employee who has a grievance shall discuss the grievance with his/her immediate supervisor. If no satisfactory agreement is reached within two (2) working days, then the grievance shall be transmitted to the department head.

(2) The decision of the department head shall be submitted in writing to the complainant and the CSEA representative within five (5) working days of receipt of the grievance. If the complainant does not agree with the decision rendered by the department head, the grievance will be transmitted to the City Manager.

(3) The City Manager shall, within ten (10) working days of receipt of the grievance, submit his/her decision in writing to the complainant and his/her representative. If the complainant does not agree with the decision rendered by the City Manager, the CSEA or the City may refer the matter to an arbitrator.

Section 3. Either party may within thirty (30) days after the Step 3 decision is rendered request the New York State Public Employment Relations Board to submit a list of arbitrators from which the parties may select an arbitrator. The arbitrator shall be limited to the issues

presented, and shall have no power to add to, subtract from, or modify any of the terms of this agreement. Any fees or administrative charges for the arbitrator shall be borne equally by both parties. Witness fees, legal representation, and other expense shall be borne by the parties respectively. The decision of the arbitrator shall be binding on both parties.

Section 4. The above time limits may be extended by mutual agreement in writing.

Section 5. An employee who elects to grieve a disciplinary action shall waive in writing his/her right to a hearing under Section 75 of the Civil Service Law prior to the formal submittal of a grievance. If on the other hand an employee elects to proceed with a Section 75 hearing, he/she shall be deemed to have waived his/her right to grieve the disciplinary action under this article.

ARTICLE XVIII. No Strike Provision

The CSEA agrees that it does not assert any right to engage in a strike against the City, or cause, instigate, encourage or condone a strike, or to impose any obligations upon its members to conduct, assist or participate in such a strike.

The term "strike" shall mean any strike, slowdown, refusal, or other stoppage of work by public employees. The City reserves the right to litigate in a court of competent jurisdiction immediately for civil damages resulting from a violation of this article. Nothing contained in this agreement shall be construed to limit the rights, remedies, or duties of the City under State Law.

ARTICLE XIX. Travel Allowance

Section 1. Any employee required in writing by the City Manager to furnish his own transportation during the course of carrying out his assignment for the City shall receive compensation at the mileage rate established by the Internal Revenue Service.

Section 2. This limit shall not apply to out-of-town travel to training sessions, meetings, and conferences properly approved by the City.

Section 3. Meal allowance will be in accordance with the Administrative Regulations of the Municipal Code.

Section 4. The City reserves the right to require the employee to supply whatever evidence it deems necessary as verification of the mileage requested.

SECTION 5. The City will pay a deductible involved in an accident when an employee is required to use his/her own vehicle for City business. Such deductible payment is not to exceed \$200.

ARTICLE XX. Coffee Break

All City employees are entitled to a coffee break every four (4) hours of continuous work, not to exceed fifteen (15) minutes.

ARTICLE XXI. Seniority Rights & Promotions

Section 1. The layoff, bumping, and recall of employees covered under this agreement shall be governed under the Sections 80, 80-a, and 81 of the Civil Service Law.

Section 2. Any employee may be required to perform work outside of his/her classification, depending on the seasonal workload. There shall be no restrictions on the use of machinery or tools or limitations on the amount of work an employee shall perform. It is understood that the employee shall perform a fair and honest day's work.

Section 3. Any employee required to perform work in a higher grade or classification shall receive out-of-title pay at base salary of the higher position. This section shall take effect when said employee has worked in the higher grade or class for fifteen (15) consecutive working days. This section is not retroactive.

Section 4. No employee shall be required to work out of title in a job classification in which the employee is required by law to have a license but said employee does not have such a license.

ARTICLE XXII. Working Conditions

Section 1. The employer shall notify the CSEA, Inc. Ogdensburg Salaried Unit, at least seven (7) days in advance of any change in working methods or working conditions, except where such change is required because of an emergency or major disaster over which the employer has no control.

Section 2. Before the City Council adopts a change in policy which affects wages, hours, and conditions of employment set forth in this agreement, the City Council will notify the Association in writing that it is considering such a change.

SECTION 3. The City agrees to establish a program of safety inspection, education and training in its several departments and among its various employees. The City agrees to provide, at no cost to the employee: slip-

on boots, rain suits, work gloves, safety glasses and hard hats where needed for plant employees only.

ARTICLE XXIII. Leave of Absence

Section 1. A Leave of Absence without pay may be provided to supplement vacation time, or extended illness after sick leave has been used up, and maternity leave. Leave of Absence must have prior approval of the Department Head and the City Manager.

Section 2. A Leave of Absence without pay shall be allowed for educational purposes when the courses to be taken pertain to the employee's job subject. Such leave must have prior written approval by the Department Head and the City Manager.

ARTICLE XXIV. Miscellaneous

Section 1. The employer shall provide plastic safety eye shields to all plant operators needing them, also replace any clothing articles of employees damaged in the function of work, excluding the normal wearing out.

Section 2. A uniform allowance will be provided for water, wastewater and custodial staff at a cost up to \$400 in 2016, \$400 in 2017, and \$400 in 2018. Effective January 1, 2014, the City will select, purchase and supply employees mandated to wear steel toe safety boots. The employees must wear said boots to all work assignments. The City shall also replace such boots when they are worn beyond usability. Uniform clothing shall be provided to Building Inspectors, part-time Building Inspector the Housing Rehabilitation Coordinator, and the Facility Maintenance Supervisor (through the Parks Department), by request reimbursable, up to \$400 in 2016, \$400 in 2017, and \$400 in 2018. Payment in lieu of uniform allowance for all members not listed to receive uniform allowance will receive a onetime payment of \$150.00 for contract year 2016.

Building Inspectors and the Housing Rehab Coordinator shall be authorized to purchase, through the Fire Department, the following:

- a. work boots, water resistive-leather or over-boots
- b. coat-removable liner/wind breaker with City insignia
- c. gloves, leather or canvas
- d. uniform shirt, two per employee/year with City insignia.
- e. uniform pants, two per employee/year

The noted employees will submit a requested purchase order to their department head not to exceed \$400 in 2016, \$400 in 2017, and \$400 in 2018 per individual.

The Department Head will authorize replacement of damaged or worn-out items only, again not to exceed \$400/year/employee in 2016, \$400/year/employee in 2017, \$400 year/employee in 2018.

Employees will be responsible for cleaning their uniform items and maintaining them in a presentable appearance.

Section 3. Treatment Plant workers, except for the Chief Operators, who are scheduled to work between 12:00 midnight and 8:00 A.M. shall receive a shift differential of \$.50/hour.

Section 4. Part-time Building Inspectors employed less than 35 hours per week, are exempt from the provisions of Article IX through XV. Following the completion of twelve (12) months of employment as part-time Building Inspector, they are entitled to:

- 16.00 Personal Leave hours/year
- 5.00 Sick Leave hours/month
- 1.67 Vacation Leave hours/month

A part-time building inspector is not entitled to holiday time and will not be provided individual or family health insurance coverage.

Section 5. Data Entry Machine Operators may be directed to perform clerical duties within the City Clerk's Office. In doing so, they may perform duties normally assigned to a Deputy City Clerk. The Union acknowledges that the performance of such duties by union members does not now nor in the future constitute "union work". This section does not supersede Article XXI, Section 3 and 4.

Section 6. The City shall institute a tuition and fee reimbursement program for job-related courses undertaken by Union employees at their own initiative. The parameters of said program are as follows:

- a. Coursework or training must be job related.
- b. A request for reimbursement of tuition or fees for such education or training must be presented to the department head in advance of employee participation
- c. Approval for such reimbursement must be obtained by the employee from the department head and the City Manager in advance.
- d. Reimbursement of tuition registration fees and books and supplies only, not of travel or meals

- e. Reimbursement will be made only subsequent to the employee's; completion of coursework/training as evidenced by a passing grade or certificate of completion.
- f. The department may authorize the reimbursement of such coursework training being undertaken during the employee's regular shift.
- g. The City will budget \$2,000 per year for job related training.
- h. Salary Advancements - employees who successfully complete coursework or training may receive up to \$300 one-time stipend. Stipend will be agreed upon before partaking of course.
- i. Employees who have obtained cross-training certification for wastewater and water treatment plant operators will increase one pay grade. The employee must maintain a current cross-training certification to be eligible for the increase in pay grade. Upon the expiration of the cross-training certification, the employee will immediately revert to his/her previous pay grade. The determination as to whether or not an employee may obtain cross-training is voluntary and at the sole discretion of the department head.

ARTICLE XXV. Maintenance of Conditions

It is mutually agreed that existing rules, regulations and procedures rights, privileges, or benefits affecting the employees shall remain in force throughout the duration of this agreement, subject to the established procedures for changing or modifying these various rules, regulations, and policies, except as modified or controlled by the provisions of this agreement.

ARTICLE XXVI. General Provisions

Section 1. If any article of this agreement or any addition thereto should be held to be in violation of any Federal, State, or Local Law, or if adherence to or enforcement of any article or section should be restrained by a court of law, the remaining articles of this agreement or any addition thereto shall not be affected and shall remain in effect. If such a determination or decision is made, both parties shall convene immediately for purposes of negotiating a satisfactory replacement for such article.

Section 2. 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 ITS APPROVAL.

ARTICLE XXVII. Labor Management Committee

The employer and the CSEA agree to establish a Joint Labor Management

Committee for the purpose of resolving problems or other matters which may or may not be designated in this agreement. The committee shall be composed of three (3) representatives from the CSEA and three (3) representatives from the employer. The Labor Management Committee shall meet within five (5) working days of notice by either party to the other that it wishes to convene the committee. The notice shall contain an agenda of items for the meeting.

ARTICLE XXVIII. Reciprocal Rights

Section 1. The employer agrees that any employee, alone, or in the company of any Association Representative, shall be allowed to examine any public record pertaining to his/her employment.

Section 2. The employer agrees that when it is notified by the Civil Service Commission or has knowledge that an open competitive and/or promotional examination(s) is being given for any title in the bargaining unit or city employment, it will notify the CSEA of such examination by transmitting a notice(s) of said examination(s) to the Unit President. The Unit President shall then be allowed to post such notice(s) on bulletin boards designated for CSEA use in all work locations of employees in the bargaining unit. The official results of the examination(s) shall be posted as soon as they are released by the Civil Service Commission. The employer agrees to follow the same procedure as is used above for posting examination notice(s) in regards to examination results.

Section 3. The employer agrees to make available its facilities for Association meetings upon the request of the Association. The Association shall contact the person designated by the employer to reserve the facility for the meeting(s).

Section 4. The employer shall provide the employee a time and accrual sheet, which will contain all accrued paid leave time available to such employee.

Section 5. If, as a result of promotion, there is no increase in salary, the employee receiving the promotion shall be placed in the new grade on the step next higher than that of his former salary.

Section 6. The unit is authorized to conduct union business with its members as stipulated in the PERB Case #U-12022 Agreement, hereby attached.

Section 7. A time reporting system will be instituted at the Sewage Treatment Plant by the City to consist of a sign-in sheet only.

ARTICLE XXIX. Conclusion of Collective Negotiation

This agreement shall constitute the full and complete understanding between both parties and may be altered, changed, added to, deleted from or modified only through the mutual, voluntary consent of the parties in a written and signed amendment of this agreement.

ARTICLE XXX. Successor Clause

This agreement shall be binding upon the employer and its successors, assignees, lessees or transferees of the employer or any other parties to contractors with the employer, which successor, assignees, lessees, transferees or parties provided services similar to those provided by members of the bargaining unit represented by CSEA, Inc.

ARTICLE XXXI. Duration of Agreement

This agreement shall remain in force and effect until 11:59 P.M., December 31, 2018 and thereafter until amended or modified as provided herein. Either party hereto may, on or after September 1, 2018, serve a notice in writing upon the other part of its desire to amend or terminate this agreement, effective January 1, 2016. In such event, the parties and/or their representatives shall commence negotiations immediately on such proposed amendments for a succeeding agreement.

ALLOCATION ON SALARY SCHEDULE AS OF JANUARY 1, 2014

- 01.
- 02.
- 03.
- 04.
- 05.
- 06. ----- Clerk
Keyboard Specialist
Typist
Custodian
Rehabilitation Specialist
Data Entry Machine Operator
Building Maintenance Worker
- 07. ----- Account Clerk
- 08. ----- Stenographer
Senior Clerk
- 09. ----- Senior Stenographer
Senior Account Clerk
Assessment Clerk
Payroll Clerk
- 10. ----- Technical Specialist/Senior Stenographer
Administrative Aide
- 11. ----- Senior Payroll Clerk
Wastewater Treatment Plant Operator
Water Treatment Plant Operator
- 12. ----- Wastewater Treatment Plant Maintenance Mechanic (03-23-82)
- 13.
- 14. ----- Housing Inspector
Building Inspector
Housing Rehabilitation Coordinator
Head Facility Maintenance Worker
- 15. ----- Chief Wastewater Treatment Plant Operator
Chief Water Treatment Plant Operator
Code Enforcement Officer

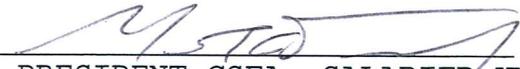
Job titles Code Enforcement Officer, Housing Inspector, and Keyboard Specialist will be added to the Salary & Grade Section of the contract.

HOLIDAYS TO BE OBSERVED AS FOLLOWS:

1. New Year's Day
2. Presidents' Day
3. Good Friday - ½ Day - Afternoon
4. Memorial Day
5. July 4th
6. Labor Day
7. Columbus Day
8. Election Day
9. Veteran's Day
10. Thanksgiving Day
11. Friday after Thanksgiving Day
12. Christmas Day

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE SET THEIR HAND THIS
9th DAY OF September 2016.

CIVIL SERVICE EMPLOYEES ASSOCIATION
ST. LAWRENCE COUNTY LOCAL 845
OGDENSBURG SALARIED UNIT 8401-01

BY: 
PRESIDENT CSEA, SALARIED UNIT

BY: 
CSEA - LABOR RELATIONS SPECIALIST

BY: 
CITY MANAGER

APPROVED BY THE CITY COUNCIL OF THE CITY OF OGDENSBURG ON THIS
9th DAY OF September, 2016.

ATTEST: 
CITY CLERK

APPENDIX A1

CSEA Salary Unit									
2016									
2.0% OVER 2015									
longevity adjusted to \$1,000									
STEP	0	1	2	3	10TH YR.	14th YR.	18TH YR.	22TH YR.	26TH YR.
GRADE 6	\$34,047	\$37,117	\$38,623	\$40,210	\$41,210	\$42,210	\$43,210	\$44,210	\$45,210
GRADE 7	\$35,141	\$38,333	\$39,902	\$41,560	\$42,560	\$43,560	\$44,560	\$45,560	\$46,560
GRADE 8	\$36,291	\$39,610	\$41,246	\$42,974	\$43,974	\$44,974	\$45,974	\$46,974	\$47,974
GRADE 9	\$37,494	\$40,947	\$42,661	\$44,460	\$45,460	\$46,460	\$47,460	\$48,460	\$49,460
GRADE 10	\$38,766	\$42,360	\$44,146	\$46,024	\$47,024	\$48,024	\$49,024	\$50,024	\$51,024
GRADE 11	\$40,097	\$43,840	\$45,703	\$47,664	\$48,664	\$49,664	\$50,664	\$51,664	\$52,664
GRADE 12	\$41,494	\$45,392	\$47,334	\$49,383	\$50,383	\$51,383	\$52,383	\$53,383	\$54,383
GRADE 13	\$42,962	\$47,023	\$49,050	\$51,191	\$52,191	\$53,191	\$54,191	\$55,191	\$56,191
GRADE 14	\$44,505	\$48,737	\$50,859	\$53,087	\$54,087	\$55,087	\$56,087	\$57,087	\$58,087
GRADE 15	\$46,122	\$50,534	\$52,747	\$55,081	\$56,081	\$57,081	\$58,081	\$59,081	\$60,081
GRADE 16	\$51,786	\$56,828	\$58,741	\$60,653	\$61,653	\$62,653	\$63,653	\$64,653	\$65,653
CSEA Salary Unit									
2017									
2.5% OVER 2016									
STEP	0	1	2	3	10TH YR.	14th YR.	18TH YR.	22TH YR.	26TH YR.
GRADE 6	\$34,898	\$38,045	\$39,588	\$41,215	\$42,240	\$43,265	\$44,290	\$45,315	\$46,340
GRADE 7	\$36,019	\$39,291	\$40,900	\$42,599	\$43,624	\$44,649	\$45,674	\$46,699	\$47,724
GRADE 8	\$37,198	\$40,600	\$42,277	\$44,048	\$45,073	\$46,098	\$47,123	\$48,148	\$49,173
GRADE 9	\$38,431	\$41,971	\$43,728	\$45,572	\$46,596	\$47,621	\$48,646	\$49,671	\$50,696
GRADE 10	\$39,735	\$43,419	\$45,249	\$47,175	\$48,200	\$49,225	\$50,249	\$51,275	\$52,299
GRADE 11	\$41,100	\$44,936	\$46,846	\$48,856	\$49,880	\$50,905	\$51,930	\$52,955	\$53,980
GRADE 12	\$42,532	\$46,527	\$48,517	\$50,618	\$51,643	\$52,667	\$53,692	\$54,717	\$55,742
GRADE 13	\$44,036	\$48,198	\$50,276	\$52,471	\$53,496	\$54,520	\$55,545	\$56,570	\$57,595
GRADE 14	\$45,617	\$49,955	\$52,131	\$54,414	\$55,440	\$56,464	\$57,489	\$58,514	\$59,539
GRADE 15	\$47,275	\$51,797	\$54,066	\$56,458	\$57,483	\$58,508	\$59,533	\$60,558	\$61,583
GRADE 16	\$53,081	\$58,249	\$60,209	\$62,170	\$63,194	\$64,219	\$65,244	\$66,269	\$67,294

APPENDIX A2

CSEA Salary Unit									
2018									
2.5% OVER 2017									
STEP	0	1	2	3	10TH YR.	14th YR.	18TH YR.	22TH YR.	26TH YR.
GRADE 6	\$35,771	\$38,996	\$40,578	\$42,246	\$43,296	\$44,347	\$45,397	\$46,448	\$47,499
GRADE 7	\$36,920	\$40,273	\$41,922	\$43,664	\$44,715	\$45,765	\$46,816	\$47,866	\$48,917
GRADE 8	\$38,128	\$41,615	\$43,334	\$45,150	\$46,200	\$47,251	\$48,301	\$49,352	\$50,403
GRADE 9	\$39,392	\$43,020	\$44,821	\$46,711	\$47,761	\$48,812	\$49,862	\$50,913	\$51,963
GRADE 10	\$40,728	\$44,505	\$46,380	\$48,354	\$49,405	\$50,455	\$51,506	\$52,556	\$53,607
GRADE 11	\$42,127	\$46,059	\$48,017	\$50,077	\$51,127	\$52,178	\$53,228	\$54,279	\$55,330
GRADE 12	\$43,595	\$47,690	\$49,730	\$51,883	\$52,934	\$53,984	\$55,035	\$56,085	\$57,136
GRADE 13	\$45,137	\$49,403	\$51,533	\$53,783	\$54,833	\$55,883	\$56,934	\$57,985	\$59,036
GRADE 14	\$46,758	\$51,204	\$53,434	\$55,775	\$56,826	\$57,876	\$58,926	\$59,977	\$61,027
GRADE 15	\$48,457	\$53,092	\$55,417	\$57,870	\$58,920	\$59,971	\$61,021	\$62,072	\$63,122
GRADE 16	\$54,408	\$59,705	\$61,714	\$63,724	\$64,774	\$65,824	\$66,875	\$67,926	\$68,976