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Contract Database Metadata Elements

Title: **Oswego, City of and City of Oswego Municipal Employee’s Association for Management and Supervision (2000)**

Employer Name: **Oswego, City of**

Union: **City of Oswego Municipal Employee’s Association for Management and Supervision**

Effective Date: **01/01/00**

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Oswego, City Of And Municipal
Employees Assn (Mgt/Sup)

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**AGREEMENT
BETWEEN
THE CITY OF OSWEGO
AND
MUNICIPAL EMPLOYEE'S ASSOCIATION
FOR MANAGEMENT AND SUPERVISION
OF THE CITY OF OSWEGO, NEW YORK**

JANUARY 1, 2000 - DECEMBER 31, 2001
RECEIVED

OCT 09 2001

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

37

AGREEMENT
BETWEEN
THE CITY OF OSWEGO
AND
MUNICIPAL EMPLOYEES ASSOCIATION
FOR MANAGEMENT AND SUPERVISION
OF THE CITY OF OSWEGO, NEW YORK

January 1, 2000 to December 31, 2001

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RECOGNITION

This Agreement by and between the City of Oswego, New York, a municipal corporation duly constituted and existing under and by virtue of the Laws of the State of New York, hereinafter designated as "The City" and the Municipal Employee's Association for Management and Supervision, representing the Management and Supervision of the City of Oswego, New York.

This Agreement will cover the titles detailed on Schedule A.

WITNESSETH:

WHEREAS, the City is a municipal employer employing various employees in various categories and in particular those having Management and Supervision over employees, and

WHEREAS, the Municipal Employee's Association for Management and Supervision of the City of Oswego has been duly recognized and designated by the City as the exclusive bargaining agent for members of the Municipal Employee's Association for Management and Supervision of the City of Oswego, New York, and

WHEREAS, the parties have heretofore met and consulted for the purpose of negotiating a labor agreement for the fiscal year of 2000 and 2001.

WHEREAS, the parties are desirous of setting forth their agreement in writing in conformity with and pursuant to the applicable laws and statutes of the State of New York

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties do hereby agree as follows:

THIS AGREEMENT and the provisions contained herein are in addition to any and all benefits, rights, privileges and immunities to which the employees hereto are entitled to receive and have received pursuant to and in accordance with the Ordinance and Charter of the City of Oswego, New York, and all of the applicable laws and statutes of local, County and State Government being applicable thereto and having jurisdiction thereof, and in no event is to be construed as any reduction of said rights, privileges and immunities thereof.

The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is or may be subject to collective bargaining. Any prior commitment of agreement between the City and the Municipal Employee's Association for Management and Supervision of the City of Oswego, New York, or any individual employee covered by this agreement is hereby superseded.

WAIVER

Failure of either party to complain of any act or omission on the part of the other party, no matter how long the same may continue, shall not be deemed to be a waiver by said party of any of its rights hereunder.

No waiver by either party at any time, expressed or implied, or any breach of any provision of the Agreement shall be deemed a waiver of a breach of any other provision herein contained or a consent to a subsequent breach of the same or any other provisions.

Neither the City nor any of its agents, representatives or employees shall discriminate against any member of the Municipal Employee's Association for Management and Supervision of the City of Oswego, New York, on account of his activities on behalf of said Municipal Employee's Association for Management and Supervision of the City of Oswego, New York.

RECIPROCAL RIGHTS

A. The City recognizes the right of the Municipal Employee's Association for Management and Supervision of the City of Oswego, to designate representatives to appear on their behalf to discuss salaries, working conditions, grievances and disputes as to the terms and conditions of this Agreement.

B. The Municipal Employee's Association for Management and Supervision of the City of Oswego, shall have the right to post notices and communications on the bulletin boards maintained on the premises and facilities of the employer, subject to the approval of the contents of such notices and communications by the Mayor, his designees or such other official.

C. Employees who 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, which have as their purpose the maintenance of harmonious and cooperative relations between the employer of the Municipal Employee's Association for Management and Supervision and the uninterrupted operation of government.

D. It is understood and agreed that the Municipal Employee's Association for Management and Supervision of the City of Oswego, will not engage in a strike, or cause, instigate, encourage or condone one as provided in Section 210 of the Public Employee's Fair Employment Act, nor will the employer cause, instigate or encourage a lockout.

E. By mutual agreement between the parties of this contract, the question as to the benefits such as retirement for the Chief of Police and Chief of the Fire Department, would be determined as set forth in the Fire and Police Retirement Act and all other members of the Association retirement rights shall be in accordance with the rights set forth under the New York State Retirement Act.

GRIEVANCES/DISPUTES

Section 1 - Any grievances or disputes arising out of the interpretation or application of the terms and conditions of this Agreement shall be settled in the following manner:

Section 2 - STEP I: The Union representative shall, with or without the employee, take up the grievance with the Personnel Director within ten (10) working days of the grievance. The Personnel Director shall act on this in writing within five (5) working days. If the grievance is not adjusted it shall go to Step 2.

STEP II: The grievance shall then be presented to the Mayor or his designee. The decision shall then be forwarded, in writing, to the unit within seven (7) working days. If the grievance remains unsettled, either party may within 30 calendar days after the reply of the Mayor or designee is due, by written notice to the other, request arbitration.

Arbitration Process:

- a. The arbitration proceedings shall be initiated by an arbitrator to be selected by the Employer and the Union. The New York State Public Employment Relations Board shall be requested by either or both parties to provide a panel of impartial arbitrators from which both the Employer and the Union shall make a selection in accordance with the Board's Rules of Procedure.
- b. The decision of the arbitrator shall be final and binding on the parties, and the arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument.
- c. No arbitrator functioning under this step of the grievance procedure shall have any power to amend, modify or delete any provision of this Agreement.
- d. Expenses for the arbitrator's services shall be borne equally by the Employer and the Union. If either party desires a verbatim record of the proceedings, it may cause such

a record to be made, providing it pays for the record and makes copies available without charge to the other party and to the arbitrator.

INTERPRETATION

A. This Agreement shall be construed and governed in accordance with and pursuant to the procedure outlined and prescribed by the Public Employee's Fair Employment Act of 1967.

B. No amendment or alteration of the Agreement shall be binding unless it is in writing and signed by the Mayor with the approval of the Common Council, and the duly authorized representatives of the Municipal Employee's Association for Management and Supervision of the City of Oswego, New York.

SALARIES AND FRINGE BENEFITS

A. All members of the bargaining unit shall receive an annual increase as follows:

Effective January 1, the salary schedule will be adjusted by \$917 per bargaining unit member.

Effective January 1, 2001, there will be a wage freeze for each step of the salary schedule.

B. The City of Oswego will pay in full the employee's cost to the New York State Employee's Retirement System under the current and existing plans of which they are a member.

1. The City will take the required and necessary administrative steps to participate in the following official retirement plan features as they may be available:

a. Credit of unused sick time toward retirement time.

b. Retirement based on earnings of highest 12 consecutive months of employment.

c. "Purchase" of military service time toward retirement.

C. Longevity increments:

<u>1998</u>	<u>1999</u>	
\$1002	\$1022 -	5 years of service
\$1002	\$1022 -	10 years of service
\$1002	\$1022 -	15 years of service
\$1002	\$1022 -	20 years of service
\$1002	\$1022 -	25 years of service
\$1002	\$1022 -	30 years of service

D. The City agrees to provide health insurance coverage on the Blue Cross Blue Shield Plan UB-17X. The health benefits shall include a drug prescription card, optical insurance, and dental plan endorsement to Blue Medallion.

The cost of the health insurance shall be as follows:

The City shall pay the full cost of the health insurance benefits for each employee. Employees in the Bargaining Unit selecting a family plan, shall contribute a percentage of the difference between family health and dental insurance and individual health and dental insurance as follows:

Effective January 1, 1999, employees shall contribute 17 percent.

Effective January 1, 2000, employees shall contribute 18.5 percent.

The parties agree that the City may change health insurance plans, including self insurance, to an equivalent plan, with at least 30 days notice and consultation with the Union. If a change in health insurance plan is made, there shall be no additional cost to employees in the year of the change.

The City of Oswego will pay 25 percent of the cost of Blue Cross Blue Shield Insurance with Major Medical for all members and their spouses who retired prior to January 1, 1984 as long as one or the other lives. For employees who retire after January 1, 1984, the City will pay the following percentage of the UB-17X with Major Medical and prescription coverage for the member and their spouse:

50 percent - Retiree with 10 years but less than 20 years of service

75 percent - Retiree with 20 years but less than 30 years of service

100 percent - Retiree with 30 or more years of service

D. (i): Health Insurance Waiver:

Definitions - The following terms as used in this Article shall have the indicated meaning.

- a) "Medical Insurance" - shall be defined to mean Blue Cross/Blue Shield coverage and for any other medical coverage through a health maintenance organization such as Independent Health.
- b) "Cost of Coverage" - shall be defined as the invoice dollar amount from the primary carrier for medical coverage for the individual employee.

An eligible employee shall be an employee who is eligible for and actually has procured through his or her spouse medical insurance as herein defined. Said employee shall be required to furnish proof of coverage through his/her spouse's plan, together with submission of the medical coverage waiver form (Schedule C).

Employees wishing to waive the cost of medical coverage would be eligible to receive one-half (½) of the cost of coverage for the period of January 1st through December 31st in their paycheck on the first pay period in December as a modification to wages (subject to taxes). This compensation would be prorated over a year when an employee is hired or terminated, or requires the immediate reinstatement of coverage due to the hiring or termination of their spouse, dependent upon the number of months actually waived.

Any employee desiring to waive this coverage will be required to sign the attached form (Schedule C) by December 1st of the preceding year for the succeeding calendar year January 1st through December 31st of each and every year. Any employee who waives said coverage and then desires to reinstate coverage will have to sign the waiver of cash payment and submit same by

December 1st to reinstitute coverage January 1st.

Any employee who is in need of coverage after having waived same due to the death of a spouse or the termination of spouse's coverage will be eligible to reinstitute same pursuant to the adopted policy and procedure of the medical insurer.

E. Service connected death benefits: The employer shall provide employees covered by this Agreement, for the term of this Agreement, with all the benefits, terms and conditions of Art. 10, Sec. 208-B and Sec. 208-C of the General Municipal Law as added by L. 1958, c882 and amended by L. 1964, C.742.

F. Sick Leave. Absence from duty by an employee by reason of sickness or disability of himself, or disability or death of a member of his immediate family shall be allowed without loss of compensation, as hereafter follows:

1. Immediate family shall be defined to include the employee's spouse, child, mother, father, sister, brother, mother-in-law and father-in-law only.
2. Absence from duty for any of the above reasons shall be granted by the Mayor of the City of Oswego or designee, and an employee shall be entitled to absence from duty so granted for a period not to exceed one (1) day per month. For the purpose of cash payment upon retirement, such one day per month sick leave shall be allowed to accumulate until a total of one hundred sixty-five (165) days total has accrued to the credit of the employee.
3. Sick leave may be accumulated beyond 165 days. However, in the event an employee uses sick leave time beyond 165 days, he/she shall provide medical evidence that such illness extending five or more days is for verified serious illness. There shall be no accumulation of sick leave credits while on sick leave.
4. Where an employee because of unusual sickness or disability is required to

remain away from his employment beyond the sick leave allowance, the Mayor may petition the Common Council for additional sick leave with pay.

5. Where an employee receives compensation under the Worker's Compensation Law because of disability, he shall elect in writing to his appointing authority whether he prefers to have sick leave pay, or receive compensation. An employee receiving workers' compensation benefits will only be reimbursed for sick leave to the maximum that the City receives from workers' compensation.

6. All employees covered by the sick leave plan shall accumulate sick leave credits at the rate of one (1) day per month of service. Accumulated sick leave time will be paid for at the employee's regular rate in a lump sum when employment is terminated.

a. In the event of the employee's death before his retirement all accumulated sick leave, and vacation time will be paid to his beneficiary in a lump sum payment at the employee's regular rate of pay.

b. Employees, at the time of retirement, will be allowed, at the employee's option, to apply up to 165 days of sick leave, in cash, to the cost of the employee's share of health insurance.

7. Verification of Sick Leave

a. An employee absent on sick leave for five (5) or more consecutive days shall, on request of his appointing authority, bring acceptable medical evidence substantiating the illness.

i. An employee who has been absent on sick leave for a period totaling ten (10) days in one calendar year consisting of periods of less than five

(5) days, shall submit on request of the appointing authority evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absences on one day or less, in which case only one certificate shall be necessary for a period of six months.

- ii. The appointing authority may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.
- b. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.
- c. The appointing authority may require an employee who has been absent because of personal illness, as a condition of his return to duty to be examined, at the expense of the agency, by a physician designated by the City, such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

G. Personal Leave

Each employee covered by this Agreement shall be entitled to four (4) personal days annually without loss of pay for personal reasons or business. Unused personal leave may be converted to sick leave.

H. Vacation

- 1. Effective January 1, 1984, employees covered by this Agreement shall be

entitled to vacation leave with pay according to the following schedule:

1 year of service	10 working days
2 years of service	15 working days
5 years of service	20 working days
10 years of service	25 working days
Retirement year	30 working days

An employee hired after October 1, 1994 shall be entitled to vacation leave with pay according to the following schedule:

1 year of service	10 working days
2 years of service	15 working days
5 years of service	20 working days
10 years of service	25 working days

2. An employee may carry over up to five (5) vacation days per year if extenuating circumstances, caused by Department needs, prohibited the scheduling and use of the vacation time. Documentation of the extenuating circumstance is to be provided by the employee to the Personnel Director thirty (30) days prior to the employee's anniversary date. Any carried over time must be used within sixty (60) days of the anniversary date.
3. Any employee of the City, covered by this Agreement who is entitled to vacation leave at the time of retirement shall receive the earned vacation which has not been used in cash effective thirty days prior to the date of retirement.
4. If permitted by law an employee may have credited the cash value of accumulated vacation leave to his final average salary.
1. Life Insurance
Group life insurance shall be provided to each employee, with a maximum of

\$50,000.00 coverage, at no cost to the employee. The Union shall provide to the City all necessary paperwork for the administration of this benefit.

J. Bargaining Unit Titles Eligible for FLSA Overtime

The following titles shall be eligible for overtime, at time and one-half, for work in excess of forty (40) hours in a work week:

- Senior Lab Technician
- Laboratory Supervisor
- Waterfront Supervisor
- Garage Superintendent
- Recreation Maintenance Supervisor
- Senior Maintenance Worker
- Sewer Maintenance Supervisor
- Senior Sign Maintenance Worker
- Street Maintenance Supervisor
- Supervisor of Tree Care and Parks
- Water Maintenance Supervisor
- Wastewater Treatment Plant Maintenance Supervisor

The titles listed herein will have the option of selecting compensatory time in lieu of overtime. Compensatory time will be earned at the rate of time and one-half. An employee may accumulate up to forty (40) hours of compensatory time for payout by the second pay period in December. All compensatory time off must be scheduled no less than 24 hours in advance.

K. Paid Holidays

- New Year's Day
- Dr. Martin Luther King, Jr. Day
- Lincoln's Birthday
- Washington's Birthday (observed)
- Memorial Day (observed)
- Independence Day (observed)
- Labor Day
- Columbus Day
- *Election Day
- Veteran's Day
- Thanksgiving Day
- *Friday after Thanksgiving
- Christmas Day

*Note: Pursuant to negotiated agreements, the Management Union has chosen not to observe Election Day. They have elected to observe the Friday after Thanksgiving instead.

DISCIPLINE AND DISCHARGE

It is agreed that nothing herein shall in any way prohibit the City of Oswego from discharging or otherwise disciplining any Management and Supervision employee of the City of Oswego, regardless of seniority, for reasonable cause, in accordance with the rules and regulations set down by the Civil Service Commission and the Rules and Regulations set down by the City Charter existing at this time, or amended.

CAR AND CLOTHING ALLOWANCE

A. Car Allowance. The Common Council shall determine employee(s) whose duties require the use of the employee(s) personal car. Such employee(s) shall be paid monthly by voucher at the rate of fifty (\$50.00) per month.

Employees who are required to drive their vehicle for City business and who do not receive a monthly allowance shall be reimbursed at the IRS rate. Changes in the IRS rate will take effect prospectively on the January 1 following the announced change.

B. Clothing Allowance. The Animal Control Officer's clothing allowance shall be, effective January 1, 1998, \$500.00 per year.

AMERICANS WITH DISABILITIES ACT COMPLIANCE

A. With respect to compliance by the Employer with the provisions of the Americans with Disabilities Act (the "Act") and regulations issued pursuant to the Act, the Union agrees that it shall have the same obligations as the Employer with respect to reasonable accommodation.

B. With respect to an Employer attempt to a reasonable accommodation in accordance with provisions of the Act, and regulations issued pursuant to the Act, the Union shall have an affirmative obligation to assist the Employer in achieving any such accommodation.

FAMILY AND MEDICAL LEAVE OF ABSENCE POLICY

Family leave shall be granted to an eligible employee to a total of twelve (12) work weeks of leave during any twelve (12) month period for the following:

- A) Because of the birth of a son or daughter of the employee and in order to take care for such son or daughter.
- B) Because of the placement of a son or daughter with the employee for adoption or foster care;
- C) In order to care for the spouse, son, daughter, or parent of the employee, if such spouse, son, daughter, or parent has a serious health condition;
- D) Because of a serious health condition that makes the employee unable to perform the functions of the position of such employee;

An eligible employee shall be required to use accrued paid vacation, personal leave, or family leave of the employee for the leave provided under subparagraph A, B, or C above. An eligible employee may be required to use accrued paid vacation leave, personal leave or sick leave for leave provided under paragraph C or D above for any part of the twelve week period of such leave.

The City shall maintain coverage for health and dental insurance to an employee on leave pursuant to this section for the duration of the twelve (12) week period, and under the conditions coverage would have been provided if the employee had continued in employment continuously for the duration of such leave. The City may recover the premium that the City paid for maintaining coverage for the employee under such group health plan during any period of unpaid leave if the employee fails to return from leave after the twelve (12) week period and (1) the employee fails to return for a reason other than the continuation, recurrence, or (2) onset of a serious health condition that entitles the employee to leave under subparagraph C or D above or, other circumstances beyond

the control of the employee.

Nothing contained in this provision shall otherwise limit the obligations of the employer or the employee under the provisions of the Family Leave Act.

DUE PROCESS HEARING PROCEDURE

Where, because of statutory mandate (i.e., Section 71 and/or Section 73 of the New York State Civil Service Law) or judicially imposed mandate, the Employer is required to hold a Due Process Hearing, the procedure utilized by the Employer shall be as follows:

1. The Employer and Union will mutually appoint an Arbitrator or Hearing Officer who shall have the authority to receive testimony and evidence, issue subpoenas and issue an Opinion and Award. If the parties are not able to agree on an Arbitrator, PERB will be contacted and, in all cases, the rules of PERB shall apply.

2. This Article shall not apply to administrative matters, including, but not limited to grievances and arbitrations.

EDUCATION BENEFIT

Effective January 1, 1995, the City will pay the full cost of one (1) course per semester, plus the cost of required books for any member attending and successfully completing a job-related continuing education course. Prior approval for taking a course must be obtained from the Department Head or if the Unit employee is a Department Head, then prior approval shall be obtained from the Mayor or his/her designee. Such approval shall not be unreasonably denied.

Payment will be made in full by the City at the completion of each course, upon presentation of evidence of successful completion of said course. "Successful completion" will be deemed indicated

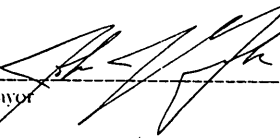
by a grade of "C" or better or an equivalent indication of passing the course.

DURATION OF AGREEMENT

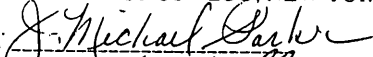
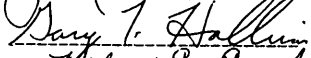
This Agreement shall be effective January 1, 2000 and remain in full force and effect until December 31, 2001, unless either party advises, prior to the expiration date hereof, or any renewal thereof, of their intention to amend or modify this Agreement.

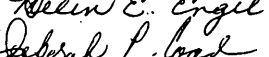
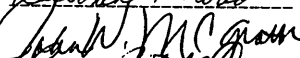
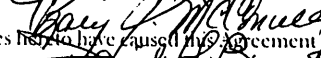


CITY OF OSWEGO

MUNICIPAL EMPLOYEES ASSOCIATION
FOR MANAGEMENT AND SUPERVISION
OF THE CITY OF OSWEGO, NEW YORK

BY 

Mayor

BY 


IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their elected officials and officer on May 31, 2000.

SCHEDULE A

GRADE

9	Economic Development Zone Technician
10	Plumbing Inspector
11	*Assistant Animal Control Officer
12	
13	
14	
15	Deputy City Clerk
16	
17	Building Inspector Clerk of the Works Housing Code Inspector Senior Laboratory Technician Senior Sign Maintenance Worker
18	
19	Real Property Appraiser
20	Animal Control Officer Assistant Chief Wastewater Treatment Plant Operator *Building & Street Maintenance Supervisor Engineering Technician Garage Superintendent Laboratory Supervisor Recreation Maintenance Supervisor Senior Maintenance Worker Sewer Maintenance Supervisor Street Maintenance Supervisor Supervisor of Tree Care and Parks Water Maintenance Supervisor *Waterfront Supervisor
21	Deputy Chief Chamberlain Wastewater Treatment Plant Maintenance Supervisor
22	Zoning Enforcement Officer
23	Assistant Supt. Of Wastewater Treatment *Chief Wastewater Treatment Plant Operator Chief Water Treatment Plant Operator

Superintendent of Parks & Recreation
Waterfront Director

24 Assistant to the Commissioner of Public Works
Deputy Community Development Director
Purchasing Agent
Traffic Control Maintenance Supervisor

25 Assessor
City Chamberlain
Code Enforcement Director
Community Development Director
Superintendent of Parks, Recreation & Waterways
Superintendent of Wastewater Treatment
Systems Administrator
Water Superintendent

26 City Engineer
Commissioner of Public Works

* Those titles are no longer used.

Management & Supervision

Appendix H

SCHEDULE B
2000 - 2001

Grade	Base	1st Yr.	2 Yr.	3 Yr.	5 Yr.	10 Yr.	15 Yr.	20 Yr.	25 Yr.	30 Yr.
9	\$28,844	\$29,525	\$30,205	\$30,888	\$31,914	\$32,938	\$33,963	\$34,987	\$36,010	\$37,033
10	\$29,163	\$29,845	\$30,526	\$31,209	\$32,231	\$33,257	\$34,283	\$35,305	\$36,329	\$37,353
11	\$29,483	\$30,163	\$30,846	\$31,529	\$32,554	\$33,576	\$34,603	\$35,626	\$36,652	\$37,676
12	\$30,750	\$31,443	\$32,125	\$32,806	\$33,832	\$34,858	\$35,881	\$36,906	\$37,929	\$38,955
13	\$31,080	\$31,764	\$32,445	\$33,129	\$34,151	\$35,174	\$36,199	\$37,226	\$38,251	\$39,272
14	\$31,404	\$32,082	\$32,764	\$33,449	\$34,472	\$35,497	\$36,520	\$37,544	\$38,570	\$39,595
15	\$31,724	\$32,406	\$33,089	\$33,771	\$34,794	\$35,820	\$36,842	\$37,867	\$38,891	\$39,917
16	\$32,692	\$33,377	\$34,058	\$34,741	\$35,765	\$36,790	\$37,814	\$38,838	\$39,863	\$40,886
17	\$33,965	\$34,644	\$35,327	\$36,010	\$37,023	\$38,061	\$39,084	\$40,108	\$41,132	\$42,158
18	\$34,922	\$35,602	\$36,283	\$36,966	\$37,992	\$39,014	\$40,039	\$41,064	\$42,089	\$43,113
19	\$35,563	\$36,244	\$37,329	\$38,010	\$39,034	\$40,061	\$41,085	\$42,107	\$43,131	\$44,158
20	\$37,410	\$38,092	\$38,771	\$39,456	\$40,482	\$41,505	\$42,530	\$43,553	\$44,577	\$45,604
21	\$38,553	\$39,535	\$40,219	\$40,899	\$41,926	\$42,949	\$43,975	\$44,997	\$46,022	\$47,045
22	\$41,746	\$42,426	\$43,110	\$43,790	\$44,814	\$45,838	\$46,864	\$47,886	\$48,913	\$49,935
23	\$44,832	\$45,315	\$45,997	\$46,679	\$47,703	\$48,725	\$49,751	\$50,776	\$51,802	\$52,824
24	\$47,519	\$48,201	\$48,883	\$49,564	\$50,590	\$51,615	\$52,638	\$53,661	\$54,685	\$55,710
25	\$53,301	\$53,981	\$54,666	\$55,344	\$56,368	\$57,394	\$58,417	\$59,443	\$60,467	\$61,490

SCHEDULE C

**WAIVER OF CASH PAYMENT IN LEIU OF MEDICAL COVERAGE
UNDER MANAGEMENT CONTRACT**

- 1) I _____ as an employee of the City of Oswego am entitled to hospitalization coverage as the result of City employment.
- 2) I have waived my coverage for medical insurance pursuant to contractual provisions. Attached is proof of coverage through his/her spouse's plan.
- 3) Therefore, I hereby agree to waive my right to medical insurance coverage and direct the City to institute a cash payment of one half (1/2) of the health care coverage as indicated in the collective bargaining agreement at the first available eligible period of time, pursuant to the medical insurance company's policies and procedures.

Date

Employee's Signature

STATE OF NEW YORK
COUNTY OF OSWEGO
CITY OF OSWEGO

On this ____ day of _____, 19__ before me, the subscriber, personally appeared _____ to me known and known by me to be the person who signed the above form and he or she signed same acknowledged his or her signature before me.

Notary Public

NAME _____

ADDRESS _____

DEPARTMENT _____

EMPLOYEE NUMBER _____

MEDICAL INSURANCE ID NUMBER (SS#) _____