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Contract Database Metadata Elements

Title: **Peekskill Housing Authority and Peekskill Housing Authority Unit, CSEA, Local 1000, AFSCME, AFL-CIO, Westchester County Local 860 (2004)**

Employer Name: **Peekskill Housing Authority**

Union: **Peekskill Housing Authority Unit, CSEA, AFSCME, AFL-CIO**

Local: **1000, Westchester County 860**

Effective Date: **01/01/04**

Expiration Date: **12/31/06**

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AGREEMENT

by and between the

**PEEKSKILL HOUSING
AUTHORITY**

and

**CSEA, Local 1000 AFSCME,
AFL-CIO**

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

MAY 31 2005

ADMINISTRATION



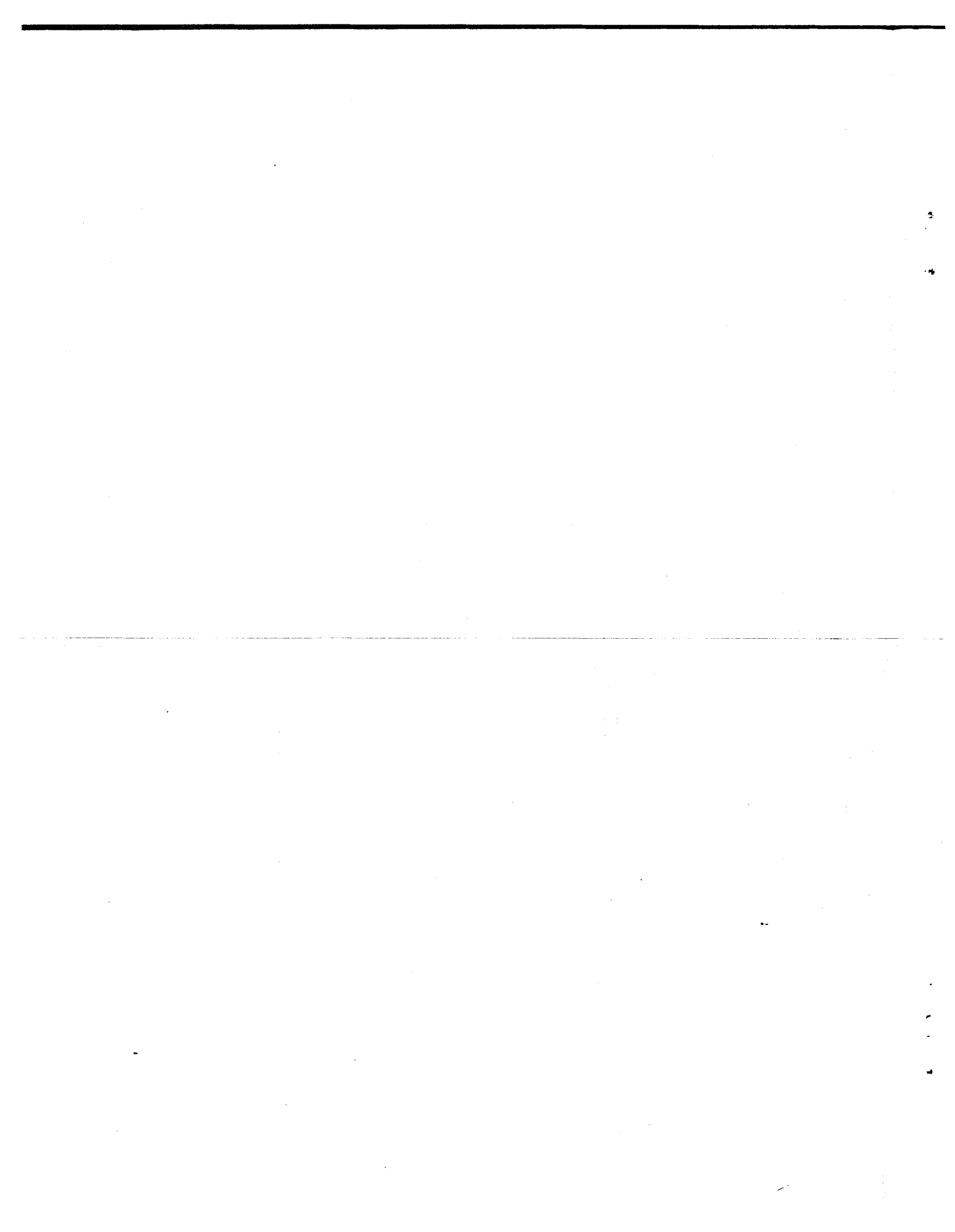
Peekskill Housing Authority Unit
Westchester County Local 860

January 1, 2004 - December 31, 2006

11

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PREAMBLE

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

ARTICLE I – Recognition

Section 1 – The Employer recognizes the Civil Service Employees Association, Inc. as the sole and exclusive bargaining representative for all employees of the Employer, including, but not limited to, the following titles of the Housing Authority: Maintenance Mechanic, Maintenance Laborers, Senior Clerk/Deputy Housing Manager, Account Clerk, Stenographer, Cashier and Tenant Relations Assistant for the purpose of negotiating terms and conditions of employment and for administering grievances and disputes arising thereunder, for the maximum period of time allowed under Section 208 of Article 14 of the Civil Service Law.

Section 2 – The CSEA affirms that it does not assert the right to strike against the Employer, and shall not cause, instigate, encourage or condone a strike.

ARTICLE II – Collective Bargaining Unit

The collective bargaining unit shall consist of all employees as defined in Article I above.

ARTICLE III – Union Security and Check Off

Section 1 – In the event that the Public Employees Fair Employment Act is amended to provide for union security in the form of a union shop or agency shop or similar entity in New York State contracts and in the contracts of the political subdivisions, this Agreement shall be re-opened immediately to provide further negotiations between the original parties to this Agreement on the subject of union security.

Section 2 – The Employer shall deduct from the wages of employees and remit to the Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, NY 12210, regular membership dues and other authorized deductions for those employees who have signed the appropriate payroll deduction. The Employer agrees to deduct and remit such monies exclusively for the CSEA as the recognized exclusive negotiating agent for employees in this unit.

Section 3 – Agency Fee Deduction – All employees represented by the bargaining unit, who are not members of the Union, shall be required to pay, to the Union, an agency shop deduction, as provided by the Civil Service Law, which is an amount equivalent to the

amount of dues payable by a member. The Employer will make deductions from the wages of said employee in the same manner as members of the bargaining unit, and shall transmit such amount to the CSEA, Inc., 143 Washington Avenue, Albany, NY, 12210 as an agency shop fee deduction.

ARTICLE IV – Rights of CSEA

Section 1 – The CSEA shall have the sole and exclusive right with respect to the other employee organizations to represent all employees in the heretofore defined negotiating unit in any and all proceedings under the Public Employees Fair Employment Act, under any other applicable law, rule, regulation or statute, under the terms and conditions of this Agreement to designate its own representative and to appear before any appropriate officials of the Employer to effect such representation; to direct, manage, and govern its own affairs; to determine those matters which the membership wishes to negotiate and to pursue all such objectives free from any interference, restraint, coercion or discrimination by the Employer or any of its agents. The CSEA shall have the sole and exclusive right to pursue any matter or issue to any court of competent jurisdiction, whichever is appropriate; and shall not be held liable to give any non-member any of its professional, legal, technical or specialized services.

Section 2 – The Employer grants the right to post notices and communications on bulletin boards maintained on the premises and facilities of the Employer.

Section 3 – The Employer grants the right of the President of the Association or his designated agent, or the designated field representative, to visit the facilities of the Employer for the purpose of adjusting grievances and administering the terms of the Agreement, upon reasonable notice to Department Heads or appropriate officials.

Section 4 – Neither the Employer nor the CSEA, through their officers, members, representatives, agents, or committees, shall engage in any subterfuge of any kind for the purpose of defeating or evading the terms of this Agreement.

Section 5 – The Employer grants the right of an elected delegate of the unit to attend state organizational (CSEA) conventions. (Limited to two (2) conventions per year). Such time shall be granted with full pay. Reasonable notice shall be given to the Department Head not to exceed five (5) days per year.

ARTICLE V – Rights of the Employer

Section 1 – Except as otherwise specifically provided in this Agreement, the Employer shall have the customary and usual rights, powers and functions to direct the employees, to hire, promote, suspend and to take disciplinary action, and to otherwise take whatever actions are necessary to carry out the mission of the Employer pursuant to existing practices unless altered by this Agreement.

Section 2 – Under the terms of this Agreement and pursuant to the Public Employees Fair Employment Act, the Employer shall negotiate collectively and in good faith with CSEA in the determination of salaries and the terms and conditions of employment and to enter into a written Agreement with the CSEA.

ARTICLE VI – Rights of the Employee

Section 1 – Any employee covered by the provisions of this Agreement shall be free to join or refrain from joining the CSEA without fear of coercion, reprisal or penalty from the CSEA or the Employer.

Section 2 – Employees may join and take an active role in activities of CSEA without fear of any kind of reprisals from the Employer or its agents.

Section 3 – An employee may bring matters of personal concern to the attention of the appropriate Employer's representatives and officials in accordance with applicable laws and rules, and may choose his own representative or appear alone in a grievance or appeal proceeding with the exception the CSEA must be permitted entrance to all such proceedings and must be informed immediately of any decision surrounding the case.

Section 4 – There shall be no discrimination, interference, restraining, or coercion by the Employer or any of its officers or agents against any employee because of any lawful activity on behalf of the CSEA or because of membership in the CSEA; and the CSEA, its officers or agents shall not coerce employees into membership in the CSEA in an unlawful manner.

ARTICLE VII – Wages

Effective January 1, 2004, each step of the salary schedule in effect shall reflect a 1-½% increase, and any employee due an increment shall advance accordingly.

Effective January 1, 2005, each step of the salary schedule in effect shall reflect a 2% increase, and any employee due an increment shall advance accordingly.

Effective January 1, 2006, each step of the salary schedule in effect shall reflect a 2-½% increase, and any employee due an increment shall advance accordingly.

ARTICLE VIII – Work Day – Work Week

Section 1 – The normal workday, workweek for office employees shall be Monday through Friday, 8:30 a.m. to 4:30 p.m., with one (1) hour lunch period (35 hours per week).

Employee in office will man the office during lunch hour, and in addition, lunch hours for the office staff will be staggered to insure more than one person will be in the office at all times. Management will review the security of the office space.

Section 2 – The normal work day for all other than office employees shall be 7:30 a.m. to 4:30 p.m. with an hour for lunch, a total of 40 hours per week.

Section 3 – Summer Hours

The period that covers summer hours is the 2nd Monday in June until Labor Day of each year.

The summer hours are:

6:30 a.m. to 3:00 p.m. for the maintenance department with a half (1/2) hour lunch.

7:30 a.m. to 3:00 p.m. for the office staff with a half (1/2) hour lunch.

One (1) maintenance staff and two (2) office staff will cover the maintenance department and the office until 4:30 p.m. during the summer period.

Any changes of the summer hours maybe made at the discretion of the executive director for specific time periods with the president of the union being notified in writing.

**ARTICLE IX – Overtime – Weekend Differential – Call Back Pay
Night Shift Differential**

Section 1 – All hours worked within a workweek in excess of forty (40) hours shall be paid at time and one-half the employee's regular straight time rate, except that any work performed on Sundays or holidays shall be paid at two (2) times the employee's regular straight time. For purposes of computing overtime, all approved time off will be construed as time worked. For call back purposes, the answering service must leave name, apartment number, phone number and nature of complaint. Every man will cover all sites.

All call backs shall be directed on a rotating list. The employee called back shall be guaranteed a minimum of two (2) hours pay at the rate of time and a half. If the call back is of such a nature that more than one employee is needed, the employee can make the decision to call for an assistant(s), who will be guaranteed two (2) hours pay. The Union agrees to "waive" the employee's right to file an "out of title" grievance if called upon to perform duties outside of their job description for this article only, due to the above call procedure. Call back assignments are for emergency calls only.

Section 2 – Any employee assigned to weekend or night duty coverage shall receive a fifteen percent (15%) differential attached to his basic salary. Said laborer to be assigned in accordance with Article XVIII – Section 1, shall be the laborer with the least seniority.

Section 3 – Longevity

After ten (10) years of service, all employees will receive an additional \$350.00.

After fifteen (15) years of service, all employees will receive an additional \$550.00.

After twenty (20) years of service, all employees will receive an additional \$850.00.

ARTICLE X – Holidays

Section 1 – All employees shall be granted the following holidays with pay:

New Years Day	Columbus Day
Lincoln's Birthday	Veterans Day
Washington's Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Martin Luther King's Birthday
Labor Day	Day after Thanksgiving

Section 2 – Holidays which falls on Saturday shall be celebrated on the proceeding Friday. Holidays which fall on Sunday shall be celebrated on the following Monday.

Section 3 – In the event a holiday falls within an employee's vacation period, he shall be granted another day in lieu thereof.

Section 4 – One (1) maintenance employee shall work on holidays and be entitled to 2 days off.

ARTICLE XI – Vacations

Section 1 – The following vacation policy shall be observed throughout the life of this contract.

- A. After one (1) year of continuous service – two (2) weeks, 10 working days.
- B. After five (5) years of continuous service – three (3) weeks, 15 working days.
- C. After ten (10) years of continuous service – four (4) weeks, 20 working days.
- D. After fifteen (15) years of continuous service – five (5) weeks, 25 working days.

Section 2 – If an employee becomes hospitalized during his vacation period, then such days shall be charged to sick leave accruals instead of vacation leave accruals upon receipt of written documentation.

Section 3 – All employees will be allowed to carry over from one year to the following year one (1) week's vacation at the Director's discretion.

ARTICLE XII – Work Clothes Allowance

Section 1 – All maintenance employees shall receive an allowance of three hundred dollars (\$300) for work clothes. (Blue uniforms for maintenance personnel.) Peekskill Housing Authority will issue a separate check to the employee by the first pay period of April each year. The employee shall submit original receipts for work clothes purchased by the end of November, totaling at least \$300. Any employee who fails to submit original receipts for work clothes purchased will have the clothing allowance deducted from the employee's pay. All maintenance personnel are required to wear blue uniforms.

Section 2 – Employees required to wear a uniform must report to work in uniform. Employees who fail to wear uniforms will be subject to the following progressive discipline:

- A. Verbal warning.
- B. Written warning.
- C. Docked pay until employee returns in uniform.

Section 3 – Work clothes worn out or damaged shall be replaced only in the event of normal wear and tear in the performance of the day-to-day or emergency duties performed in the service of the Housing Authority. Replacement of such clothing or gear shall be at the expense of the Housing Authority.

ARTICLE XIII – Sick Leave

Section 1 – Each employee shall earn 1 ¼ sick days per month to be posted at the end of each month.

Unused sick leave shall accumulate to an unlimited amount pursuant to Article XV – Section 2.

Section 2 – Any new employee with less than one (1) year of service may be granted sick leave at the discretion of the Housing Authority.

Section 3 – The parties agree to allow the accumulation of leave up to, and including, 165 days. The parties also agree to allow the retiring employee to cash and receive a lump sum payment for up to, and including, sixty (60) days sick leave in the event that said employee does not take more than ten (10) days sick leave within six (6) months of the date of retirement. The parties agree that management has the absolute discretion to waive the 10th day requirement, in the event the employee requests that a waiver be granted within thirty (30) days of his retirement, taking into consideration the past employment record of the employee, including, but not limited to, performance and attendance. Management will notify the employee of his position with respect to sick leave at the point at which the employee arrives at the 10-day limit.

Section 4 – Personal Leave – Unused personal leave day will be converted to sick leave and added to the sick leave accruals of the employee, when the member is scheduled to receive his/her three (3) personal days each year.

ARTICLE XIV – Leave of Absence

Section 1 – Bereavement Leave

- A. Each employee shall be allowed five (5) working days off for death in the immediate family of the employee or spouse.
- B. The immediate family shall be defined as: parents, spouse, children, brothers, sisters, mother-in-law, and fathers-in-law.
- C. Two (2) days shall be allowed for grandparents of employee or employee's spouse.

Section 2 – Maternity Leave – A pregnant employee shall be allowed to perform the duties of her job as long as she is medically able, as certified by her physician, except where physical disability may endanger the employee or constitute a liability in the performance of her duties. Pregnant employees are encouraged to report the existence of pregnancy to the Employer after two (2) months.

A pregnant employee, upon filing appropriate medical evidence that she is unable to perform the duties of her position due to this pregnancy, shall be permitted to use any annual leave, personal leave, supplementary time, holiday leave and sick leave for the period of her disability and shall be eligible for extended sick leave. While on maternity leave, the employee may continue to use any or all leave as she has therefore accumulated.

The employee shall be granted, upon her request to the Employer, a leave of absence without pay for a maximum period of seven (7) months which may be extended, upon approval of the Board of Commissioners, up to a maximum of two (2) years.

Section 3 – Workers Compensation (Sick Injury Leave) – Any employee who is necessarily absent from duty because of occupational injury or disease as defined by the Workers Compensation Law shall be granted leave in accordance with the procedure as currently practiced in the City of Peekskill or as amended by the Peekskill Housing Authority Board of Commissioners.

Section 4 – Jury Duty

- A. The Authority desires its employees to perform all the duties and obligations of a good citizen. Therefore, when a Housing Authority employee receives a summons to go serve, he shall be granted leave with pay for the period of such services subject to "B" below.

B. He shall return to the Authority all fees received for such jury service, excluding amounts paid for travel expenses.

ARTICLE XV – Retirement

Section 1 – The Authority shall continue to provide Sections 75 (G) and 75 (I) of the New York State Retirement Plan (improved 25 year career plan) for all employees of the Authority.

Section 2 – The Housing Authority shall provide Section 41 (J) of the New York State Retirement and Social Security Law as presently practiced by the City of Peekskill, NY.

Section 3 – The Authority shall provide Section 60 (B) of the New York State Retirement and Social Security Law (Guaranteed Death Benefits).

ARTICLE XVI – Out-of-Title Pay

Section 1 – When an employee is directed to perform substantial duties of a higher classification for more than one (1) day, said employee shall be paid at the rate currently paid in such higher classification.

ARTICLE XVII – Insurance

Section 1 – Health Insurance

The Authority shall continue to provide the Statewide Health Insurance Plan for all employees and their eligible dependents and those insurance benefits shall continue to be paid in full by the Authority upon retirement, for all employees with ten (10) years or more of service to the Housing Authority. All other employees will have benefits only to the extent that it goes to the employee and not the employee's eligible dependents.

Section 2 – Resignation

Any employee employed prior to 1993 is eligible for health insurance for family upon resignation, and if the employee is deemed in good standing, after twenty (20) years and 1 day of service, for the life of employee and designated dependent as defined in the Statewide Health Insurance Plan.

Section 3 - Effective January 1, 1993, The Peekskill Housing Authority will provide health benefits to retirees who became employed after January 1, 1993 based upon the following service schedules:

A. Retirement or resignation after twenty (20) years + one (1) day of service: - 100% for employee and dependents during employee's lifetime.

- B. Retirement after 15 years + 1 day of service, up to 20 years: - 100% for employee; 75% for dependents during employee's lifetime.
- C. Retirement after 10 years + 1 day of service, up to 15 years: - 100% for employee; for dependents during employee's lifetime as allowed by New York State statutes.
- D. Retirement after 1 day, up to 10 years of service: - as allowed by state statute for employee and/or dependents during employee's lifetime.

Section 4 – Effective January 1, 1990, or as soon as practical thereafter, the Board shall pay the full premium toward the CSEA Employee Benefit Fund for purpose of providing the Horizon Family Dental Plan and the Platinum Twelve Optical Plan.

ARTICLE XVIII – Seniority – Promotions – Transfers – Hiring Policy
Employee Protection

Section 1 – Seniority shall commence from the first date of hiring and shall prevail in establishing vacation or other leave priorities.

In the event of a layoff or closing of any department within the Authority, such layoff shall occur in the inverse order of seniority. Such layoff shall begin with seasonal, temporary, provisional and probationary employees.

In the event a permanent employee is laid off, he shall be on a preferred recall list for a period as determined by the Westchester County Personnel Department.

Overall seniority will prevail and take precedence over departmental seniority regarding promotions and transfers (non-competitive labor class employees).

Section 2 – The CSEA President shall be notified, in writing, of any and all promotional opportunities, job openings and/or creation of new job titles as soon as they are known. From the time the CSEA President receives such notification, ten (10) working days shall be allowed for posting, circulating and receiving acknowledgments.

Job title shall be at the discretion of the Peekskill Housing Authority, with senior qualified employees having an opportunity to compete for these positions/opportunities.

Section 3 – Upon the completion of a probationary period of twelve (12) months, all non-competitive and labor class employees shall be afforded the same rights as competitive employees under Section 75 of the Civil Service Law as it relates to suspension and/or removal.

ARTICLE XIX – Past Practice

Section 1 – All existing rules, regulations, practices, benefits and general working conditions previously granted and allowed by the Employer, unless specifically excluded by this Agreement, shall remain in full force and effect during the life of this Agreement.

ARTICLE XX – Compatibility with Law

Section 1 – Maximum Association Security

In the event laws are repealed or modified ^{so as} ~~so as~~ to permit greater Association security than is contained in this Agreement, the parties hereto agree to negotiate concerning amendments to this Agreement in accordance with said changes.

Section 2 – Priority of Law

Nothing contained herein shall be construed to deny or restrict with respect to any employee, any right he may have under the Civil Service Laws or any other applicable law and regulation. The rights provided to employees hereunder shall be deemed in addition to those provided elsewhere.

Section 3 – Savings Clause

In the event that any provisions of this Agreement shall, at any time, be held to be contrary to law by a court of controlling jurisdiction from whose final judgment or decree, any appeal be taken within the time allowed for doing so, such provisions shall be void and inoperative. All other provisions of this Agreement shall continue in effect.

Section 4 – Mandatory Provisions

It is agreed by and between the parties that any provisions of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds thereof shall not become effective until the appropriate legislative bodies have given approval where necessary.

The appropriate bodies are as follows:

Peekskill Housing Authority Board of Commissioners.

United States Department of Housing and Urban Development.

ARTICLE XXI – Grievance Procedure

Section 1 – The purpose of this Article is to provide mutually acceptable method for prompt and equitable settlement of grievances. This is the exclusive procedure for resolving grievances.

Section 2 – If either party considers a grievance non-grievable or non-arbitrable, the original grievance will be considered amended to include this issue. The CSEA must assert any claim of non-grievability or non-arbitrability no later than the Step 3 decision.

Section 3 – The only representative an employee may have under this procedure is a CSEA representative or a representative approved in writing by the CSEA. An employee may pursue a grievance without a CSEA representative, but the adjustment must be consistent with the terms of the Agreement and the CSEA must be given an opportunity to be present at each step when an adjustment is made.

Section 4 – Most grievances arise from misunderstandings or disputes which can be settled promptly and satisfactorily on an informal basis. The parties agree that every effort will be made to settle grievances at the lowest possible level. Inasmuch as dissatisfactions and disagreements arise occasionally among people in any work situation, the filing of a grievance shall not be construed as reflecting unfavorably on an employee's good standing, performance, loyalty or desirability to the CSEA. Reasonable time during work hours will be allowed for employees and CSEA representatives to discuss, prepare for and present grievances, including attendance at meetings with management officials concerning the grievances.

Section 5 – Employees and/or their representatives are encouraged to discuss issues of concern to them, informally, with their supervisors at any time. Likewise, employees and/or their representatives may request to talk with other appropriate officials about items of concern without filing a formal grievance if they choose. The following steps will be followed when a grievance is initiated.

Step 1: An employee and/or the CSEA shall present the grievance to the immediate or acting supervisor, in writing, within thirty (30) calendar days of the date that the employee or CSEA became aware, or should have become aware, of the act or occurrence. The immediate or acting supervisor will make every effort to resolve the grievances immediately, but must meet with the employee/representative and provide a written answer within fourteen (14) calendar days of receipt of the grievance.

Step 2: If the grievance is not satisfactorily resolved at Step 1, it shall be presented to the next level, in writing, within seven (7) calendar days of the Step 1 supervisor's decision. The grievance must state, in detail, the basis for the grievance and the corrective action desired. The management or designee shall meet with the employee and his/her representative and provide an answer, in writing, within ten (10) calendar days.

Step 3: If no mutually satisfactory settlement is reached as a result of the second step, the aggrieved party or the CSEA shall submit the grievance to the Executive or designee, in writing, within seven (7) calendar days of receipt of the decision of aggrieved employee and his/her representative within seven (7) calendar days to discuss the grievance. The Director or designee will render a decision, in writing, to the aggrieved party and the CSEA within ten (10) calendar days after the meeting.

Step 4: If the grievance is not satisfactorily resolved in Step 3, the grievance may be referred to arbitration within ten (10) days.

Section 8 – Multiple grievances over the same issue may be initiated as either a group grievance or as a single grievance at any time during the time limits of Step 1. Grievances may be combined and decided as a single grievance at the later steps of the grievance procedure by mutual consent.

This Agreement shall be binding upon the Employer and its successors, assignees, lessees or transferees of the Employer or any other parties to the contract with the Employer, which successor, assignees, lessees, transferees, or parties provide services similar to those provided by a member of the bargaining unit represented by CSEA, Inc.

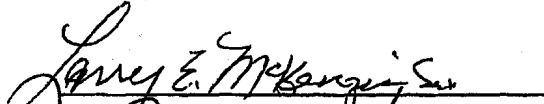
ARTICLE XXII – Safety and Health Labor Management Committee

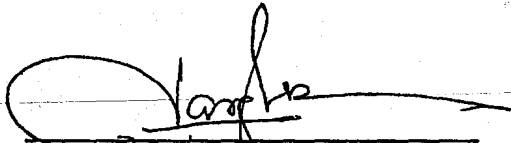
Section 1 – A committee shall be formed to resolve any problems relating to the safety and health of employees in the bargaining unit. The committee shall be comprised of no more than three (3) members of the CSEA and no more than three (3) representatives of the Peekskill Housing Authority. Meetings shall be at the request of either party. It is understood that the Housing Authority shall make all good faith efforts to resolve any problems relating to the health and safety of employees. It is also understood that decisions of the committee are advisory, unless agreed to in writing between the parties.


ARTICLE XXIII – Duration of Agreement

Section 1 – This Agreement, including Appendix “A”, shall become effective on January 1, 2004, and shall continue in full force and effect until December 31, 2006. Existing provisions of this Agreement shall remain in full force and effect until a negotiated Agreement has been adopted by the parties. If a successor Agreement is not reached within sixty (90) days from the date of expiration of the present Agreement, all unresolved issues shall be submitted to the American Arbitration Association for binding arbitration for settlement. The parties can mutually agree to extend the ninety days. The cost of arbitration shall be shared equally by both parties.

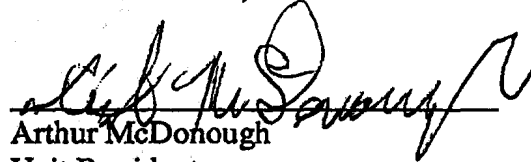
**THE PEEKSKILL HOUSING
AUTHORITY**

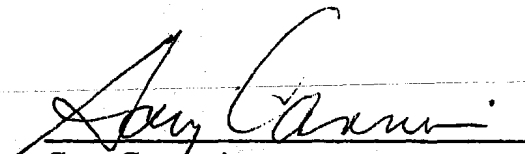

Larry E. Mc Kenzie Sr., Chairperson


G. A. Thankachan
Executive Director


Melvin Burruss, Esq.
Counsel

**CIVIL SERVICE EMPLOYEES
ASSOCIATION, INC.**


Arthur McDonough
Unit President


Gary Cannonier
Labor Relations Specialist

2004 SALARY SCHEDULE

PEEKSKILL HOUSING AUTHORITY

C.S.E.A. UNIT

(1.50% SALARY SCHEDULE EFFECTIVE 01/01/2004 - 12/31/2004)

APPROVED BY THE BOARD: _____

GROUP

STEPS	2	3	4	5	6	7	8	9	10	11
BEGINNING SALARY	\$ 26,711	\$ 28,038	\$ 29,678	\$ 31,904	\$ 34,491	\$ 37,274	\$ 40,716	\$ 43,081	\$ 33,400	\$ 38,373
After 1 Years	\$ 27,569	\$ 30,559	\$ 32,444	\$ 34,940	\$ 37,760	\$ 40,834	\$ 44,503	\$ 45,186	\$ 35,390	\$ 41,500
After 2 Years	\$ 32,938	\$ 34,134	\$ 36,187	\$ 38,014	\$ 40,945	\$ 44,390	\$ 48,174	\$ 52,406	\$ 37,379	\$ 44,627
After 3 Years	\$ 34,026	\$ 35,325	\$ 37,259	\$ 39,525	\$ 42,612	\$ 46,311	\$ 50,382	\$ 54,837	\$ 39,366	\$ 47,753
After 4 Years	\$ 35,428	\$ 36,845	\$ 38,543	\$ 40,802	\$ 43,886	\$ 47,800	\$ 51,666	\$ 56,146	\$ 41,357	\$ 50,879
After 5 Years	\$ 36,337	\$ 37,951	\$ 39,574	\$ 41,242	\$ 44,922	\$ 48,631	\$ 52,699	\$ 57,148	\$ 43,347	\$ 56,403
After 6 Years	\$ 37,584	\$ 39,189	\$ 40,813	\$ 42,686	\$ 46,158	\$ 49,875	\$ 53,938	\$ 58,424	\$ 46,935	\$ 57,503
After 7 Years	\$ 38,758	\$ 40,426	\$ 42,050	\$ 43,076	\$ 47,398	\$ 51,116	\$ 55,180	\$ 59,630	\$ 48,037	\$ 58,607
After 8 Years	\$ 39,727	\$ 41,437	\$ 43,101	\$ 44,155	\$ 48,581	\$ 52,392	\$ 56,559	\$ 61,121	\$ 49,239	\$ 60,073

PREPARED BY CSEA CONTRACT ADMIN/RESEARCH 02/06/2004

GROUP

- 2 CLERK/TYPIST
- 3 STENOGRAPHER, CASHIER
- 4 SENIOR STENOGRAPHER
- 5 ACCOUNT CLERK, SENIOR CLERK
- 6 I.A.C.T., OFC. ASST, SR. ACCT. CLK, TENANT REL. ASST.
- 7 SENIOR CLERK
- 8 STAFF ASSISTANT
- 9 ADMINISTRATIVE ASSISTANT
- 10 MAINTENANCE LABORER
- 11 MAINTENANCE MECHANIC

2005 SALARY SCHEDULE

PEEKSKILL HOUSING AUTHORITY

C.S.E.A. UNIT

(2.00% SALARY SCHEDULE EFFECTIVE 01/01/2005 - 12/31/2005)

APPROVED BY THE BOARD: _____

GROUP

STEPS	2	3	4	5	6	7	8	9	10	11
BEGINNING SALARY	\$ 27,246	\$ 28,598	\$ 30,271	\$ 32,542	\$ 35,180	\$ 38,019	\$ 41,530	\$ 43,942	\$ 34,068	\$ 39,140
After 1 Years	\$ 28,121	\$ 31,170	\$ 33,093	\$ 35,639	\$ 38,515	\$ 41,651	\$ 45,393	\$ 46,089	\$ 36,098	\$ 42,330
After 2 Years	\$ 33,596	\$ 34,817	\$ 36,910	\$ 38,775	\$ 41,764	\$ 45,278	\$ 49,138	\$ 53,454	\$ 38,126	\$ 45,520
After 3 Years	\$ 34,706	\$ 36,032	\$ 38,004	\$ 40,315	\$ 43,464	\$ 47,237	\$ 51,390	\$ 55,934	\$ 40,153	\$ 48,708
After 4 Years	\$ 36,137	\$ 37,581	\$ 39,314	\$ 41,618	\$ 44,764	\$ 48,552	\$ 52,699	\$ 57,268	\$ 42,184	\$ 51,897
After 5 Years	\$ 37,064	\$ 38,710	\$ 40,365	\$ 42,067	\$ 45,820	\$ 49,604	\$ 53,753	\$ 58,291	\$ 44,214	\$ 57,531
After 6 Years	\$ 38,336	\$ 39,972	\$ 41,629	\$ 43,540	\$ 47,081	\$ 50,872	\$ 55,017	\$ 59,592	\$ 47,874	\$ 58,653
After 7 Years	\$ 39,534	\$ 41,235	\$ 42,891	\$ 43,938	\$ 48,346	\$ 52,138	\$ 56,284	\$ 60,823	\$ 48,998	\$ 59,779
After 8 Years	\$ 40,522	\$ 42,266	\$ 43,963	\$ 45,038	\$ 49,553	\$ 53,440	\$ 57,690	\$ 62,343	\$ 50,224	\$ 61,274

PREPARED BY CSEA CONTRACT ADMIN/RESEARCH 02/06/2004

GROUP

- 2 CLERK/TYPIST
- 3 STENOGRAPHER, CASHIER
- 4 SENIOR STENOGRAPHER
- 5 ACCOUNT CLERK, SENIOR CLERK
- 6 I.A.C.T., OFC. ASST, SR. ACCT. CLK, TENANT REL. ASST.
- 7 SENIOR CLERK
- 8 STAFF ASSISTANT
- 9 ADMINISTRATIVE ASSISTANT
- 10 MAINTENANCE LABORER
- 11 MAINTENANCE MECHANIC

2006 SALARY SCHEDULE

PEEKSKILL HOUSING AUTHORITY

C.S.E.A. UNIT

(2.50% SALARY SCHEDULE EFFECTIVE 01/01/2006 - 12/31/2006)

APPROVED BY THE BOARD: _____

GROUP

STEPS	2	3	4	5	6	7	8	9	10	11
BEGINNING SALARY	\$ 27,927	\$ 29,313	\$ 31,028	\$ 33,356	\$ 36,060	\$ 38,970	\$ 42,568	\$ 45,041	\$ 34,920	\$ 40,119
After 1 Years	\$ 28,824	\$ 31,950	\$ 33,920	\$ 36,529	\$ 39,478	\$ 42,692	\$ 46,528	\$ 47,242	\$ 37,000	\$ 43,388
After 2 Years	\$ 34,436	\$ 35,687	\$ 37,833	\$ 39,744	\$ 42,808	\$ 46,410	\$ 50,366	\$ 54,791	\$ 39,079	\$ 46,658
After 3 Years	\$ 35,574	\$ 36,932	\$ 38,954	\$ 41,323	\$ 44,550	\$ 48,418	\$ 52,674	\$ 57,332	\$ 41,157	\$ 49,928
After 4 Years	\$ 37,040	\$ 38,521	\$ 40,296	\$ 42,658	\$ 45,883	\$ 49,766	\$ 54,016	\$ 58,700	\$ 43,239	\$ 53,194
After 5 Years	\$ 37,991	\$ 39,677	\$ 41,375	\$ 43,118	\$ 46,966	\$ 50,844	\$ 55,097	\$ 59,748	\$ 45,319	\$ 58,969
After 6 Years	\$ 39,294	\$ 40,972	\$ 42,670	\$ 44,629	\$ 48,258	\$ 52,144	\$ 56,392	\$ 61,082	\$ 49,071	\$ 60,119
After 7 Years	\$ 40,522	\$ 42,266	\$ 43,963	\$ 45,036	\$ 49,554	\$ 53,442	\$ 57,691	\$ 62,343	\$ 50,223	\$ 61,273
After 8 Years	\$ 41,535	\$ 43,323	\$ 45,082	\$ 46,164	\$ 50,791	\$ 54,776	\$ 59,132	\$ 63,902	\$ 51,479	\$ 62,806

PREPARED BY CSEA CONTRACT ADMIN/RESEARCH 02/06/2004

GROUP

- 2 CLERK/TYPIST
- 3 STENOGRAPHER, CASHIER
- 4 SENIOR STENOGRAPHER
- 5 ACCOUNT CLERK, SENIOR CLERK
- 6 I.A.C.T., OFC. ASST, SR. ACCT. CLK, TENANT REL. ASST.
- 7 SENIOR CLERK
- 8 STAFF ASSISTANT
- 9 ADMINISTRATIVE ASSISTANT
- 10 MAINTENANCE LABORER
- 11 MAINTENANCE MECHANIC