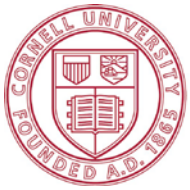

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AGREEMENT

BETWEEN

THE COUNTY OF ONONDAGA

AND

THE ONONDAGA LOCAL 834 OF

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

JANUARY 1, 2005 - DECEMBER 31, 2007

Section 204(a) of the Civil Service Law of the State of New York commonly referred to as the Taylor Law requires the following paragraph to be included within any labor agreement executed between a public Employer and its public employees:

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

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Preamble

The County of Onondaga (hereinafter referred to as the "County") and the Onondaga Local 834, Civil Service Employees Association, Inc., (hereinafter referred to as the "Association") declare it to be their mutual policy that in order to promote harmonious labor relations between the County and the employees in the recognized bargaining unit, the principle of collective negotiations is to be employed pursuant to the New York State Public Employees Fair Employment Act. Both parties to this agreement furthermore affirm that such employment in the service of the public is a lifelong career and that the terms and conditions of employment shall be of the highest caliber to attract and maintain for the Employer the best personnel available. We further acknowledge that each employee in the defined bargaining unit should be at all times a dedicated, courteous and efficient servant of and to the public.

The County and the Association agree not to limit employment with the County or membership in the Association and that neither party will discriminate in a manner contrary to law with regard to the application of the terms and conditions of this agreement.

Article 1
Agreement Scope

This agreement constitutes the entire agreement between the County and the Association. During its life neither party will be obligated to collectively negotiate with respect to any subject or matter referred to or covered in said agreement or with respect to any subject or matter not specifically covered in it. In reaching this agreement the County and the Association have considered all matters lawfully subject to collective negotiations.

This agreement may be amended or supplemented only by further written agreement between the parties. A party desiring amendment or supplement will notify the other party in writing stating the circumstances of the amendment or supplement desired, but the other party will not be obligated to discuss or agree to such proposed amendment or supplement.

Article 2
Recognition

The County hereby recognizes the Civil Service Employees Association, Inc., by the Onondaga County Local 834 as the sole and exclusive bargaining agent for all regularly scheduled full-time and part-time employees (except per diem, seasonal, temporary, and casual employees and those employees working in titles designated by the County to be management or confidential) in the defined bargaining unit for the purpose of collective negotiations and the administration of grievances arising thereunder, for the life of this agreement.

It is mutually agreed that the defined bargaining unit shall include all titles in all County departments listed in Appendix B.

The Association affirms that it does not assert the right to strike nor to assist or participate in any strike nor to impose an obligation to conduct, assist or participate in any strike, slowdown or work stoppage.

Article 3
Management Rights

The Association agrees that the County shall retain complete authority for the policies and administration of all County departments, offices or agencies which it exercises under the provisions of law and the Constitution of the State of New York and/or the United States of America and in fulfilling its rights and responsibilities under this agreement.

The rights and responsibilities of the County include, but are not necessarily limited to the following: (1) to determine the standards of service to be offered by its offices, agencies and departments; (2) to direct, hire, promote, appraise, transfer, assign, retain employees and to suspend, demote, discharge or take disciplinary action against employees; (3) to relieve employees from duties because of lack of work or for other legitimate reasons; (4) to maintain the efficiency of government operations entrusted to them; (5) to determine the methods, means and personnel by which such operations are to be conducted; (6) to take whatever actions may be necessary to carry out the mission, policies or purpose of the department, office or agency concerned; (7) to establish work rules and regulations not inconsistent with the terms of the agreement; (8) to establish specifications for each class of positions and to classify or reclassify and to allocate or reallocate new or existing positions.

The exercise of any such power, right, authority, duty or responsibility by the County in the adoption of such rules and regulations, and policies, as it may deem necessary and as they apply to employees represented by the Association, shall be limited only by the specific and express terms of this agreement.

Article 4
Association Rights

The County shall deduct biweekly from the wages of each employee and remit monthly to the Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York, 12210, regular membership dues and/or insurance premiums for those employees authorizing such deductions.

The County further agrees that Onondaga Local 834 of the Civil Service Employees Association, Inc., having been recognized as the exclusive bargaining agent for all full and part-time employees within the defined bargaining unit, shall be entitled to have deductions made on bi-weekly pay dates from the pay of each employee of the bargaining unit, who are not members of the Association, the amount equivalent to the membership dues levied by the Association and remitted monthly to the Civil Service Employees Association, Inc., 143 Washington Avenue, Albany, New York, 12210, in accordance with Section 208.3(b) of the New York State Civil Service Law. The Association affirms that it has adopted such procedure for refund of agency fee deduction as required in Section 208.3(b) of the New York State Civil Service Law.

Membership in the Association shall be voluntary and the County agrees that there shall be no discrimination, interference, restraint, or coercion by the County against any employee because of his/her membership and/or his/her activities in the Association's business.

The County agrees that it will not aid, finance, or promote directly or indirectly any other labor group or organization which has as its primary purpose the representation of public employees under the Public Employees Fair Employment Act in the defined bargaining unit which aid financing or promotion, undermine the Association and its majority status.

Indemnification

The Association shall indemnify, defend and hold the County harmless against any and all claim, demand, suit or liability (monetary or otherwise) and for all legal acts which may occur for compliance with the section.

The Association shall promptly refund to the County any funds received in accordance with this agreement which are in excess of the amount of dues or other deductions which the County has agreed to deduct.

Bulletin Board

The County will provide the Association with bulletin board space on which to post (a) official Association notices and (b) notices required by law. The Association may also post such other matter as the County may expressly and specifically approve. All such notices or other matter will be non-political (in a public political sense) and non-defamatory.

Association Business: Local Representative

The Association shall designate one employee covered by this agreement its local representative who shall have the right on behalf of the Association to confer with County representatives regarding terms and conditions of this agreement. The Association shall notify the County in writing of this representative's designation and authority and any change in either.

Association Business: General Representation

A duly authorized representative of the Association and/or a representative of any association program may visit the County premises by prearrangement with the County Division of Employee Relations at any reasonable time to discharge the Association duties as the collective bargaining representative.

Association Business: Administrative Leave

The County agrees to authorize through the express and written consent of the County Executive or his authorized designee, up to ten (10) individual employees covered by this agreement, administrative leave at the employee's regular rate of compensation for the sole purpose of attending State Association business meetings. Such meetings shall include and are limited to attendance at Association State meetings, State-County Division meetings, Region V meetings and State Board of Director meetings.

Written request for such approved time off shall be forwarded to the County by the duly authorized representative of the Association at least five (5) working days prior to the date of the time requested.

The County reserves the right to refuse administrative leave for any individual at any time with reason being given and agrees to accept a request for replacement of any such individual.

The Association agrees to continue to reimburse the County for wages and for benefit contributions for health insurance, dental insurance, FICA, Worker's Compensation, Unemployment Insurance and New York State Employee Retirement System at the rate determined by the Employer for employees who are authorized administrative leave in accordance with existing procedures. The Employer will provide the Association with an annual statement of the rates it has determined for the benefit contribution.

Association Business: Unit and Local Meetings

The County will, upon written request by the affected employee, attempt to reschedule those Unit Presidents who, because of their regularly scheduled work shift, would be unable to attend Unit or Local meetings. When any such conflict occurs, the affected Unit President shall notify his/her department head or authorized designee at least 72 hours prior to the start of his/her normal work shift. The parties further understand and agree that in complying with this request no additional cost shall be incurred by the County nor shall there be any decrease in the level of service being provided and any denial of said request shall not be grievable.

Association Business: Unit Representative
In consideration of the variety and uniqueness of the many operations, installations, facilities and services provided by the County, the County's departmental administrators and the Union agree to meet for the purpose of establishing, on a department-by-department basis, appropriate ground rules and protocol in order to allow the unit president or his/her designee reasonable time to interview members and investigate matters related to grievances.

Association Notification
The County agrees to notify the Association, through the Division of Employee Relations, of the following on a bimonthly basis:

1. New titles which are recognized as part of the bargaining unit;
2. Number of said positions;
3. Department where said position exist;
4. Name of new employees hired into bargaining unit titles;
5. Department location of said employee;
6. Personnel Resolutions approved by the Onondaga County Legislature.

The County further agrees to provide a list to the Association on a semi-annual basis, stating names, addresses, social security numbers and membership status of all employees covered by the bargaining unit.

Orientation
The County agrees to provide a centralized orientation program for all new employees covered by this agreement. Said employees shall be given a copy of this agreement, a non-controversial fact sheet(s) supplied by the Association describing the Association and its purposes and copies of the Health Benefits and Dental Benefits Booklets.

Association By-Laws
The Association agrees to provide the Director of Employee Relations the most current edition of the mandated CSEA, Inc. constitution no later than March 1st of each contract year.

Article 5
Out of Title Work

Except for temporary assignments of thirty (30) working days or less, employees directed to perform substantial duties of a higher classification not common to their current classification on a regular basis, shall be paid the greater of the rate which is $300 more than their current rate of pay or Step A of the higher classification for the duration of such assignment.

Article 6
Employee Status

A. **Regular Full-Time Employees**
A regular full-time employee is one who occupies a line budget position and who is scheduled and works on a full-time basis for the County and is thereby entitled to all rights and benefits provided under this agreement.

B. **Regular Part-Time Employees**
A regular part-time employee is one who occupies a line budget position and who is scheduled and regularly works at least one half the hours scheduled per week for a regular full-time employee in a similar position.

C. **Academic Year Employee (Onondaga Community College)**

An academic year employee is one who occupies a line budget position and is scheduled and works a full or part-time work schedule as determined by the College limited to those times when the college is in session during the academic year. Such an employee is eligible for benefits based upon their assignment to a full-time or part-time work schedule. Such employees shall be permitted to retain health and dental benefit coverage during those times when the College is not in session provided that the employee continues to contribute the amounts required for enrolled employees for such benefit coverage.

D. **Seniority**

Seniority shall be defined as the date that an employee was first appointed to a regular line item position, full or part-time on the regular payroll (101) and followed by continuous full-time service thereafter with the County in a title recognized by this agreement except as modified by Civil Service Law. This definition shall also apply to the terms "anniversary dates", "initial employment date" or "IED" as may be used in this agreement.

Where two or more employees have the same date, seniority as defined herein shall be determined by the last number of the employee's social security number on file with the Employer; that is, the larger the number, the greater the seniority. In the event that this does not determine seniority, the next to last number and last number shall be used to determine seniority; that is the larger the number, the greater the seniority.

Such seniority shall be applicable in the case of geographic transfer and selection of vacation time to the extent that when all other relevant factors are equal, seniority shall be the determining factor.

Seniority, for all future vacancies, shall be considered for purposes of shift assignment, however, seniority shall not be the determining factor in making such assignments.

Qualifications, experience, skill, and ability to perform the work for government promotion from one classification to another consistent with rules and regulations of the County Personnel Department in its capacity as a Civil Service agent for the County of Onondaga and in full accordance with the State Civil Service Law shall be considered for promotional opportunities. When these factors are equal, seniority shall be the determining factor.

E. **Continuous Service (County)** shall be broken by any one of the following actions:

a. resignation or quitting not followed by reinstatement within four years from the date of separation;
b. termination or suspension not followed by reinstatement within four years from the date of separation;
c. discharge or retirement;
d. Failure to return to work within 10 working days following a leave of absence with or without pay;
e. Failure to return to work following notice of recall from layoff within 12 working days;
f. failure to accept reinstatement from a preferred list;
g. failure to be recalled from a preferred eligible list; or
h. Failure to be recalled from a layoff list within two (2) years from the date of the layoff.

F. **Rehire Provision**

1. When an employee separates from the County service due to a layoff, transfer of function, or voluntary resignation, and is subsequently rehired within three years from the date of separation, application may be made to the Commissioner of Personnel to approve the prior service and to use the original initial employment date for purposes of salary and/or fringe benefit calculations. The decision to request such approval shall be discretionary with the appointing authority. The appointing authority may decide to request such approval for either fringe benefits, or salary, or both. Any application to approve the prior service shall be made by the employee within thirty days after the employee has returned to work.

2. In the event of a return to employment after three years by an employee who separated from service due to layoff, transfer of function, resignation or the operation of a civil service eligible list and who performed satisfactorily during the prior period of service, application may be made to the department head for approval to credit the amount of prior service in establishing eligibility dates for salary, fringe benefits or both. The decision to approve the application is discretionary with the department head and subject to the approval of the Commissioner of Personnel. Any application to approve the prior service shall be made by the employee within thirty days after employee has returned to work.

Article 7
Work Time

A. **Normal Work Day**

A regular full time employee's normal work day shall not exceed eight (8) consecutive hours in any one twenty-four (24) hour period, except as provided in paragraph (c).

B. **Normal Work Period**

A regular full time employee's normal work period shall not exceed eighty (80) hours in any fourteen (14) day consecutive period and such employee shall be entitled to four (4) days off in such work period, except as provided in paragraph (c).

C. **Administrative and Clerical Employees**

A regular work day for administrative and clerical employees shall not exceed seven (7) work hours in any twenty-four (24) hour period, except for institutional service employees' current hours of work.

A regular work period for administrative and clerical employees shall not exceed seventy (70) hours in any fourteen (14) day consecutive period and such employee shall be entitled to four days off in such work period, except for institutional service employees' current hours of work.

Employees hired by the Department of Long Term Care Services on or after March 6, 1995 in the titles set forth below shall have a regular work day not to exceed seven (7) work hours in any twenty-four (24) hour period, and a regular work period not to exceed seventy (70) hours in any fourteen (14) day consecutive period with such employee being entitled to four (4) days off in such work period.

Accountant II
Account Clerk I
Account Clerk II
Account Clerk Typist I
Clerk I
Clerk II
Clerk III
Medical Records Administrator
Medical Records Technician
Personnel Aide
Storekeeper
Stock Clerk
Stenographer I
Stenographer II
Stenographer III
Typist I
Typist II

Employees hired on or after April 2, 2001 by the institutional service departments (defined as the Department of Long Term Care Services, Department of Correction, Hillbrook Detention Facility, and Department of Emergency Communication) in titles covered by this paragraph may be designated by the Employer, at its discretion, as having a regular work day of either seven (7) or eight (8) hours as defined in (A) and (C) of this Article and a corresponding normal work period of either 70 or 80 hours as defined in (B) or (C) of this Article. The rate of pay for such titles shall be that as designated in Appendix A – Salaries regardless of the designation of work day or work period by the Employer.

D. The Association agrees to meet and confer with County representatives on a department-by-department basis regarding implementation of matters such as 12 hour work days, compressed work weeks, job sharing, flex-time and other areas impacting on this Article. (see Appendix H Guidelines for Flex Time, Compressed Work Week, and Alternate Schedule.)

E. Department of Facilities Management – Evening Custodial Crew

1) Employees assigned to the evening custodial crew prior to May 5, 2001 and working in the titles including but not limited to Custodial Worker I, Custodial Crew Leader and Laborer II in the Department of Facilities Management on the evening shift (currently 5 PM to 11 PM) shall work a work schedule consisting of a shift length of seven and one-half (7.5) hours including seven hours work within the shift.

Employees shall continue to be paid on the basis of a 70 hour pay schedule and shall be eligible to receive shift differential in accordance with Article 15 – Shift Differential of this agreement.

2) Employees assigned to the evening custodial crew on or after May 5, 2001 shall have a normal work day and work period as set forth in paragraphs (A) and (B) of this Article and shall be paid on the basis of an 80 hour pay schedule. Employees shall be eligible to receive shift differential in accordance with Article 15 – Shift Differential of this agreement.

3) It is agreed that the settlement agreement of August 5, 1985 ("Calendar Creep" Agreement) is amended to the extent provided in this section.

F. **Work Schedules**

The Employer agrees to post work schedules in advance of the effective date and to provide prior notification of any change made therein to affected employees. In consideration of the variety and uniqueness of the many operations, installations, facilities and services provided by the Employer, the Employer and the Union agree to meet for the purpose of establishing, on a department-by-department basis, appropriate time frames for advance posting and notification of changes in working schedules.

G. **Emergency Conditions**

During extreme weather or other emergencies, it is expected that all departments will continue to maintain normal operations. Those employees who are designated as essential workers shall be required to report for work. Those employees not designated as essential workers who are unable to come to work because of the emergency will be allowed to use any available leave credits (except sick time, unless the absence is for illness) or leave without pay.

In the event that the County Executive closes county offices or facilities because of weather or other emergency conditions, those employees who are not designated as essential workers should not report to work. Such employees will be paid for their scheduled work day during such closure. Those employees who are designated as essential workers and work during such emergency situations or those employees who have been prior approved by the department head or designee and work during such emergency situations shall be compensated additional straight time pay (or straight compensatory time) equivalent to their scheduled work day (seven or eight hours or pro-rated portion) in connection with the closure.

Article 8
Layoff Procedures

A. **Competitive Class**

Employees occupying positions in the competitive class of the classified service shall be covered under the procedures of the Civil Service Law.

In the event that a competitive class employee has exhausted all rights under such procedures and is to be laid off, the employee may elect to proceed under (5) set forth below.

B. **Non-Competitive and Labor Class**

In the event the Employer finds it necessary to abolish or reduce the number of occupied line budget roster positions, the Employer shall follow the procedures set forth below in order to conduct the displacement or layoff of employees.

The procedures shall be applied in the following order: first, regular full time employees displace regular full time employees; second, regular full time employees displace regular part-time employees; third, regular part-time employees displace regular part-time employees.

1. **Seniority** - Except for part-time service, seniority shall be defined in accordance with Article 6 of this agreement. Part-time service for purposes of suspension or demotion upon the abolition or reduction of positions (layoff) shall be determined as one half (1/2) of the service required of and calculated for a full-time employee. Eight (8) years part-time continuous 101 service equals four (4) years service for purposes of implementing this section. Employees working 4/5 time will accrue seniority for all time worked, i.e., the ten (10) years 4/5 time continuous service equals eight (8) years service for purposes of implementing this section.

2. For purposes of this Article the term "department" shall also include the department or agency which remains after the consolidation (herein defined as the closing of one department and combining it with another department) of one department with another department.

3. Upon a layoff within this bargaining unit, employees in a temporary or probationary status holding the same class title within the department in which the layoff occurs shall be first laid off, in that order, before any permanent employee within that class title are removed.

4. Thereafter, permanent employees holding the same class title within the department in which layoff occurs shall be laid off in the inverse order of their standing on the seniority list, that is--last in, first out.

5. In the event that the employee pursuant to (4) above is the least senior employee in the same class title in the department and is therefore unable to displace another employee in the same class title pursuant to (4) above, that employee shall have the right to retreat to his/her last held permanent title, if any, within the Non-Competitive or Labor class within his/her department. The retreat process shall continue only within that department until the least senior employee in the last affected job title is displaced and he/she shall be laid off and there shall be no further bumping, retreat or displacement.

6. Employees that are displaced from their class title or that are laid off shall be placed on a recall list for a period not to exceed two (2) years from the date of displacement or layoff.

7. The County shall be liable for any error on an abolition or reduction of positions (layoff) only from the date of the timely filing of a written grievance bringing said error to the County's attention, or in the case of a recall from the timely filing date of a written grievance concerning said error to the date the County notifies the employee to return to work. The County, through the Division of Employee Relations, will supply the Association with the names of those individuals who are being laid off.

8. **Recall Procedures** - If, during the existence of a valid recall list, a vacancy which is to be filled occurs in a class title within any department or agency under the County's jurisdiction then the laid off or displaced employee in the same class title with the most seniority will be recalled if he/she has the ability to do the work and if not, the next senior employee who has the ability to do the work will be recalled and so on until the recall list is exhausted.

   Displaced employees or laid off employees on a recall list who accept a recall to any vacancy shall be removed from the recall list.

   Laid off employees on a recall list who decline a recall to any vacancy shall be removed from the recall list.

   Displaced employees on a recall list who decline a recall to a vacancy in their original department shall be removed from the recall list.

   Displaced employees on a recall list who decline a recall to a vacancy which is not in their original department shall remain on the recall list.

9. Notification of recall shall be sent to the employee by certified or registered mail to the employee's last address as on file with the Department of Personnel. Failure of the employee to notify the County in writing delivered to the Department of Personnel, following notice of recall from layoff within seven (7) working days from the date of notice shall be considered a refusal and the employee shall be processed as a quit and forfeit any and all recall rights.

10. Recall rights for employees that are displaced or laid off will expire two (2) years from the date the employee was displaced or laid off.

11. Temporary or probationary employees who have been laid off have no recall privileges.

12. The laid off employee, if recalled during the period of his or her valid recall list, shall have his/her previously earned and unused sick leave restored to him/her.

13. Laid off employees on a recall list shall be permitted to use the procedures set forth in Article 9 - Continuous Recruitment Procedure provided that any such employee who fails to survive the evaluation period will be returned to layoff status.

C. Unclassified Service – Onondaga Community College

In the event of a reduction in force of Unclassified Service unit positions of Onondaga Community College, temporary employees in the affected position classification will be laid off first then probationary employees, in that order. Thereafter, permanent employees will be laid off from the affected position classification in accordance with their seniority together with their demonstrated ability to do the remaining work available without further training.

When two or more employees have relatively equal education and experience qualifications together with demonstrated knowledge, skills, and abilities to do the remaining work without further training, the employee(s) with the least seniority shall be laid off first.

No laid off employee at the campus shall displace an employee at JOBSPlus!, and no laid off employee at JOBSPlus! shall displace an employee at the campus.

Seniority is defined in Article 6 herein.

Only permanent employees shall have recall privileges as defined by the following **Recall Process**: Employees who are laid off shall be placed on a recall list for their affected position classification for a period not to exceed two (2) years from the date of layoff. In the event of a recall, employees who are still on the recall list shall be recalled in the inverse order of their layoff, provided they are presently qualified to do the work for which they are recalled without further training. Recall notices shall be sent via certified or registered mail to the employee's last address on file with the College Office of Human Resources it being the employee's responsibility to provide his/her current address to the Office of Human Resources. Employees must notify the Office of Human Resources of their intention to return within five (5) calendar days from the date of receipt of the recall notice. Employees who fail to respond to the recall notice or who decline a recall shall be removed from the recall list.

Article 9
CONTINUOUS RECRUITMENT PROCEDURE

I. **Continuous Recruitment**

A. For purposes of this Article, a vacancy shall be defined as any permanent regular payroll position in the Non-Competitive/Labor class approved for hiring on a permanent basis except for temporary, grant funded, Grade I or the following:

Custodial Worker I	Nurse Aide I
Food Service Helper I	Park Laborer
Guard	Stock Attendant
Information Aide	

B. **Posting**

The Employer shall post a listing of all Non-Competitive/Labor class positions and their locations that are eligible for bidding under continuous recruitment at all work sites.

Any newly created position or location in the Non-Competitive/Labor class shall be posted at all work sites for a period of not less then ten (10) days to establish the appropriate continuous recruitment lists. The Employer shall notify the respective unit presidents of any new position(s) or locations created in the Non-Competitive/Labor class.

C. **Bidding**

Employees may submit bids for Non-Competitive/Labor class positions or locations at any time by filing a Job Bid Sheet with the Division of Employee Relations. However, bids must be received in the Division of Employee Relations not later than the close of business on any Friday or be post marked, if mailed, not later than midnight of that same day (Friday) in order to be certified for vacancies requested to be filled during the following business week. In all cases, it shall be the responsibility of the employee to submit a bid(s) for Non-Competitive/Labor class positions.

The bid sheet shall include a section defining department(s)/location(s) the bidder is acceptable to moving to (i.e. any open position, a particular department, particular location within a department) and must be completed by the employee.

D. **Awards**

All bidders must meet the qualifications for the vacant positions at the time they submit their bid in order to be placed on a continuous recruitment eligible list. All bidders must complete a current County of Onondaga employment application prior to appointment should they be determined to be the successful bidder. For any position where the requirements and qualifications for the position are not well established, the County through the Department of Personnel, reserves the right to determine such requirements and/or qualifications.

In the event an employee submits a bid and is disqualified or if the requirements or qualifications are changed and thus cause an employee to be disqualified, the Employer shall notify the employee in writing of the disqualification. The Employer shall maintain departmental and County-wide continuous recruitment eligible lists by title. First preference in filling a vacancy shall be given to the most senior qualified employee on the departmental continuous recruitment eligible list established for that title. Second preference in filling a vacancy shall be given to the most senior qualified employee on the County-wide continuous recruitment list established for that title.

All continuous recruitment lists shall be updated by adding the names of employees in accordance with (C) above and by deleting the names of employees upon appointment in accordance with this paragraph.

The Employer shall notify the respective unit president of the department where a vacancy exists for filling under continuous recruitment. The Employer shall post a notice in the department where an appointment to a vacancy has been made from a continuous recruitment list. Updated continuous recruitment lists will be sent to all unit presidents every six (6) months. Updated title deployment listings will be sent to all unit presidents on a yearly basis.

II. Limitation

All employees must meet the qualifications to be eligible for the vacancy.

All appointments under this procedure shall be subject to an evaluation period of up to six (6) months. Any employee who is appointed to a vacancy under this Article and who fails to successfully complete the evaluation period shall have the right to return to the position he/she held prior to the appointment.

Such an employee shall not be eligible to bid on the job title for which he/she failed the evaluation for a period of six (6) months thereafter.

When an employee is offered a position to a department or location they indicated on the bid sheet would be acceptable, and the appointment is declined, such employee shall have their name removed from the list for the affected title and shall not be eligible to bid on that job title for a period of six (6) months thereafter. It is the responsibility of the employee to re-bid after the six (6) month period.

In instances of a demotion, or a lateral transfer within the department, or the filling of a position to avoid a layoff, the provisions of this Article shall be considered waived for purposes of filling vacant positions.

Any vacancy which is not filled within 45 working days after a continuous recruitment list has been issued, the department shall request a new continuous recruitment list in accordance with this Article if the appointing authority decides to fill the vacancy.

This Article shall be applicable only to employees with permanent status in a bargaining unit position except those that are serving in any probationary status or not on active payroll status (leave without pay, Workers Compensation, disciplinary suspension, etc.).

Article 10
Regular Compensation Rate

A. **Definition**

The regular compensation rate is that rate reflected in the salary schedule included herein for each employee at each classification, grade and step. Said regular compensation rate does not include any premium compensation as defined herein.

B. **Applicability**

A regular full-time employee's regular compensation rate is that rate as defined above and shall be paid for all worked and accrued hours unless expressly modified by this agreement.

Article 11
Premium Compensation

A. **Definition**

Premium Compensation is that compensation which is in addition to the employee's regular compensation rate. Such compensation shall include but is not limited to: Overtime Compensation Premium, Shift Differential Premium, Holiday Premium, Educational Premium, Longevity Premium, Chronic Care Institutional Differential Premium, and Field Training Officer Premium Compensation (Department of Emergency Communication).

B. **Applicability**

One or more types of such premium compensation as listed above shall be applicable to all regularly scheduled full-time employees who qualify, therefore, except as limited by this agreement.

C. **Premium Compensation Limitation**

Each type of premium compensation described above shall be considered and computed separately.

D. **Payment**

The County agrees to pay each premium compensation earned by an employee according to its present practices.

Article 12
Overtime Compensation Premium

A. **Definition**

Overtime compensation shall be paid at the rate of one and one-half times (1 1/2) the regular compensation rate (base rate as set forth in Appendix A) plus shift differential premium, if applicable, for hours worked in excess of eight hours in a work day or 40 hours in the defined seven day work week with the following exceptions:

1. Department of Long Term Care Services - Extended Care Division (Van Duyn Home and Hospital) - Overtime shall be paid for hours worked in excess of eight hours in a work day or 80 hours in a fourteen day payroll period;

2. Department of Correction and Department of Parks and Recreation (Park Rangers) - Overtime shall be paid for hours worked in excess of eight hours in a work day or 80 hours in a fourteen day payroll period.

Employees covered under this agreement shall have the option, upon prior written request of and subject to prior authorization by the department head or authorized designee, of receiving compensatory time at the rate of time and one half (pursuant to FMCS Case No. 97-14350 [K. Chase]) in lieu of monetary compensation in accordance with the provisions set forth in this Article except as provided in paragraph B below.

B. **Applicability**

The provisions of this Article shall not be applicable to classification determined to be exempt pursuant to the Federal Fair Labor Standards Act. Such determination shall not be reviewable under Article 27 Grievance and Arbitration Procedure of this agreement. Employees occupying such classifications may elect straight time cash or straight time compensatory time for time worked in excess of their normal work day or normal work period as defined under Article 7 - Work Time.

Such election shall be subject to the approval of the department head. Approved compensatory time shall be limited to a maximum accrual of 35 or 40 hours depending on the title and be expended upon prior request by the employee and approval of the department head. When the maximum accrual has been reached, all time worked in excess of the normal work day or normal work period shall be compensated at straight time cash payments.

C. **Accountability**

Any unpaid absences shall not be considered as time worked for purpose of computing overtime.

D. **Availability**

Overtime will be made available to the senior qualified employee in the job title which is ordinarily and customarily assigned the work by the Employer on a rotation basis insofar as practical over the period of this agreement.

Departments with the union may establish a policy that takes into account 12-D, which meets the needs of both parties.

E. **Call-In Pay**

The County agrees that any employee covered by this agreement who is called into work for emergency duty shall be paid at least a minimum of four (4) hours pay at the regular rate of compensation or one and one-half times the regular rate of compensation (if overtime eligible) for actual hours worked, whichever is greater. The County maintains the right to assign or retain any employee for the duration of the call-in duty.

F. **Compensatory Time Balances**

1.) The Employer may apply the following methods to manage compensatory time balances accumulated under (A) or (B) of this Article or the Federal Fair Labor Standards Act.
   a. The Employer may opt to "cash out" (that is to pay the equivalent cash compensation on an hour for hour basis at the then current rate of pay) some or all compensatory time hours at such time or times as it may designate during any calendar year.
   b. The Employer may opt to schedule employees to expend some or all compensatory time in the form of paid absences from work at such time or times as it may designate during the calendar year.
   c. The Employer may opt to allow such accumulated compensatory time balances to remain.

2.) In the event that the Employer decides to exercise one of the above options, the Employer shall establish a uniform amount or balance to be applied equitably to compensatory time balances within each department.

3.) The Employer shall provide 25 working days advance notice to employees in the event it opts to initiate (1.) (b.) above.

4.) Employees shall be able to maintain a minimum compensatory time balance of 35 or 40 hours depending upon the title.

5.) Employees may initiate a written request to receive a "cash out" as defined in (1)(a) above of accumulated compensatory time. All such requests shall be subject to the approval of the department head and responded to in writing.

G. **Ordered Overtime**

It is hereby affirmed that the Employer shall maintain the right to compel overtime to be worked by employees in instances where:

a. voluntary overtime arrangements have been exhausted without rendering a qualified employee available to do the work;
b. in the event of unexpected or emergent situations where the Employer determines that a position or post must be staffed or that an assignment or work must be accomplished.

It is further affirmed that the Employer shall have the right to formulate and implement overtime policies in order to assure staffing and that such policies shall include provisions for the isolated occasion to decline ordered overtime where such declination is both reasonable and justifiable .

Article 13
Holidays and Holiday Premium

A. Subject to the limitations as found elsewhere in this agreement the following legal holidays shall be observed by the County of Onondaga as days off with pay.

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Lincoln's Birthday	Election Day
Washington's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

B. When a regularly scheduled staff employee is required to work on a holiday as listed in Section (a), said employee shall be paid his or her regular compensation rate, except for Christmas Day (December 25), New Year's Day (January 1) and Thanksgiving Day, which shall be paid at the rate equal to one and one-half (1 1/2) times the regular rate of compensation, including Institutional Shift Differential Premium when applicable, for such work performed. Employees who work on Christmas Day, New Year's Day or Thanksgiving Day holidays and who would be otherwise eligible to paid overtime compensation pursuant to Article 12 – Overtime Compensation Premium for work performed on such holidays shall receive an additional four (4) hours compensatory time at their regular rate of compensation.

C. The County agrees that employees who are required to work on a holiday as listed in Section (a) shall be compensated for such holiday by receiving a holiday premium of equivalent straight time cash payment in lieu of the holiday.

D. Any employee whose scheduled day off falls on a holiday or any employee who is required to work on a holiday as defined by Article 13(a) shall have the option of receiving a holiday premium of compensatory time off in lieu of a holiday premium of cash payment.

Employees electing this option for holiday premium of compensatory time must provide the department head or authorized designee written notification stating both the employee's election of the holiday premium of compensatory time option and specifying the date the employee requests to use the holiday premium of compensatory time. The employee's requested date must be a date no later than six weeks following the holiday. The written notification must be provided to the department head or authorized designee no later than five (5) work days prior to the holiday.

If the employee's requested date is denied and an alternative date cannot be mutually agreed to by the employee and the department head or authorized designee, the employee shall then receive a holiday premium of cash payment in lieu of compensatory time as follows:

1. employee who was scheduled off on the holiday shall receive a holiday premium of straight time cash payment.

2. employee who worked on the holiday shall receive a holiday premium of straight time and one half (1 1/2) cash payment.

E. **Eligibility**

In order to be eligible for the holiday pay as defined in Section (a) and (c), those employees covered by this agreement must actually work their last scheduled work day prior to the holiday, the holiday when they are required to work, and their first scheduled work day after the holiday unless their absence was scheduled and approved in advance by the department head or authorized designee. All regularly scheduled employees shall be obligated to work no more than seven of the holidays as enumerated in Section (a). In instances where an employee was ordered or volunteered to work on an overtime basis on a holiday, the overtime worked shall count as one (1) day toward satisfying the seven holiday obligation set forth above. For example, an employee works from 7 a.m. – 3 p.m. on Christmas Day. The employee then works from 3 p.m. – 11 p.m. on an overtime basis on that day. The employee would be credited with one holiday worked for their regularly scheduled hours worked and one holiday worked for the overtime hours worked for a total of two holidays worked toward satisfying the holiday requirement set forth above. In all cases, the employee must work a minimum of four hours on a holiday for this to apply.

F. The County shall determine the calendar date on which the holidays set forth in this Article shall be observed.

When a legal holiday occurs on a Saturday or Sunday, where the department is normally closed for business, the holiday will be observed on the Friday preceding a Saturday holiday, or on the Monday following a Sunday holiday. However, for those departments requiring employees to work 24 hour work schedules and/or seven day per week schedules, the holiday pay set forth in (B) above shall be paid for work performed on the actual calendar date of Christmas Day (December 25), New Year's Day (January 1) and Independence Day (July 4).

For employees who work the night shift, the holiday shall be paid from the evening before the holiday to the morning of the holiday. For example, employees who work from 11 p.m. to 7 a.m., the holiday shall be from 11 p.m. on the evening before the holiday to 7 a.m. on the day of the holiday.

G. **Floating Holidays**

The following holidays shall be considered floating holidays: Lincoln's Birthday and Columbus Day. The parties understand and agree that sections (a), (b), (c) and (d) of this Article shall not apply for purposes of these days. Rather, in accordance with section (f) of this Article, the calendar dates on which the above holidays would be observed shall be considered regularly scheduled work days. In lieu of the benefits set forth in sections (a), (b), (c) and (d) of this Article, employees may elect to implement the holiday premium compensation as provided in section (a) of this Article for the above holidays on any two regularly scheduled work days during the calendar year in which the holidays occur, provided that 72 hours advance request is made to and approval is granted by the appointing authority. The floating holiday concept shall not be applicable to employees working in 24 hour, shift or relief type operations.

Employees hired or reinstated during any calendar year shall be eligible only for those floating holidays which fall subsequently to their date of hire or reinstatement. Employees eligible for terminal leave pursuant to Article 28 of this agreement shall be credited with any unused floating holidays which fall prior to the employee's termination date and debited with any used floating holidays which fall subsequent to the employee's termination date in accordance with the provisions for terminal leave.

Article 14
Longevity Premium

The County shall pay all regularly scheduled full-time employees and part-time employees (on a pro rata basis) who have completed 10, 15, 20 and (commencing January 1, 1970) 25 years, and for each five (5) year interval thereafter of full-time service with the County, a premium of $125.00 in equal installments which are divisible by 26 payroll periods or further subdivisions thereof, during the year in which the employee first becomes eligible for the longevity premium.

Any employee covered by this agreement hired on or after February 15, 1973 shall not be eligible for such longevity premium.

Article 15
Shift Differential

A shift differential premium of 75 cents per hour shall be paid to all employees covered by this agreement working a work shift between the hours of 3:00 PM and 7:00 AM.

Effective with the first full pay period after adoption of this agreement by the Onondaga County Legislature, the premium shall be 80 cents per hour.

Effective with the first full pay period of 2007, the premium shall be 85 cents per hour.

Article 16
Educational Premium Compensation

A. An Educational Premium adjustment in the amount as set forth below shall be paid for one (1) or two (2) complete years of graduate training now in effect for employees in the Social Services and Probation Departments shall be continued for the duration of this agreement.

B. Employees in the Social Services and Probation Departments holding certification from the State of New York as certified Social Workers, shall receive the Educational Premium adjustment for two (2) complete years of graduate training as set forth below.

C. Any employee covered by this agreement hired on or after February 15, 1973 shall not be eligible for such educational premium.

Educational Premium Adjustment

Grade	One (1) Year of Graduate Training	Two (2) Years of Graduate Training
1	$304	$ 608
2	318	636
3	332	664
4	351	702
5	378	756
6	412	824
7	445	890
8	486	972
9	530	1,060
10	572	1,144
11	613	1,226
12	654	1,308
13	727	1,454
14	807	1,614
15	890	1,780

Article 17
Chronic Care Institutional Differential Premium

A. **Definition**

With the expressed purpose of aiding in recruitment and retention of institutional personnel, the County agrees to pay employees in the Nurse Aide I, Nurse Aide II and Health Services Worker titles covered by this agreement a Chronic Care Institutional Differential Premium (CCIDP).

B. **Applicability**

Such CCIDP shall be paid at the rate of $20.00 per month to all regular scheduled full-time employees in the above mentioned titles.

C. **Limitation**

Said CCIDP shall not accrue until the conclusion of three consecutive months of service with the County. At the conclusion of said three month period the CCIDP shall be applied retroactively, and thereafter shall accrue on a monthly basis. This differential shall be paid at least semiannually.

Article 18
Mileage and Parking Reimbursement

A. **Mileage Reimbursement**

Employees who upon the sole direction and requirement of the Employer use their personal vehicle in pursuit of business on behalf of the Employer shall be reimbursed for incurred mileage expenses at the rate established by the U.S. Internal Revenue Service.

B. **Parking Reimbursement**

1. Employees who upon the sole direction and requirement of the Employer use their personal vehicles in pursuit of business on behalf of the Employer on a regular and consistent basis may be eligible for parking reimbursement.

   Eligibility shall be determined on the basis of required use or availability 50 percent or more of the work time in any month for which the reimbursement is claimed.

2. Eligible employees shall be reimbursed for incurred parking expenses up to but not to exceed the actual rate charged based upon the rates established for the Public Safety Building/Everson Lot A and B or Lot #17. In the event that either lot ceases operation during the term of this agreement, the rate for that lot shall be replaced by the rate as determined by the formula set forth in Appendix F of this agreement.

   Reimbursement shall be made to eligible employees at the rate of a one month or a three month basis upon submission of a receipt for such expenses. In the event an employee who has been reimbursed becomes ineligible or separates from employment, the employee shall return the parking permit to the Employer at its request or shall have the balance of the reimbursement returned to the Employer by payroll deduction.

C. **Payment**

The Employer shall not be required to pay claims for mileage and parking reimbursement submitted to the Employer more than sixty (60) calendar days after the month being claimed for reimbursement except in cases where the amount owed is in dispute or where the employee is incapacitated due to illness.

If the Employer provides tax exempt certificates to employees, the Employer shall not be required to pay reimbursement for any sales tax as may be charged to or incurred by employees in relation to parking expenses.

Payment of mileage and parking reimbursements shall be made by means of the payroll system.

D. **Limitation: Parking**
In instances where the work location of employees is changed from a location where parking is provided at no cost or reduced cost to a location where parking is not provided at no cost or reduced cost, the provision or availability of parking at no cost or reduced cost by the Employer at any work location shall not constitute nor create a term and condition of employment for any employee covered by this agreement.

Article 19
Meal Allowance

A. Onondaga Community College employees engaged in snow removal and any employees in Parks, Facilities Management, Transportation, Water Environment Protection, Metropolitan Water Board and Emergency Communications are entitled to a meal allowance at the rate of $7 per meal, when called in three (3) hours before, or required to work three (3) hours past the normal shift, [except Department of Transportation, which is two (2) hours before and three (3) hours after].

B. Institutional employees, when called upon to work in an overtime capacity, in addition to their regular duty, will be provided an appropriate meal in accordance with present practices.

C. There will be no deduction for meal breaks in (A) or (B) above when the break does not exceed twenty (20) minutes.

D. The meal allowance will also be applicable to employees set forth in (A) above who work through their appropriate meal period on a scheduled day off or holiday when such work is in excess of an employee's normal schedule provided that:

1) the employees are eligible for an appropriate meal period and
2) the Employer is unable to provide the appropriate meal period as a result of the work requirements or circumstances at that time.

E. Payment of meal allowances shall be made by means of the payroll system.

Article 20
Children's Protective Unit Compensation

A. Any regularly scheduled full-time employee covered by this agreement who is assigned to the Child Protective Services Unit within the Department of Social Services shall receive the following amounts of compensation for performing on-call assignments (also referred to as "night service") during off-duty hours as scheduled by the department head or his/her authorized designee.

Week Days - Monday to Friday
Supervisor - 4:00pm M. to 8:00am F. - $264
(Straight Comp Time for hours worked)

Week End – Friday to Monday
Supervisor - 4:00pm F. to 8:00am M. - $312
(Straight Comp Time for hours worked)

EVENING COVERAGE
Night Service Workers
4:00pm to Midnight

1) Night Service Worker 1 - $210
2) Night Service Worker 2 - $210
3) Night Service Worker 3 - $210

EVENING COVERAGE
Night Service Workers
4:00pm to Mid Friday. 8:00am to Mid.-Sat & Sun.

4) Night Service Worker 4 - $252
5) Night Service Worker 5 - $252
6) Night Service Worker 6 - $252

OVERNIGHT COVERAGE **Midnight to 8:00am**	**OVERNIGHT COVERAGE** **Midnight to 8:00am**
7) Night Service Worker 7 - $105	8) Night Service Worker 8 - $105

B. Holidays: Evening Night Service Worker will each be compensated at six (6) hours for providing coverage on one of the official county designated holidays. The overnight Night Service Worker shall be compensated at three (3) hours for each such holiday. Supervisors providing supervisory coverage shall be compensated seven (7) hours for each such holiday.

C. In addition to the compensation for "night service" as noted above, the "night service" worker shall receive overtime compensation at the rate of time and one-half for time actually involved in the physical investigation of a charge other than by telephone.

D. Night service is scheduled on a voluntary basis, and established at the beginning of the calendar year for a 52-week period. In the event that weeks are lacking volunteers or have no volunteers, management has the right to assign coverage for those weeks.

Article 21
Retirement

The County agrees to provide Section 75(i), 41(j) (Sick Leave Credits and Retirement), and Section 41(k) (World War II Veteran Service Credit), of the New York Retirement and Social Security Law for all eligible employees covered by this agreement.

Article 22
Physical Examinations – Water Environment Protection

The County agrees to provide one (1) appropriate physical examination as an early detection device during each contract year for employees of the Department of Water Environment Protection who are working in the following titles:

Closed Circuit TV Attendant
Closed Circuit TV Operator
Electrical Maintenance Coordinator
Head Wastewater Treatment Plant Operator
Heavy Equipment Mechanic Crew Leader
Heavy Equipment Mechanic I & II
Instrumentation Maintenance Coordinator
Instrumentation Crew Leader
Mechanical Maintenance Coordinator
Motor Equipment Operator I & II
Principle Wastewater Treatment Plant Operator
Pump Maintenance Worker
Pump Station Maintenance Worker I & II
Sanitary Chemist I & II
Sanitary Technician
Senior Wastewater Treatment Plant Operator
Instrumentation Mechanic (D & S)
Wastewater Treatment Plant Maintenance Crew Leader
Maintenance Electrician
Wastewater Treatment Plant Maintenance Helper (M)

Wastewater Treatment Plant Maintenance Helper (I/E)
Wastewater Treatment Plant Mechanic
Wastewater Treatment Plant Worker (M)
Wastewater Treatment Plant Worker (I/E)
Wastewater Treatment Plant Operator
Sewer Maintenance Crew Leader
Sewer Maintenance Worker I & II
Stock Clerk
Storekeeper
Stream Maintenance Crew Leader
Stream Maintenance Supervisor
Stream Maintenance Worker I & II
Wastewater Technician I & II

The physical examination shall include:

- 14" x 17" posterior/anterior chest X-rays - alternating on a biennial basis with an audiometric examination not to exceed the cost of the chest X-ray.
- SMA 12 with complete blood count
- urinalysis
- pulmonary function test
- electrocardiogram
- medical history

The parties agree that participation in the physical examination program shall be mandatory for all employees.

Article 23
Health and Safety

A. The County shall continue to make reasonable provisions for the health and safety of its employees during the hours of their employment. The County furthermore agrees to provide reasonable and practicable protective devices and equipment necessary to protect the employees from sickness and injury.

B. All employees covered under this agreement shall be entitled to the provisions of the Workmen's Compensation Law as provided for within the law. It is expressly agreed that this paragraph shall not be grievable nor arbitrable under Article 27 - Grievance and Arbitration Procedure of this agreement.

C. The right of the County to make and enforce reasonable rules and regulations as it may deem necessary for the purpose of maintaining order, safety and efficiency is recognized by the Civil Service Employees Association provided the same are not inconsistent with the provisions of this agreement.

D. The Employer and Association agree to meet and discuss health and safety issues within the committees established under Article 29 - Joint Labor-Management Program of this agreement.

Article 24
Health and Dental Benefits

Health Benefits

The Employer agrees to provide health benefits coverage to regular full-time and regular part-time employees in the bargaining unit who submit the requisite enrollment card under the Onondaga County Health and Wellness Program (hereinafter "OnPoint Program") developed by the Onondaga County Health Care Coalition.

Enrolled members shall contribute in the amount equal to fifteen (15) percent per month of the premium equivalent rates established for the prescription drug portion of the Program and ten (10) percent per month of the premium equivalent rate established for all other portions of the Program for individual coverage and fifteen (15) percent per month of the premium equivalent rate established for the prescription drug portion of the Program and ten (10) percent per month of the premium equivalent rate established for all other portions of the Program for family coverage. The Employer shall collect such contributions by payroll deductions.

The OnPoint Program shall provide that health benefit coverage shall terminate at the end of the calendar month in which eligibility or employment terminates except in case of the death of an employee while on active payroll status which shall continue to be covered by present OnPoint Program provisions or the layoff of an employee as provided in Article 8 – Layoff Procedures of this agreement or Sections 80 and 81 of the Civil Service Law in which case eligibility shall terminate at the end of the month following the month in which the layoff occurs.

Dental Benefits

The Employer agrees to provide dental benefits coverage to members of the bargaining unit, as set forth below, who submit the requisite enrollment card under the Onondaga County Dental Program (hereinafter the "Program") currently provided through Delta Dental.

Regular full time and regular part-time employees may enroll for individual coverage and shall contribute 35% of the premium or premium equivalent rate established by the Program for individual coverage.

Regular full time employees may enroll for family coverage (including eligible dependants as defined by the Program) and shall contribute 35% of the premium or premium equivalent rate established by the Program for family coverage.

Applicability

A. The County reserves the right to self insure, alter benefit plans or change the benefit carriers for the Health and Dental Benefit program provided that any new plan or change shall be equivalent in coverage and/or benefits as provided by the above stated plans. The County shall notify the Association not less than 45 calendar days prior to the effective date of such change or alteration.

B. No employee shall be eligible for health or dental benefits provided herein both as an employee and as a dependent or if enrolled as a dependent under any other health or dental benefit program provided by or offered through the Employer.

Collection of Contribution Increases

For the 2007 contract year the amount of any increase in employee contributions for health or dental benefits shall be collected by the Employer beginning with the effective date of payment of the salary and wage rates set forth in Appendix A – Salaries – 2007 Salary Schedule of this agreement.

Article 25
Long Term Disability Benefits

A. The Employer agrees to provide coverage under a group long term disability program to regular full-time employees and regular part-time employees who work at least twenty (20) hours per week and who submit the requisite enrollment card. For purposes of program eligibility, regular full time and regular part-time employees are required to work at least twenty (20) hours per week in order to be eligible to enroll in the program.

B. The Employer reserves the right to self-insure, alter benefit plans or change benefit carriers provided that any new plan or change shall be the same as or improve the coverage or benefits. The Employer shall notify the Association not less than forty-five (45) calendar days prior to the effective date of such change or alteration.

Article 26
Discipline and Discharge Procedure

The following procedures shall be the exclusive procedure utilized for disciplinary and discharge matters for all permanent employees covered by this Agreement and who have satisfactorily completed the initial probationary period with the County as provided by local Civil Service rules and regulations. It is also the intent of this Article to provide for a swift and judicious alternative for handling discipline and discharge matters in lieu of Section 75 and 76 of the New York State Civil Service Law.

Disciplinary action shall include, but is not limited to, oral and written reprimands, suspension, demotion, discharge, fines or any combination thereof or other such penalties as may be deemed appropriate by the Employer. An employee shall be entitled to representation by the CSEA at each step of the discipline and discharge procedure. An employee shall be entitled upon request to have an Association Representative present if, as a result of an investigation, an employee is asked by the Employer to sign a statement for purposes of attesting to or admitting incompetency or misconduct.

Service of the notice of discipline shall be made by personal service to the employee with the Unit President or his/her designee receiving a copy, if present at the time. If service cannot be effectuated by personal service, it shall be made by registered or certified mail, return receipt requested to the employee with a copy sent to the Unit President or his/her designee.

The notice of discipline shall contain a detailed description of the specific acts and conduct for which discipline is being sought including references to date, times and places and shall state any proposed penalty being sought. The notice of discipline shall also state that the employee has the right to appeal the disciplinary action by filing a written grievance through the Union within five (5) work days after receipt of notice of discipline if he/she disagrees with it. No disciplinary proceeding shall be commenced under this Article more than 15 months after the occurrence of the alleged acts and/or conduct complained of and described in the charges provided, however, that such limitation shall not apply where the acts and/or conduct complained of and described in the charges would, if proved in a court of appropriate jurisdiction, constitute a crime.

Employees will be presumed innocent until proven guilty and the burden of proof shall be the Employer's. Employees shall be given the opportunity to resolve the proposed discipline by settlement and to be represented by a Civil Service Employees Association representative, and waive their rights to the procedure as outlined herein. Any settlement agreed upon between the parties shall be reduced to writing with the exception of oral reprimands, which shall be the form set forth in Appendix D and shall be final and binding upon all parties subject to the approval of the Division of Employee Relations with a copy of same to the President of the Civil Service Employees Association, Local 834.

Oral Warning Notations shall lapse in effect and be expunged from the employee's record upon the expiration of twelve (12) calendar months from the date of issuance provided that the employee receives no disciplinary action for the same or similar offense within the twelve (12) month period.

In instances when disciplinary action is to be preferred against a bargaining unit employee, the employee shall not be suspended from employment prior to the completion of the second step of the discipline and discharge procedures contained in Article 27 of the current agreement unless, in the opinion of the department head and the Director of Employee Relations or their authorized designee, the employee presents a danger to the health and/or safety of one's self or another or disrupts the operation of the department where the employee is situated.

Disciplinary action against an employee, except oral reprimands, which shall be issued in accordance with the form attached hereto as Appendix D, may be appealed by filing a written grievance through the Union within five (5) work days after the receipt of such notification by the employee if he/she disagrees with the disciplinary action taken. Said grievance shall be processed by the Union as a Step Two grievance and, if necessary, through the arbitration step. In instances where an employee is suspended or terminated from employment prior to the completion of the third step of the discipline and discharge procedure contained in Article 27, a Step Three Grievance meeting shall be convened by the Employer within five (5) working days after receipt of a Step Two grievance as provided above. The Director of Employee Relations shall render a decision in writing to resolve the matter within seven (7) calendar days after conclusion of the Step Two meeting. Failure to file a grievance within the time frame herein above specified will constitute acceptance of the penalty as proposed by the Employer, by the employee and settle the matter in its entirety.

In instances where an employee has been suspended in excess of 20 working days or discharged as a result of a Step Two decision, the Union may, on behalf of the discharged employee, proceed to arbitration using the following expedited procedure.

i The Union shall notify the Director of Employee Relations of its intent to proceed to arbitration within five (5) working days after its receipt of the Step Two Decision.

ii The Union and the Employer shall appoint an arbitrator on a rotation basis from a mutually agreed upon list of five (5) arbitrators. The arbitrator shall be responsible for conducting a hearing within thirty (30) days of appointment.

iii The arbitrator shall render a written decision within ten (10) working days after the conclusion of the hearing.

This expedited procedure differs only in method of determining an arbitrator and in the time limits for conducting a hearing and rendering a decision. All other procedures and/or obligations of this Article have the same force and effect for this expedited procedure.

Subject to a mutual written agreement between the Civil Service Employees Association, Local 834 and the Division of Employee Relations, the time limits herein above specified may be waived.

The disciplinary arbitrator shall not have jurisdiction of authority to add to, modify, detract from or alter in any way the provisions of this agreement, or any amendments or supplement thereto or to add new provisions to this agreement or any amendment or supplement thereto.

Rather, the disciplinary arbitrator shall be limited to determining guilt or innocence and the appropriateness of the proposed penalty.

If, in any case where an employee has been suspended or discharged pending the outcome of an arbitration proceeding, an arbitrator finds that such suspension or discharge was unwarranted or that the penalty was too severe then the employee shall be reinstated and compensated for all time lost, and all other rights and conditions of employment as may be determined by the arbitrator, less the amount of compensation which he/she may have received on other employment or in the form of any type of State or Federal benefits since his/her suspension or discharge from the public service.

The decision of the Arbitrator shall be final and binding upon all parties.

Article 27
Grievance and Arbitration Procedure

I. **General**

A. It is the intent of this Article to promote and provide for a mutually satisfactory procedure for the peaceful settlement of grievances arising out of the interpretation or application of the terms of this agreement.

B. Every employee shall have the right to present his/her grievance to the County free from interference, coercion, restraint, discrimination or reprisal, and shall have the right to be represented by a Civil Service Employees Association unit representative, provided however, that an employee may not be represented by any person(s) representing any other labor organization. The Association shall have the right to submit class action grievances.

C. Probationary Employees - It is agreed by and between the parties that any employee covered by this agreement working in a Probationary status may be discharged at the sole discretion of the County and shall not have the right to relief pursuant to the grievance procedure as contained herein.

D. The time limits set forth in the Article are of the essence. They may, however, be extended by mutual written agreement of the parties. Such time limitations can be raised at any Step throughout the grievance procedure.

The failure of the grievant to proceed within the time limit set forth shall terminate the grievance at that step. The failure of the County to answer within the time limit set forth will advance the grievance to the immediate next step of the grievance procedure, upon written notice to the Employer representative at the next step of the grievance procedure.

II. As used herein, the following terms shall be defined as follows:

A. County shall mean County of Onondaga.

B. Employee shall mean any person employed by the County of Onondaga and described in the bargaining unit pursuant to Article 2 of this agreement.

C. Immediate supervisor shall be that person of the next higher level of authority, regardless of titles, who normally assigns, supervises, evaluates or approves the employee's work. The County may designate the Immediate Supervisor in a particular department if it so desires.

D. Department Head means the person so designated pursuant to Charter, Local Law, Administrative Rule and/or Code or by resolution of the County Legislature as the head of a department.

E. Authorized designee means the person so designated by the department head within his/her department, institution, division, bureau and/or other administrative units for the purpose of handling grievances.

F. Work day means all days other than Saturday, Sunday or legal holidays as celebrated by the County. Saturdays, Sundays and Legal holidays shall be excluded in computing the number of legal days in which action must be taken in any step of the grievance procedure.

G. Grievance means a claimed violation, misinterpretation or an inequitable application of a specific and express term of this agreement.

H. Class action grievance means a claimed violation, misinterpretation or an inequitable application of a specific and express term of this agreement that affects employees in more than one department.

I. Civil Service Employees Association Unit Representative means a person designated by the President of Civil Service Employees Association, Local 834.

Preliminary Step

An alleged grievance shall be discussed verbally between the employee(s) and their union representative and the local or immediate supervisor prior to the initiation of a written grievance, however, the time limits for initiating a written grievance shall continue unless otherwise agreed.

Step 1:

A. In the event that the grievance is not adjusted under the Preliminary Step, the aggrieved employee may request in writing within ten (10) working days after the grievant becomes aware of the event constituting the alleged grievance for a review of the alleged grievance with the department head or his/her authorized designee and provided that the Preliminary Step has been completed.

B. The department head or authorized designee shall meet with the grievant and union representative, to review the alleged grievance. The grievant and union representative shall attend the meeting and present facts and oral or written statements pertaining to the alleged grievance. The department head or designee shall provide a written answer to the alleged grievance within twenty (20) working days after receipt of the grievance.

Step 2:

In the event that the grievance is not adjusted under Step 1, the Association shall notify the County through the Division of Employee Relations within ten (10) working days from the date of the Step 1 answer.

A class action grievance shall be initiated in writing at this step by the CSEA Local 834 President or his/her written designee within ten (10) working days after being aware of the event constituting the alleged class action grievance.

Thereafter, the Director of Employee Relations or authorized designee shall meet with the aggrieved employee, their union representative and Labor Relations Specialist, if any, within twenty (20) working days after the notification from Step 1. Within ten (10) working days after the conclusion of the Step 2 meeting, the Director of Employee Relations or authorized designee shall render his decision in writing with copies to the grievant, Local President and Unit President to resolve the matter.

Step 3:

1.) Any grievance arising under Article 26 – Discipline and Discharge Procedure or Article 27 – Grievance and Arbitration Procedure of this agreement which is unresolved after Step 2 of this Article and which is to be further appealed by the Union under Step 3 of this Article shall be processed instead, upon mutual written agreement of the parties, according to the Grievance Triage Arbitration Procedure (hereinafter "GTAP") set forth in Appendix I of this agreement in lieu of paragraph (2) below. Absent such agreement, the grievance shall be processed as provided in (2) below.

2.) A. In the event the grievance is not adjusted at the conclusion of Step 2, the Association may request in writing with a copy to the Division of Employee Relations the appointment of the arbitrator from the American Arbitration Association, Public Employment Relations Board and/or Federal Mediation & Conciliation Service within fifteen (15) working days after receipt of the decision rendered at the conclusion of Step 2.

B. It is understood by the parties that the cost of such arbitration shall be borne equally by the parties.

C. The arbitrator shall not have jurisdiction or authority to add to, modify, detract from, or alter in any way the provisions of the agreement or any amendment or supplement thereto or to add new provisions of this agreement or any amendment or supplement thereto.

D. If the grievance concerns matters not covered by this agreement or the procedures contained herein have not been adhered to, said grievance shall be returned to the parties without decision.

E. The findings, conclusions, and recommendations of the arbitrator for resolution of the grievance shall be binding on all parties to the proceeding. Awards may not be retroactive beyond thirty (30) calendar days prior to the initiation of the alleged grievance with the County.

F. The arbitrator's decision shall be rendered in accordance with the time limits of the arbitration administration agency selected.

Article 28
Employee Leave Benefits

All regular full-time employees and regular part-time employees on a pro rated basis covered by this agreement shall be entitled to the following leave benefits set forth in this Article.

HOURS OF WORK

The basic work week for employees in County departments and agencies and those covered under special regulations is a 35 hour work week from 8:30 AM to 4:30 PM each business day Monday through Friday. Some departments and institutions work a 40 hour work week. Some departments also participate in a flex-time project (see Appendix H) where starting times may be 8:00, 8:30 or 9:00 AM.

In departments where a deviation from the stated work hours is required schedules are determined at the discretion of the department head.

Daily time records showing actual hours worked by each employee shall be maintained. In the absence of mechanized time recording equipment, each department will use designated daily sign-in sheets.

LUNCH PERIOD

Employees not covered by special regulations shall be granted a one (1) hour lunch period each full working day, said lunch hour to be taken according to a schedule determined by the department head.

Lunch hours should not be taken before 11:00 AM nor after 2:00 PM.

REST BREAK

Each department head shall grant one (1) work break not to exceed fifteen (15) minutes during one (1) working day. Timing of the break is at the discretion of the department head.

VACATION LEAVE

Vacation leave shall be earned by full-time employees, and by part-time employees on a pro rata basis in accordance with the Leave Accrual Chart set forth in Appendix E.

Vacation leave shall be fully earned, credited and available for use on the employee's anniversary date.

At the completion of one (1) full year of employment, a new employee has earned eleven (11) days of vacation leave. If desired, the employee may use five (5) days of this first year's entitlement upon completion of six (6) months of service, then leave the remaining six (6) days to be used after the employee's first anniversary date.

Employees may accumulate and carry over unused vacation credits into the following anniversary year not to exceed a total accumulation of thirty (30) vacation leave days, subject to the approval of the department head. Vacation leave days in excess of 30 days on the employee's anniversary date shall be canceled but may be converted to sick leave subject to the approval of the department head.

Limitations:

If an observed legal holiday falls within an employee's vacation period, such day will not be charged against accumulated vacation leave credits.

Vacation leave credits will not be earned or accumulated during any month where an employee is absent without pay more than 50% of the working days.

Any vacation leave use shall be subject to approval by the department head. To assure continuation of essential public services, no more than one third (1/3) of the staff of any department or division may be granted vacation at the same time, except upon approval of the County Executive.

To insure fairness to each employee, where all other things are equal, a vacation schedule shall be established with an employee's length of continuous service in County employment as the criterion for scheduling preference.

NOTE: When leave time is requested and approved, and the employee is on such approved leave, all such days off must be charged to the approved leave category and may not be converted to any other leave category during such leave except in cases of death in the employee's immediate family as defined herein under Bereavement Leave. In such cases, up to four (4) days of vacation leave may be converted to bereavement leave.

PERSONAL LEAVE

After one (1) full year of continuous employment, and on each succeeding anniversary date, regular full-time employees on the permanent (101) payroll earn three (3) days of personal leave to be used for religious observance or personal business. Part-time employees on the permanent (101) payroll earn personal leave on a pro rata basis. (Refer to the Leave Accrual Chart set forth in Appendix E. Personal Leave may be granted only with the approval of the department head upon the written request of the employee.

Personal leave credits may not accumulate. Any credits remaining unused on the employee's anniversary date may be converted into sick leave subject to the approval of the department head.

Personal leave is not earned during any month where an employee is absent without pay more than 50% of the working days.

TERMINAL LEAVE

Upon resignation or retirement, an employee will receive a lump sum cash payment up to a maximum of twenty-one (21) days of earned and unused vacation, eligible floating holidays, personal leave, and compensatory time credits provided that notice of resignation or retirement is on file in the Personnel Department at least two (2) weeks prior to the employee's last day of work. Entitlement for lump sum payment is figured from the employee's last anniversary date and must be certified by the Department of Personnel. The terminal leave entitlement for vacation leave and personal leave are calculated using the Leave Accrual Chart set forth in Appendix E. The total lump sum payment may not exceed twenty-one (21) days and employees may not be retained on the payroll in budgeted items following the last day of work in order to use any uncompensated credits.

When an employee is reinstated from resignation within one (1) year of such resignation, any unused sick leave credits, if any, which remained at the time of resignation shall be restored to the employee upon reinstatement. Upon reinstatement, the employee shall then become eligible to begin earning new vacation, personal and sick leave days.

In the event of death of an employee while on active payroll status, the Employer shall pay in a lump sum cash payment all earned and unused vacation, eligible floating holidays, personal leave and compensatory time credits to the estate of the employee.

SICK LEAVE

Full time employees on the permanent (101) payroll earn sick leave credits in accordance with the Leave Accrual Chart set forth in Appendix E limited to ten (10) days per year and subject to the provisions set forth below. Regular part-time employees on the permanent (101) payroll earn sick leave credits on a pro-rata basis in accordance with the Leave Accrual Chart set forth in Appendix E and subject to the provisions set forth below.

Sick leave shall not be used until an employee has completed six (6) payroll periods of continuous service.

Sick leave credits shall not be earned unless the employee is on full pay status for at least fifty percent (50%) of the working days during the payroll period. Days during which the employee is using accumulated sick leave credits shall not be considered as days on full pay status for purposes of earning sick leave.

Unused sick leave credits shall accumulate but only up to a maximum of one hundred sixty-five (165) days. Upon attaining the maximum accumulation, sick leave is no longer earned. Upon retirement, an employee who is eligible for a retirement benefit may elect to apply unused accumulated sick leave credits to his or her years of service for purposes of increasing the retirement benefit. Such credits may not be used for purposes of becoming eligible for a retirement benefit.

When an employee must be absent on sick leave, the employee shall report same to the department head as near as possible to the normal starting time. Departments which require replacement for absent employees may require earlier notification time.

In case of failure to report, unless for reasons satisfactory to the department head, the absence shall not be deducted from sick leave credits but shall be considered as time off without pay.

Sick leave credits may be used by the employee in units of days, half days, or hours when the employee is incapacitated or unable to perform the duties of his or her position by reason of sickness, injury, temporary disability, or for dental or medical visits which may not be accomplished after working hours.

Sick leave credits, not to exceed a total of ten (10) days in any calendar year, may be used for verified serious illness in the employee's immediate family requiring care and attendance by the employee. Immediate family shall include spouse, parent, child, brother, sister, or any other relatives who are actual members of the employee's household.

A physician's statement verifying the employee's incapacity or inability to perform the job duties shall be required upon the request of the department head in case of:

A. absence of three (3) consecutive work days or more;
B. sick leave taken on day(s) where paid leave credits or absence(s) have been previously requested and disapproved;
C. for sick leave taken on their last scheduled work day prior to a holiday or vacation day, the holiday when they are required to work except as provided in (D) below, and their first scheduled work day after a vacation day or holiday;
D. sick leave taken on more than one holiday in a calendar year on which the employee is scheduled and required to work;
E. unverified absence in excess of seven (7) days (or the equivalent in hours) in a calendar year except for employees who have one hundred and sixty-five (165) days of sick leave and for employees scheduled on a twelve (12) hour shift schedule in which case shall be in excess of six (6) days or 72 hours.

Further verification of illness may be requested at the department head's discretion if the attending physician's statement is considered incomplete. If the employee fails to submit sufficient proof of illness when required to do so, or if in the department head's judgment the submitted proof does not justify the employee's absence, such absence shall be considered time off without pay.

Upon return from sick leave of thirty (30) days or more, the employee shall submit to the department head a physician's statement attesting to the employee's recovery and physical fitness to perform the duties of his or her assignment.

When sick leave credits have been exhausted, absence for illness may be charged against annual leave, personal leave or compensatory time credits at the employee's option, but thereafter shall be absence without pay.

Whenever possible, such as for scheduled hospital or office visits, requests for sick leave are to be made in written form and approved by the department head in advance of the date leave is to be taken.

EXTENDED SICK LEAVE

Employees with five (5) or more years of satisfactory service may receive additional sick leave with full pay in the case of verified serious and protracted illness, after all other credits have been exhausted.

Such additional sick leave may be granted at the discretion of the department head and with the approval of the Commissioner of Personnel and shall be up to one (1) calendar month for those having five (5) years and up to ten (10) years employment, two (2) calendar months for an employee with ten (10) to fifteen (15) years of service, and maximum of three (3) calendar months for an employee with fifteen (15) or more years of service. Extended sick leave may be utilized by eligible employees for the total entitlement as listed above, however, the entitlement may be granted only once during the employee's tenure.

For example, an employee who is entitled to one (1) month and uses only two (2) weeks may, at the department head's discretion, use the remaining two (2) weeks at some future date if necessary, however, such employee will not be eligible for additional extended sick leave after ten (10) to fifteen (15) years of service.

Calculation of remaining extended sick leave credits is based on the number of work days in the calendar month(s) originally requested.

BEREAVEMENT LEAVE

For employees on the permanent (101) payroll leave of absence with pay because of death in an employee's immediate family may be granted for up to four (4) working days. Immediate family includes spouse, parent, child, brother, sister, a person occupying the position of a parent or child, or a close relative who is an actual member of the employee's household.

Leave with pay of two (2) working days may be granted to employees in the event of death of grandparents and in-laws.

Leave with pay of one (1) working day may be granted to employees in the event of death of other near relatives such as the employee's aunts, uncles, first cousins.

NOTE: Aunts, uncles, cousins and grandparents of an employee's spouse are not considered near relatives for purposes of granting bereavement leave.

JURY DUTY AND COURT ATTENDANCE

Upon showing of proof five (5) days in advance of a call to jury duty or to attend court pursuant to a subpoena or other court order not as a party to the litigation, an employee scheduled to work shall be granted leave with pay for such purpose by the department head, less any per diem compensation received by the employee in connection with the performance of jury duty. Such leave with pay shall be applied, regardless of shift assignment, in units of days or half days, depending on the schedule of jury duty service. Employees who are placed on an "on-call" status by the jury shall be required to report for work if so scheduled and shall be released for jury duty in the event the employee is summoned. Employees who are scheduled to work Saturdays and Sundays will have their work schedules adjusted to work Monday through Friday during jury duty except in instances of bona fide emergencies where the employee is needed to work and cannot be replaced.

CIVIL SERVICE EXAMINATIONS

Employees with permanent Civil Service status on the (101) payroll shall be allowed time off with pay to take open competitive or promotional examinations held for any positions under the jurisdiction of the Commissioner of Personnel, if such examination is scheduled during the employee's regular work hours.

A provisional employee shall be allowed time off with pay to take the examination for the position in which he or she is serving provisionally, if such examination is scheduled during the employee's regular work hours.

Employees will not be required to work eight (8) hours immediately preceding the examination, but shall instead be rescheduled to provide for this time off.

CHILDBIRTH LEAVE

Employees shall be entitled to a leave of absence without pay for childbirth as follows:

An employee covered by this agreement shall be granted childbirth leave provided written notification is submitted to the supervisor, at least four (4) weeks prior to the anticipated departure, stating the probable date of departure and duration of leave. Such leave shall be granted for a period of up to six (6) months, and upon further written request by the employee, the department head may extend the leave for an additional six (6) months. In no case shall the total period of leave exceed twelve (12) months.

In no case shall the employee be required to leave prior to childbirth unless in the opinion of the department head, the performance or attendance of the employee becomes unsatisfactory.

Accumulated sick leave credits may be used for any time during pregnancy, delivery, or recovery, when sickness or disability would prevent the employee from performing the normal duties at work. The provisions governing use of such leave pursuant to the Sick Leave Section of this agreement shall apply when sick leave is used for this purpose.

Granting of childbirth leave shall not prevent the abolition of a position, and/or termination of an employee due to reorganization, lack of funds or other reason unrelated to childbirth.

EMERGENCY SERVICE PROVIDERS

A. Employees who are members of a volunteer fire department and/or ambulance squadron shall be eligible for excused tardiness and absences attributable to the provision of emergency services in a volunteer fire department and/or ambulance squadron without charge to leave accruals upon prior certification by the department head. Certification of employees shall be in the discretion of the department head upon submission of proper written documentation establishing the current and continuing membership of the employee in a volunteer fire department and/or ambulance squadron.

B. **Absence or Tardiness**
In the event a certified employee is absent from work or reports for work beyond the scheduled reporting times due to the provision of emergency service, employees shall report such absence or tardiness as soon as possible to the department head. The employee shall upon returning to work submit an official written statement from the officer in charge of the fire department or ambulance squadron stating the employee's name, time of alarm, time of release, and a description of the emergency verifying the absence or tardiness. Upon approval of the department head such absence or tardiness shall be excused without charge to leave accruals.

C. **Release from Work**
In the event a certified employee receives a call to respond to an emergency while the employee is at work, the employee shall be released from work upon approval of the department head. The employee shall upon returning to work submit an official written statement from the officer in charge of the fire department or ambulance squadron stating the employee's name, time of alarm, time of release and a description of the emergency verifying the release or absence. Upon approval of the department head such release or absence shall be excused without charge to leave accruals.

Article 29
Joint Labor Management Program

With the express purpose of fostering a harmonious relationship, the administration of the employees covered by this agreement in their respective departments and agencies and the duly authorized representative of the Association shall establish a Joint Labor-Management Program for the purpose of providing communication and discussion for attempted resolution of employment problems between the respective administrators and the employees.

Article 30
Productivity - Efficiency Clause

The Civil Service Employees Association and the County recognize the paramount importance of delivering the public service in the most efficient, effective and courteous manner.

The Civil Service Employees Association recognizes the County's rights and responsibility to establish and/or revise performance standards or norms notwithstanding the existence of prior performance levels, norms or standards. Such standards developed by usual work measurement procedures may be used to deem acceptable work performance levels, prepare work schedules and to measure the performance of each employee or group of employees.

Experience indicates that it is important to involve employees in the process of implementing such procedures and the Civil Service Employees Association agrees to appoint an appropriate committee to meet with the Division of Employee Relations for the purpose of assisting in the development and implementation of such procedures.

Article 31
On-Call

A. Employees are "on-call" when they are assigned and required by the Employer to be available for immediate recall and to be prepared to return to work within the designated period of time or perform work during off-duty hours. "Immediate recall" shall mean the time of response required by the Employer to the call or page. The period of time for recall response and return to work shall be determined by the Employer.

B. On-call assignments which presently exist absent an agreement or any subsequent on-call assignments which are required by the Employer, shall be covered by written agreements between the Union and the County which provide for:

   1. the terms and conditions of the on-call assignments with respect to time spent on call;
   2. the terms and conditions of any work performed during such assignment which may not be covered by this agreement

C. All such written agreements shall be drawn in accordance with the Guidelines for Written Agreements for On-Call set forth in Appendix G of this agreement.

D. Employees who may be contacted to perform snow removal or to respond to an emergency shall be excluded from the provisions of this Article.

Article 32
Employee Property Damage

All departments shall utilize a process for reviewing employee property damage claims not inconsistent with that established by the County Executive and Onondaga County Legislature.

Article 33
Probation Department Premium Compensation

The Employer and Union recognize the special and unique working conditions and training required of Probation Officers and Probation Supervisors as well as the value of experience gained through continuity of performance on the job in capacities which exceed regular or usual expectations. In relation to these factors, the following premium compensation is established effective the first full pay period of 2002:

A) Enhanced Supervision Premium Compensation – Members of the Probation Department in the title of Probation Officer who are assigned by the Employer to perform Enhanced Supervision Hours shall be paid a premium compensation of one and one-half times their regular rate of compensation limited to 7 hours per month worked between the hours of 6:00 p.m. and 12:00 midnight on a Friday and/or Saturday or additional hours or special assignments as may be authorized by the Commissioner of Probation provided, however, that a minimum of 14 hours of Enhanced Supervision Hours are actually worked. Probation Supervisors shall also be eligible for such premium compensation when assigned by the Employer to special details comprised of Enhanced Supervision Hours.

B) Compensatory Time Redemption. Members of the Probation Department in the titles of Probation Officer Trainee, Probation Officer and Probation Supervisor shall be eligible to redeem accumulated compensatory time that is earned in accordance with Article 12 – Overtime Premium Compensation of this Agreement for straight time cash payment at their regular rate of compensation. Applications for payment must be made by eligible members on or before October 15th of each calendar year. Payments shall be made by the Employer on or before December 15th of each calendar year. The maximum cash payment permitted for any member shall be $750 per calendar year unless otherwise approved by the Employer. The Employer reserves the right to redeem accumulated compensatory time earned by members as provided in Article 12 – Overtime Compensation Premium of this Agreement.

Article 34
Tardiness/Attendance Rule

Tardiness will not be tolerated and will result in a loss of pay for FLSA non-exempt employees and in a deduction of accrued leave (vacation leave, personal leave, compensatory time in that order) for FLSA exempt employees unless or until accrued leave time is exhausted in accordance with th e following schedule:

Tardy:	Loss of:
0 min. through 7* min.	accumulated/payroll period = 0
8 min. through 22* min.	accumulated/payroll period = 15 min.
23 min. through 37* min.	accumulated/payroll period = 30 min.
38 min. through 52* min.	accumulated/payroll period = 45 min.
53 min. through 60* min.	accumulated/payroll period = 60 min.

*Cumulative per/day/payroll period.

In excess of 60 minutes shall be computed as noted above. In addition to the loss of pay, employee tardiness will be subject to review for disciplinary action up to and including discharge.

Tardiness due to snow storms, natural disasters or other major calamities, if supported by reasons acceptable to the department head, may be excused and will not result in loss of pay or disciplinary action for the period of tardiness or absence.

Article 35

Field Training Officer Premium Compensation
(Department of Emergency Communication)

A.) In the event that an employee in the title of Public Safety Telecommunicator, Public Safety Dispatcher or Supervisor of Dispatch Operations is assigned by the Employer to perform the duties commonly referred to as Field Training Officer (hereinafter "FTO") the following shall apply.

B.) The rate of compensation for each day (an 8-hour shift) that an employee is assigned as FTO shall be two (2) hours of compensatory straight time.

Article 36
Conformity to Law

This agreement and its component provisions are subordinate to any present or future Federal or New York laws and regulations. If any Federal or New York law or regulation, or the final decisions of any Federal or New York court or administrative agency affects any provisions of this agreement, each such provision will be deemed amended to the extent necessary to comply with such law, regulation or decision, but otherwise this agreement will not be affected.

Article 37
Ratification of Agreement

It is understood between the parties that no provisions contained within this agreement are binding upon either party until this agreement has been reduced to writing, ratified by the Association and duly approved, ratified and executed by the Onondaga County Legislature. It is further understood between the parties that the Onondaga County Legislature reserves the right to approve or reject any provisions of this agreement together with the whole thereof.

Article 38
Terms of Agreement

The terms of this agreement and each of its provisions unless otherwise provided shall be effective as of the date of adoption of this Agreement by the Onondaga County Legislature and continue in full force and effect until December 31, 2007. Retroactivity of benefits as of the second pay period of 2001 shall be expressly limited to Article 10 – Regular Compensation Rate, Article 12 – Overtime Compensation Premium (A) and (E) and Article 13 – Holidays and Holiday Premium.

ONONDAGA COUNTY EMPLOYEES
BARGAINING UNIT, LOCAL 834
CIVIL SERVICE EMPLOYEES ASSOCIATION

President, Local 834/Chairperson

Labor Relations Specialist, CSEA

Labor Relations Specialist, CSEA

FOR THE COUNTY OF ONONDAGA

County Executive

Director of Employee Relations

APPROVED AS TO FORM:

COUNTY ATTORNEY

DATED THIS: 12 February
DAY OF 2008 AT SYRACUSE, NEW YORK.

APPENDIX A
SALARIES

1. Rates of Pay

   a. The parties agree that for purposes of compensation and computation regarding the terms of this agreement, the hourly rates of pay shown on Hourly Schedule 2005, 2006, 2007 (January) and 2007 (July) shall be applied to all employees in titles designated as non-exempt under the Federal Fair Labor Standards Act respective of their hourly work schedule except as provided in (b) and (c) of this section. For purposes of compensation and computation regarding the terms of this agreement, the bi-weekly salary shown on Bi-Weekly Salary Schedule 2005, 2006, 2007 (January) and 2007 (July) shall be applied to all employees in titles designated as exempt under the Federal Fair Labor Standards Act except as provided in (b) and (c) of this section.

   The annual rates of pay illustrate a suggested base annual salary without premium compensation applications.

   Method of payment (either hourly rate or bi-weekly salary) shall not affect the eligibility of employees for premium compensation according to the terms of this agreement.

   b. The Bi-Weekly Salary Schedule 2005, 2006, 2007 (January) and 2007 (July) shall be applied to employees currently paid on a bi-weekly salary basis for purposes of compensation and computation regarding the terms of this agreement. The annual rates of pay illustrate a suggested base annual salary without premium compensation applications.

   c. The OCC Annual Salary Schedule 2005, 2006, 2007 (January) and 2007 (July) shall be applied to employees of Onondaga Community College for purposes of compensation and computation regarding the terms of this agreement.

2. Hourly Schedules

   a. 2005 Effective upon the adoption of this agreement by the Onondaga County Legislature and retroactive to the first full payroll period of 2005 the following Hourly Schedule 2005 shall apply to employees as provided in paragraph 1(a) of this Appendix who are on the payroll as of June 20, 2006.

   b. 2006 Effective upon the adoption of this agreement by the Onondaga County Legislature and retroactive to the first full payroll period of 2006, the following Hourly Schedule 2006 shall apply to employees as provided in paragraph 1(a) of this Appendix who are on the payroll as of June 20, 2006.

   c. 2007 (January) Effective with the commencement of the first full payroll period of 2007, the following Hourly Schedule 2007 (January) shall apply to employees as provided in paragraph 1(a) of this Appendix.

   d. 2007 (July) Effective with the commencement of the first full payroll period after July 1, 2007, the following Hourly Schedule 2007 (July) shall apply to employees as provided in paragraph 1(a) of this Appendix.

3. Bi-Weekly Salary Schedules

a. 2005 Effective upon the adoption of this agreement by the Onondaga County Legislature and retroactive to the first full payroll period of 2005 the following Bi-Weekly Salary Schedule 2005 shall apply to employees who are on the payroll as of June 20, 2006 as provided in paragraphs 1(a) and 1(b) of this Appendix.

b. 2006 Effective upon adoption of this agreement by the Onondaga County Legislature and retroactive to the first full payroll period of 2006, the following Bi-Weekly Salary Schedule 2006 shall apply to employees as provided in paragraphs 1(a) and 1(b) of this Appendix.

c. 2007 (January) Effective with the commencement of the first full payroll period of 2007 the following Bi-Weekly Salary Schedule 2007 (January) shall apply to employees as provided in paragraphs 1(a) and 1(b) of this Appendix.

d. 2007 (July) Effective with the commencement of the first full payroll period after July 1, 2007, the following Bi-Weekly Salary Schedule 2007 (July) shall apply to employees as provided in paragraphs 1(a) and 1(b) of this Appendix.

4. OCC Annual Salary Schedules

a. 2005 Effective upon the adoption of this agreement by the Onondaga County Legislature and retroactive to the first full payroll period of 2005 the following OCC Annual Salary Schedule 2005 shall apply to employees who are on the payroll as of June 20, 2006 as provided in paragraph 1(c) of this Appendix.

b. 2006 Effective upon adoption of this agreement by the Onondaga County Legislature and retroactive to the first full payroll period of 2006, the following OCC Annual Salary Schedule 2006 shall apply to employees as provided in paragraph 1(c) of this Appendix.

c. 2007 (January) Effective with the commencement of the first full payroll period of 2007, the following OCC Annual Salary Schedule 2007 shall apply to employees as provided in paragraph 1(c) of this Appendix.

d. 2007 (July) Effective with the commencement of the first full payroll period after July 1, 2007, the following OCC Annual Salary Schedule 2007 shall apply to employees as provided in paragraph 1(c) of this Appendix.

a. NEW HIRE EMPLOYEES

Employees who are hired into a bargaining unit title shall be placed into Column A of the Salary Schedule in effect at the time of their hire. Lateral advancement from Step A to Step 2, Step 2 to Step 3 and Step 3 to Step Z within the Salary Schedules in effect shall be based upon the following:

-upon successful completion of one (1) year of satisfactory service – Step 2
-upon successful completion of two (2) years of satisfactory service – Step 3
-upon successful completion of three (3) years of satisfactory service – Step Z

b. ADVANCED STEP HIRING

The Employer shall have the right to slot new hire employees into steps other than step A for purposes of competition in recruitment or to take into account skill or experience for the position. All slotting provided in this section shall be subject to the approval of the Commissioner of Personnel.

6. PROMOTIONAL PROCEDURE

An employee who is promoted within the bargaining unit from a lower classification to a higher classification shall be slotted into the first step of the higher classification which provides at least $300 more than the rate the employee is earning at the time of promotion. This slotting applies only to the regular rate of compensation and is not compounded by any form of premium compensation. Upon successful completion of the probationary period or one (1) year of satisfactory service in the higher classification whichever occurs first the employee shall be slotted into the step in the higher classification corresponding to the step held in the lower classification at the time of promotion. Thereafter, lateral advancement shall be based upon successful completion of one (1) year of satisfactory service in order to be eligible to move to the next immediate step within the Salary Schedule in effect.

7. It is agreed that all slotting, lateral advancement and rate changes provided in Section 5 and Section 6 of this Appendix shall become effective at the beginning of the first full pay period after eligibility date.

2005 CSEA HOURLY SALARY SCHEDULE

GRADE		A	2	3	Z
1	ANNUAL*	21603	22335	23067	23822
	70 HR	11.8700	12.2721	12.6740	13.0890
	80 HR	10.3860	10.7377	11.0894	11.4526
2	ANNUAL*	22513	23276	24040	24833
	70 HR	12.3696	12.7891	13.2087	13.6444
	80 HR	10.8241	11.1911	11.5582	11.9394
3	ANNUAL*	23438	24234	25030	25861
	70 HR	12.8781	13.3154	13.7527	14.2093
	80 HR	11.2678	11.6504	12.0330	12.4324
4	ANNUAL*	24657	25495	26334	27214
	70 HR	13.5476	14.0082	14.4691	14.9530
	80 HR	11.8537	12.2567	12.6599	13.0834
5	ANNUAL*	26462	27364	28266	29220
	70 HR	14.5397	15.0351	15.5305	16.0552
	80 HR	12.7226	13.1561	13.5896	14.0488
6	ANNUAL*	28721	29701	30682	31730
	70 HR	15.7805	16.3194	16.8582	17.4339
	80 HR	13.8066	14.2802	14.7516	15.2553
7	ANNUAL*	30862	31917	32973	34108
	70 HR	16.9569	17.5370	18.1169	18.7409
	80 HR	14.8364	15.3436	15.8515	16.3976
8	ANNUAL*	33564	34714	35865	37111
	70 HR	18.4416	19.0735	19.7058	20.3907
	80 HR	16.1375	16.6905	17.2436	17.8432
9	ANNUAL*	36460	37712	38963	40329
	70 HR	20.0331	20.7207	21.4085	22.1589
	80 HR	17.5292	18.1310	18.7327	19.3894
10	ANNUAL*	39180	40527	41874	43352
	70 HR	21.5277	22.2678	23.0078	23.8198
	80 HR	18.8362	19.4837	20.1312	20.8415
11	ANNUAL*	41884	43325	44767	46356
	70 HR	23.0131	23.8051	24.5970	25.4701
	80 HR	20.1374	20.8304	21.5234	22.2876
12	ANNUAL*	44602	46138	47675	49376
	70 HR	24.5065	25.3507	26.1951	27.1295
	80 HR	21.4442	22.1830	22.9216	23.7395
13	ANNUAL*	49403	51108	52812	54711
	70 HR	27.1445	28.0811	29.0177	30.0608
	80 HR	23.7520	24.5716	25.3911	26.3038
14	ANNUAL*	54639	56528	58414	60528
	70 HR	30.0212	31.0585	32.0957	33.2570
	80 HR	26.2681	27.1757	28.0834	29.0994
15	ANNUAL*	60085	62164	64242	66579
	70 HR	33.0140	34.1559	35.2980	36.5821
	80 HR	28.8878	29.8871	30.8864	32.0101

2006 CSEA HOURLY SALARY SCHEDULE

GRADE		A	2	3	Z
1	ANNUAL*	22035	22782	23528	24298
	70 HR	12.1074	12.5175	12.9275	13.3508
	80 HR	10.5937	10.9525	11.3112	11.6817
2	ANNUAL*	22963	23742	24521	25329
	70 HR	12.6170	13.0449	13.4729	13.9173
	80 HR	11.0406	11.4149	11.7894	12.1782
3	ANNUAL*	23907	24719	25531	26378
	70 HR	13.1357	13.5817	14.0278	14.4935
	80 HR	11.4932	11.8834	12.2737	12.6810
4	ANNUAL*	25150	26005	26860	27759
	70 HR	13.8186	14.2884	14.7585	15.2521
	80 HR	12.0908	12.5018	12.9131	13.3451
5	ANNUAL*	26992	27911	28831	29805
	70 HR	14.8305	15.3358	15.8411	16.3763
	80 HR	12.9771	13.4192	13.8614	14.3298
6	ANNUAL*	29295	30295	31296	32364
	70 HR	16.0961	16.6458	17.1954	17.7826
	80 HR	14.0848	14.5658	15.0466	15.5604
7	ANNUAL*	31479	32556	33632	34791
	70 HR	17.2960	17.8677	18.4792	19.1157
	80 HR	15.1331	15.6507	16.1685	16.7256
8	ANNUAL*	34235	35408	36582	37853
	70 HR	18.8104	19.4550	20.0999	20.7985
	80 HR	16.4603	17.0243	17.5885	18.2001
9	ANNUAL*	37190	38466	39743	41136
	70 HR	20.4338	21.1351	21.8367	22.6021
	80 HR	17.8798	18.4936	19.1074	19.7772
10	ANNUAL*	39964	41338	42712	44219
	70 HR	21.9583	22.7132	23.4680	24.2962
	80 HR	19.2129	19.8734	20.5338	21.2583
11	ANNUAL*	42722	44192	45662	47283
	70 HR	23.4734	24.2812	25.0889	25.9795
	80 HR	20.5401	21.2470	21.9539	22.7334
12	ANNUAL*	45494	47061	48629	50363
	70 HR	24.9966	25.8577	26.7190	27.6721
	80 HR	21.8731	22.6267	23.3800	24.2143
13	ANNUAL*	50391	52130	53869	55805
	70 HR	27.6874	28.6427	29.5981	30.6620
	80 HR	24.2270	25.0630	25.8989	26.8299
14	ANNUAL*	55731	57657	59582	61738
	70 HR	30.6216	31.6797	32.7376	33.9221
	80 HR	26.7935	27.7192	28.6451	29.6814
15	ANNUAL*	61287	63407	65527	67911
	70 HR	33.6743	34.8390	36.0040	37.3137
	80 HR	29.4656	30.4848	31.5041	32.6503

1/2007 CSEA HOURLY SALARY SCHEDULE

GRADE		A	2	3	Z
1	ANNUAL*	22256	23010	23763	24541
	70 HR	12.2285	12.6427	13.0568	13.4843
	80 HR	10.6996	11.0620	11.4243	11.7985
2	ANNUAL*	23193	23979	24766	25583
	70 HR	12.7432	13.1753	13.6076	14.0565
	80 HR	11.1510	11.5290	11.9073	12.3000
3	ANNUAL*	24146	24966	25786	26642
	70 HR	13.2671	13.7175	14.1681	14.6384
	80 HR	11.6081	12.0022	12.3964	12.8078
4	ANNUAL*	25401	26265	27129	28036
	70 HR	13.9568	14.4313	14.9061	15.4046
	80 HR	12.2117	12.6268	13.0422	13.4786
5	ANNUAL*	27261	28190	29119	30103
	70 HR	14.9788	15.4892	15.9995	16.5401
	80 HR	13.1069	13.5534	14.0000	14.4731
6	ANNUAL*	29588	30598	31609	32688
	70 HR	16.2571	16.8123	17.3674	17.9604
	80 HR	14.2256	14.7115	15.1971	15.7160
7	ANNUAL*	31794	32881	33968	35139
	70 HR	17.4690	18.0666	18.6640	19.3069
	80 HR	15.2844	15.8072	16.3302	16.8929
8	ANNUAL*	34577	35762	36948	38232
	70 HR	18.9985	19.6496	20.3009	21.0065
	80 HR	16.6249	17.1945	17.7644	18.3821
9	ANNUAL*	37561	38851	40140	41547
	70 HR	20.6381	21.3465	22.0551	22.8281
	80 HR	18.0586	18.6785	19.2985	19.9750
10	ANNUAL*	40364	41751	43139	44661
	70 HR	22.1779	22.9403	23.7027	24.5392
	80 HR	19.4050	20.0721	20.7391	21.4709
11	ANNUAL*	43149	44634	46118	47756
	70 HR	23.7081	24.5240	25.3398	26.2393
	80 HR	20.7455	21.4595	22.1734	22.9607
12	ANNUAL*	45949	47532	49115	50867
	70 HR	25.2466	26.1183	26.9862	27.9488
	80 HR	22.0918	22.8530	23.6138	24.4564
13	ANNUAL*	50895	52651	54407	56363
	70 HR	27.9643	28.9291	29.8941	30.9686
	80 HR	24.4693	25.3136	26.1579	27.0982
14	ANNUAL*	56289	58234	60178	62356
	70 HR	30.9278	31.9965	33.0650	34.2613
	80 HR	27.0614	27.9964	28.9316	29.9782
15	ANNUAL*	61900	64041	66182	68590
	70 HR	34.0110	35.1874	36.3640	37.6868
	80 HR	29.7603	30.7896	31.8191	32.9768

7/2007 CSEA HOURLY SALARY SCHEDULE

GRADE		A	2	3	Z
1	ANNUAL*	22701	23470	24239	25032
	70 HR	12.4731	12.8956	13.3179	13.7540
	80 HR	10.9136	11.2832	11.6528	12.0345
2	ANNUAL*	23657	24459	25261	26094
	70 HR	12.9981	13.4388	13.8798	14.3376
	80 HR	11.3740	11.7598	12.1454	12.5460
3	ANNUAL*	24629	25465	26302	27175
	70 HR	13.5324	13.9919	14.4515	14.9312
	80 HR	11.8403	12.2422	12.6443	13.0640
4	ANNUAL*	25909	26790	27672	28597
	70 HR	14.2359	14.7199	15.2042	15.7127
	80 HR	12.4559	12.8793	13.3030	13.7482
5	ANNUAL*	27807	28754	29701	30705
	70 HR	15.2784	15.7990	16.3195	16.8709
	80 HR	13.3690	13.8245	14.2800	14.7626
6	ANNUAL*	30180	31210	32241	33342
	70 HR	16.5822	17.1485	17.7147	18.3196
	80 HR	14.5101	15.0057	15.5010	16.0303
7	ANNUAL*	32429	33539	34648	35841
	70 HR	17.8184	18.4279	19.0373	19.6930
	80 HR	15.5901	16.1233	16.6568	17.2308
8	ANNUAL*	35269	36478	37687	38996
	70 HR	19.3785	20.0426	20.7069	21.4266
	80 HR	16.9574	17.5384	18.1197	18.7497
9	ANNUAL*	38313	39628	40943	42378
	70 HR	21.0509	21.7734	22.4962	23.2847
	80 HR	18.4198	19.0521	19.6845	20.3745
10	ANNUAL*	41171	42586	44002	45555
	70 HR	22.6215	23.3991	24.1768	25.0300
	80 HR	19.7931	20.4735	21.1539	21.9003
11	ANNUAL*	44012	45526	47041	48711
	70 HR	24.1823	25.0145	25.8466	26.7641
	80 HR	21.1604	21.8887	22.6169	23.4199
12	ANNUAL*	46868	48482	50097	51884
	70 HR	25.7515	26.6386	27.5259	28.5078
	80 HR	22.5336	23.3101	24.0861	24.9455
13	ANNUAL*	51913	53704	55495	57490
	70 HR	28.5236	29.5077	30.4920	31.5880
	80 HR	24.9587	25.8199	26.6811	27.6402
14	ANNUAL*	57414	59398	61382	63603
	70 HR	31.5464	32.6364	33.7263	34.9465
	80 HR	27.6026	28.5563	29.5102	30.5778
15	ANNUAL*	63138	65322	67506	69962
	70 HR	34.6912	35.8911	37.0913	38.4405
	80 HR	30.3555	31.4054	32.4555	33.6363

2006 CSEA BI-WKLY SALARY SCHEDULE

GRADE		A	2	3	Z
	ANNUAL*	21603	22335	23067	23822
	70 BI-W	830.92	859.06	887.19	916.23
	80 BI-W	830.92	859.06	887.19	916.23
:	ANNUAL*	22513	23276	24040	24833
	70 BI-W	865.94	895.30	924.66	955.15
	80 BI-W	865.94	895.30	924.66	955.15
:	ANNUAL*	23438	24234	25030	25861
	70 BI-W	901.48	932.09	962.69	994.65
	80 BI-W	901.48	932.09	962.69	994.65
.	ANNUAL*	24657	25495	26334	27214
	70 BI-W	948.34	980.59	1012.84	1046.70
	80 BI-W	948.34	980.59	1012.84	1046.70
:	ANNUAL*	26462	27364	28266	29220
	70 BI-W	1017.80	1052.49	1087.17	1123.92
	80 BI-W	1017.80	1052.49	1087.17	1123.92
:	ANNUAL*	28721	29701	30682	31730
	70 BI-W	1104.70	1142.42	1180.14	1220.43
	80 BI-W	1104.70	1142.42	1180.14	1220.43
'	ANNUAL*	30862	31917	32973	34108
	70 BI-W	1186.96	1227.56	1268.16	1311.84
	80 BI-W	1186.96	1227.56	1268.16	1311.84
:	ANNUAL*	33564	34714	35865	37111
	70 BI-W	1291.00	1335.24	1379.49	1427.47
	80 BI-W	1291.00	1335.24	1379.49	1427.47
'	ANNUAL*	36460	37712	38963	40329
	70 BI-W	1402.33	1450.47	1498.62	1551.16
	80 BI-W	1402.33	1450.47	1498.62	1551.16
0	ANNUAL*	39180	40527	41874	43352
	70 BI-W	1506.95	1558.76	1610.56	1667.40
	80 BI-W	1506.95	1558.76	1610.56	1667.40
1	ANNUAL*	41884	43325	44767	46356
	70 BI-W	1611.01	1666.45	1721.89	1782.99
	80 BI-W	1611.01	1666.45	1721.89	1782.99
2	ANNUAL*	44602	46138	47675	49376
	70 BI-W	1715.53	1774.63	1833.73	1899.16
	80 BI-W	1715.53	1774.63	1833.73	1899.16
3	ANNUAL*	49403	51108	52812	54711
	70 BI-W	1900.17	1965.73	2031.29	2104.31
	80 BI-W	1900.17	1965.73	2031.29	2104.31
4	ANNUAL*	54639	56526	58414	60528
	70 BI-W	2101.48	2174.09	2246.69	2327.98
	80 BI-W	2101.48	2174.09	2246.69	2327.98
5	ANNUAL*	60085	62164	64242	66579
	70 BI-W	2311.04	2390.98	2470.93	2560.80
	80 BI-W	2311.04	2390.98	2470.93	2560.80

2006 CSEA BI-WKLY SALARY SCHEDULE

GRADE		A	2	3	Z
1	ANNUAL*	22035	22782	23528	24298
	70 BI-W	847.54	876.24	904.93	934.55
	80 BI-W	847.54	876.24	904.93	934.55
2	ANNUAL*	22963	23742	24521	25329
	70 BI-W	883.26	913.21	943.15	974.25
	80 BI-W	883.26	913.21	943.15	974.25
3	ANNUAL*	23907	24719	25531	26378
	70 BI-W	919.51	950.73	981.94	1014.54
	80 BI-W	919.51	950.73	981.94	1014.54
4	ANNUAL*	25150	26005	26860	27759
	70 BI-W	967.31	1000.20	1033.10	1067.63
	80 BI-W	967.31	1000.20	1033.10	1067.63
5	ANNUAL*	26992	27911	28831	29805
	70 BI-W	1038.16	1073.54	1108.91	1146.40
	80 BI-W	1038.16	1073.54	1108.91	1146.40
6	ANNUAL*	29295	30295	31296	32364
	70 BI-W	1126.79	1165.27	1203.74	1244.84
	80 BI-W	1126.79	1165.27	1203.74	1244.84
7	ANNUAL*	31479	32556	33632	34791
	70 BI-W	1210.70	1252.11	1293.52	1338.08
	80 BI-W	1210.70	1252.11	1293.52	1338.08
8	ANNUAL*	34235	35408	36582	37853
	70 BI-W	1316.82	1361.94	1407.08	1456.02
	80 BI-W	1316.82	1361.94	1407.08	1456.02
9	ANNUAL*	37190	38466	39743	41136
	70 BI-W	1430.38	1479.48	1528.59	1582.18
	80 BI-W	1430.38	1479.48	1528.59	1582.18
10	ANNUAL*	39964	41338	42712	44219
	70 BI-W	1537.09	1589.94	1642.77	1700.75
	80 BI-W	1537.09	1589.94	1642.77	1700.75
11	ANNUAL*	42722	44192	45662	47283
	70 BI-W	1643.23	1699.78	1756.33	1818.65
	80 BI-W	1643.23	1699.78	1756.33	1818.65
12	ANNUAL*	45494	47061	48628	50363
	70 BI-W	1749.84	1810.12	1870.40	1937.14
	80 BI-W	1749.84	1810.12	1870.40	1937.14
13	ANNUAL*	50391	52130	53869	55805
	70 BI-W	1938.17	2005.04	2071.92	2146.40
	80 BI-W	1938.17	2005.04	2071.92	2146.40
14	ANNUAL*	55731	57657	59582	61738
	70 BI-W	2143.51	2217.57	2291.62	2374.54
	80 BI-W	2143.51	2217.57	2291.62	2374.54
15	ANNUAL*	61287	63407	65527	67911
	70 BI-W	2357.26	2438.80	2520.35	2612.02
	80 BI-W	2357.26	2438.80	2520.35	2612.02

1/2007 CSEA BI-WKLY SALARY SCHEDULE

GRADE		A	2	3	Z
1	ANNUAL*	22256	23010	23763	24541
	70 BI-W	856.02	885.00	913.98	943.90
	80 BI-W	856.02	885.00	913.98	943.90
2	ANNUAL*	23193	23979	24766	25583
	70 BI-W	892.09	922.34	952.58	983.99
	80 BI-W	892.09	922.34	952.58	983.99
3	ANNUAL*	24146	24966	25786	26642
	70 BI-W	928.71	960.24	991.76	1024.69
	80 BI-W	928.71	960.24	991.76	1024.69
4	ANNUAL*	25401	26265	27129	28036
	70 BI-W	976.98	1010.20	1043.43	1078.31
	80 BI-W	976.98	1010.20	1043.43	1078.31
5	ANNUAL*	27261	28190	29119	30103
	70 BI-W	1048.54	1084.28	1120.00	1157.86
	80 BI-W	1048.54	1084.28	1120.00	1157.86
6	ANNUAL*	29588	30598	31609	32668
	70 BI-W	1138.06	1176.92	1215.78	1257.29
	80 BI-W	1138.06	1176.92	1215.78	1257.29
7	ANNUAL*	31794	32881	33968	35139
	70 BI-W	1222.81	1264.63	1306.46	1351.46
	80 BI-W	1222.81	1264.63	1306.46	1351.46
8	ANNUAL*	34577	35762	36948	38232
	70 BI-W	1329.99	1375.56	1421.15	1470.58
	80 BI-W	1329.99	1375.56	1421.15	1470.58
9	ANNUAL*	37561	38851	40140	41547
	70 BI-W	1444.68	1494.27	1543.88	1598.00
	80 BI-W	1444.68	1494.27	1543.88	1598.00
10	ANNUAL*	40364	41751	43139	44661
	70 BI-W	1552.46	1605.84	1659.20	1717.76
	80 BI-W	1552.46	1605.84	1659.20	1717.76
11	ANNUAL*	43149	44634	46118	47756
	70 BI-W	1659.66	1716.78	1773.89	1836.84
	80 BI-W	1659.66	1716.78	1773.89	1836.84
12	ANNUAL*	45949	47532	49115	50867
	70 BI-W	1767.34	1828.22	1889.10	1956.51
	80 BI-W	1767.34	1828.22	1889.10	1956.51
13	ANNUAL*	50895	52651	54407	56363
	70 BI-W	1957.55	2025.09	2092.64	2167.86
	80 BI-W	1957.55	2025.09	2092.64	2167.86
14	ANNUAL*	56289	58234	60178	62356
	70 BI-W	2164.95	2239.75	2314.54	2398.29
	80 BI-W	2164.95	2239.75	2314.54	2398.29
15	ANNUAL*	61900	64041	66182	68590
	70 BI-W	2380.83	2463.19	2545.55	2638.14
	80 BI-W	2380.83	2463.19	2545.55	2638.14

7/2007 CSEA BI-WKLY SALARY SCHEDULE

GRADE		A	2	3	Z
1	ANNUAL*	22701	23470	24239	25032
	70 BI-W	873.14	902.70	932.26	962.78
	80 BI-W	873.14	902.70	932.26	962.78
2	ANNUAL*	23657	24459	25261	26094
	70 BI-W	909.93	940.79	971.63	1003.67
	80 BI-W	909.93	940.79	971.63	1003.67
3	ANNUAL*	24629	25465	26302	27175
	70 BI-W	947.28	979.44	1011.60	1045.18
	80 BI-W	947.28	979.44	1011.60	1045.18
4	ANNUAL*	25909	26790	27672	28597
	70 BI-W	996.52	1030.40	1064.30	1099.88
	80 BI-W	996.52	1030.40	1064.30	1099.88
5	ANNUAL*	27807	28754	29701	30705
	70 BI-W	1069.51	1105.97	1142.40	1181.02
	80 BI-W	1069.51	1105.97	1142.40	1181.02
6	ANNUAL*	30180	31210	32241	33342
	70 BI-W	1160.82	1200.46	1240.10	1282.44
	80 BI-W	1160.82	1200.46	1240.10	1282.44
7	ANNUAL*	32429	33539	34648	35841
	70 BI-W	1247.27	1289.92	1332.59	1378.49
	80 BI-W	1247.27	1289.92	1332.59	1378.49
8	ANNUAL*	35269	36478	37687	38996
	70 BI-W	1356.59	1403.07	1449.57	1499.99
	80 BI-W	1356.59	1403.07	1449.57	1499.99
9	ANNUAL*	38313	39628	40943	42378
	70 BI-W	1473.57	1524.16	1574.76	1629.96
	80 BI-W	1473.57	1524.16	1574.76	1629.96
10	ANNUAL*	41171	42586	44002	45555
	70 BI-W	1583.51	1637.96	1692.38	1752.12
	80 BI-W	1583.51	1637.96	1692.38	1752.12
11	ANNUAL*	44012	45526	47041	48711
	70 BI-W	1692.85	1751.12	1809.37	1873.58
	80 BI-W	1692.85	1751.12	1809.37	1873.58
12	ANNUAL*	46868	48482	50097	51884
	70 BI-W	1802.69	1864.78	1926.88	1995.64
	80 BI-W	1802.69	1864.78	1926.88	1995.64
13	ANNUAL*	51913	53704	55495	57490
	70 BI-W	1996.70	2065.59	2134.49	2211.22
	80 BI-W	1996.70	2065.59	2134.49	2211.22
14	ANNUAL*	57414	59398	61382	63603
	70 BI-W	2208.25	2284.55	2360.83	2446.26
	80 BI-W	2208.25	2284.55	2360.83	2446.26
15	ANNUAL*	63138	65322	67506	69962
	70 BI-W	2428.45	2512.45	2596.46	2690.90
	80 BI-W	2428.45	2512.45	2596.46	2690.90

OCC ANNUAL SALARY SCHEDULES

ONONDAGA COMMUNITY COLLEGE
CSEA SALARY SCHEDULE - 2005

GRADE		A	2	3	Z
01	ANNUAL	21,683	22,418	23,152	23,910
02	ANNUAL	22,599	23,366	24,132	24,928
03	ANNUAL	23,523	24,322	25,121	25,955
04	ANNUAL	24,747	25,589	26,431	27,315
05	ANNUAL	26,562	27,467	28,372	29,332
06	ANNUAL	28,829	29,814	30,798	31,850
07	ANNUAL	30,976	32,036	33,095	34,235
08	ANNUAL	33,692	34,847	36,002	37,255
09	ANNUAL	36,599	37,855	39,112	40,483
10	ANNUAL	39,328	40,680	42,032	43,515
11	ANNUAL	42,044	43,491	44,938	46,533
12	ANNUAL	44,772	46,314	47,857	49,554
13	ANNUAL	49,591	51,302	53,013	54,918
14	ANNUAL	54,844	56,739	58,635	60,755
15	ANNUAL	60,315	62,401	64,488	66,835

ONONDAGA COMMUNITY COLLEGE
CSEA SALARY SCHEDULE - 2006

GRADE		A	2	3	Z
01	ANNUAL	22,117	22,866	23,615	24,388
02	ANNUAL	23,051	23,833	24,615	25,427
03	ANNUAL	23,993	24,808	25,623	26,474
04	ANNUAL	25,242	26,101	26,960	27,861
05	ANNUAL	27,093	28,016	28,939	29,919
06	ANNUAL	29,405	30,410	31,414	32,487
07	ANNUAL	31,596	32,677	33,757	34,920
08	ANNUAL	34,366	35,544	36,722	38,000
09	ANNUAL	37,331	38,612	39,894	41,253
10	ANNUAL	40,115	41,494	42,873	44,385
11	ANNUAL	42,885	44,361	45,837	47,464
12	ANNUAL	45,657	47,240	48,814	50,555
13	ANNUAL	50,553	52,328	54,073	56,016
14	ANNUAL	55,941	57,874	59,808	61,971
15	ANNUAL	61,521	63,649	65,778	68,172

ONONDAGA COMMUNITY COLLEGE
CSEA SALARY SCHEDULE - 2007
Effective 1/1/07

GRADE		A	2	3	Z
01	ANNUAL	22,338	23,095	23,851	24,632
02	ANNUAL	23,282	24,071	24,861	25,681
03	ANNUAL	24,233	25,056	25,879	26,739
04	ANNUAL	25,494	26,362	27,230	28,140
05	ANNUAL	27,364	28,296	29,228	30,218
06	ANNUAL	29,700	30,714	31,728	32,812
07	ANNUAL	31,912	33,004	34,095	35,269
08	ANNUAL	34,710	35,899	37,089	38,360
09	ANNUAL	37,704	38,998	40,293	41,706
10	ANNUAL	40,516	41,909	43,302	44,829
11	ANNUAL	43,314	44,805	46,295	47,939
12	ANNUAL	46,124	47,712	49,302	51,051
13	ANNUAL	51,089	52,851	54,614	56,576
14	ANNUAL	56,500	58,453	60,406	62,591
15	ANNUAL	62,136	64,285	66,436	68,854

ONONDAGA COMMUNITY COLLEGE
CSEA SALARY SCHEDULE - 2007
Effective 7/2/07

GRADE		A	2	3	Z
01	ANNUAL	22,785	23,557	24,328	25,125
02	ANNUAL	23,748	24,552	25,368	26,195
03	ANNUAL	24,718	25,557	26,397	27,274
04	ANNUAL	26,004	26,889	27,775	28,703
05	ANNUAL	27,911	28,862	29,813	30,822
06	ANNUAL	30,294	31,328	32,363	33,468
07	ANNUAL	32,550	33,664	34,777	35,974
08	ANNUAL	35,404	36,617	37,831	39,148
09	ANNUAL	38,458	39,778	41,099	42,540
10	ANNUAL	41,326	42,747	44,168	45,726
11	ANNUAL	44,180	45,701	47,221	48,898
12	ANNUAL	47,046	48,666	50,288	52,082
13	ANNUAL	52,111	53,908	55,706	57,708
14	ANNUAL	57,630	59,622	61,614	63,843
15	ANNUAL	63,379	65,571	67,765	70,231

UNIONS 11 & 12 CIVIL SERVICE EMPLOYEES ASSOCIATION (HOURLY & BI-WEEKLY SALARIED)

JOB TITLE	TITLE NO	GRADE	OT ELIG	WK PRD	JC	UNION CODE	SALARY TYPE
ACCOUNT CLERK I	02000	04	NE	70	C	11	HOURLY
ACCOUNT CLERK II	02020	07	NE	70	C	11	HOURLY
ACCOUNT CLERK III	02050	08	NE	70	C	11	HOURLY
ACCOUNT CLERK-TYPIST I	02010	04	NE	70	C	11	HOURLY
ACCOUNT CLERK-TYPIST II	02030	07	NE	70	C	11	HOURLY
ACCOUNT CLERK-TYPIST III	02040	08	NE	70	C	11	HOURLY
ACCOUNTANT I	02300	09	EX	70	C	12	SALARIED
ACCOUNTANT II	02310	11	EX	70	C	12	SALARIED
ACCOUNTING SUPERVISOR, GRADE B	30250	11	EX	70	C	12	SALARIED
ADMINISTRATIVE AIDE	07140	07	NE	70	C	11	HOURLY
ADMINISTRATIVE ANALYSIS AIDE (SOCIAL SERVICES)	30130	08	NE	70	C	11	HOURLY
ADMINISTRATIVE ANALYST (SOCIAL SERVICES)	30140	11	EX	70	C	12	SALARIED
ADMINISTRATIVE ANALYST I	07130	09	NE	70	C	11	HOURLY
ADMINISTRATIVE ANALYST II	07160	11	EX	70	C	12	SALARIED
ADMINISTRATIVE ASSISTANT	07110	09	NE	70	C	11	HOURLY
ARCHITECT I	10460	11	EX	70	C	12	SALARIED
ARCHITECT II	10500	13	EX	70	C	12	SALARIED
ASSISTANT DIRECTOR OF EMERGENCY MEDICAL SERVICES	23202	10	EX	70	C	12	SALARIED
ASSISTANT FOOD SERVICE MANAGER	71210	08	NE	80	C	11	HOURLY
ASSISTANT HOME ECONOMIST	39020	07	NE	70	C	11	HOURLY
ASSISTANT REGISTRAR OF VITAL STATISTICS	00500	09	NE	70	C	11	HOURLY
ASSISTANT SWIMMING FACILITY MANAGER	38710	03	NE	80	C	11	HOURLY
ASSISTANT WELFARE ATTORNEY	50200	15	EX	70	C	12	SALARIED
AUDIO-VISUAL AIDE	65380	02	NE	70	NC	11	HOURLY
AUDIO-VISUAL SPECIALIST	07010	08	NE	70	C	11	HOURLY
AUDITOR (PAYROLL)	02430	13	EX	70	C	12	SALARIED
AUDITOR I	02400	09	EX	70	C	12	SALARIED
AUDITOR II	02410	11	EX	70	C	12	SALARIED
AUDITOR III	02420	13	EX	70	C	12	SALARIED
AUTOMOTIVE MECHANIC CREW LEADER	61040	09	NE	80	C	11	HOURLY
AUTOMOTIVE MECHANIC HELPER	61020	04	NE	80	L	11	HOURLY
BOOKBINDER	60300	07	NE	70	NC	11	HOURLY
BRIDGE CONSTRUCTION SUPERVISOR	63040	10	NE	80	C	11	HOURLY
BRIDGE MAINTENANCE CREW LEADER	63020	09	NE	80	C	11	HOURLY
BUILDING MAINTENANCE AND OPERATIONS ASSISTANT	10540	10	NE	70	C	11	HOURLY
BUILDING MAINTENANCE SUPERVISOR	63290	12	EX	80	C	12	SALARIED
BUILDING MAINTENANCE SUPERVISOR (HVAC)	63210	12	EX	70	C	12	SALARIED
BUYER I	05290	09	NE	70	C	11	HOURLY
BUYER II	05300	11	NE	70	C	11	HOURLY
CAMPUS SECURITY OFFICER	40940	09	NE	70	C	11	HOURLY
CASE SUPERVISOR "A"	30060	13	EX	70	C	12	SALARIED
CASE SUPERVISOR "B"	30040	11	EX	70	C	12	SALARIED
CASE WORKER	30010	09	NE	70	C	11	HOURLY
CASEWORK SUPERVISOR	44080	13	EX	80	C	12	SALARIED
CASEWORKER (SPANISH SPEAKING)	30510	09	NE	70	C	11	HOURLY
CASHIER	02100	06	NE	70	C	11	HOURLY
CENTRAL STORES AND MAIL MANAGER	09160	08	NE	70	C	11	HOURLY
CHIEF HELICOPTER PILOT	62180	13	NE	80	NC	12	SALARIED

CHILD CARE SUPERVISOR	25370	09	NE	70	C	11	HOURLY
CHILD CARE WORKER I	25350	05	NE	70	C	11	HOURLY
CHILD CARE WORKER II	25360	07	NE	70	C	11	HOURLY
CHILD SUPPORT ENFORCEMENT SUPERVISOR	30640	11	NE	70	C	11	HOURLY
CIVIL ENGINEER I	10200	11	NE	70	C	11	HOURLY
CIVIL ENGINEER II	10210	13	NE	70	C	11	HOURLY
CIVIL ENGINEER III	10220	15	EX	70	C	12	SALARIED
CIVIL ENGINEER/LAND SURVEYOR	10250	15	NE	70	C	11	HOURLY
CLERK I	00100	02	NE	70	C	11	HOURLY
CLERK II	00110	05	NE	70	C	11	HOURLY
CLERK II (B/W SALY)	80370	05	NE	70	C	12	SALARIED
CLERK III	00120	07	NE	70	C	11	HOURLY
CLIENT EMPLOYMENT SERVICES MANAGER	04870	12	NE	70	C	11	HOURLY
CLINICAL PSYCHOLOGIST	25030	15	EX	70	C	12	SALARIED
CLOSED CIRCUIT TELEVISION ATTENDANT	09670	07	NE	80	NC	11	HOURLY
CLOSED CIRCUIT TELEVISION OPERATOR	09680	09	NE	80	C	11	HOURLY
CODES ENFORCEMENT OFFICER	42290	11	NE	80	C	11	HOURLY
COMMUNICABLE DISEASE INVESTIGATOR	23050	09	NE	70	C	11	HOURLY
COMMUNITY HEALTH COUNSELOR	30341	09	NE	70	C	11	HOURLY
COMMUNITY SERVICES AIDE	00040	01	NE	70	L	11	HOURLY
COMMUNITY SERVICES WORKER	30000	07	NE	70	C	11	HOURLY
COMMUNITY SUPPORT WORKER	30490	07	NE	70	C	11	HOURLY
COMPUTER EQUIPMENT MAINTENANCE SPECIALIST	03330	07	NE	70	C	11	HOURLY
COMPUTER EVIDENCE SPECIALIST I	21810	12	NE	70	C	11	HOURLY
COMPUTER EVIDENCE SPECIALIST II	21812	13	NE	70	C	11	HOURLY
COMPUTER EVIDENCE SPECIALIST III	21814	14	EX	70	C	12	SALARIED
COMPUTER OPERATIONS SHIFT SUPERVISOR	03400	12	NE	70	C	11	HOURLY
COMPUTER REPAIR TECHNICIAN	03410	09	NE	70	C	11	HOURLY
COMPUTER TECHNICAL SPECIALIST	03340	12	EX	70	C	12	SALARIED
CONSOLE OPERATOR	03660	10	NE	70	C	11	HOURLY
CONTRACT CLERK	05240	08	NE	70	C	11	HOURLY
CONTROL CLERK	03690	08	NE	70	C	11	HOURLY
COOK I	71050	06	NE	80	NC	11	HOURLY
COOK II	71060	07	NE	80	NC	11	HOURLY
COORDINATOR OF ELIGIBILITY INVESTIGATIONS	40140	13	EX	70	C	12	SALARIED
COORDINATOR, WATER QUALITY MANAGEMENT AGENCY	15050	13	EX	70	C	12	SALARIED
CORRECTION COUNSELOR 1	30380	09	NE	80	C	11	HOURLY
CORRECTION COUNSELOR 2	30390	11	NE	80	C	11	HOURLY
CORRECTION LIEUTENANT	44070	12	NE	80	C	11	HOURLY
CORRECTION OFFICER	44050	08	NE	80	C	11	HOURLY
CORRECTION OFFICER TRAINEE	44040	07	NE	80	C	11	HOURLY
CORRECTION SERGEANT	44060	11	NE	80	C	11	HOURLY
CURATOR OF ANIMALS	69180	10	NE	80	C	11	HOURLY
CUSTODIAL CREW LEADER	70050	07	NE	80	C	11	HOURLY
CUSTODIAL CREW LEADER (70)	80320	07	NE	70	C	11	HOURLY
CUSTODIAL SUPERVISOR	70110	10	NE	80	C	11	HOURLY
CUSTODIAL WORKER I	70020	02	NE	80	L	11	HOURLY
CUSTODIAL WORKER I (70)	80300	02	NE	70	L	11	HOURLY
CUSTODIAL WORKER II	70030	03	NE	80	L	11	HOURLY
DATA BASE ADMINISTRATOR	03333	15	EX	70	C	12	SALARIED
DATA ENTRY EQUIPMENT OPERATOR	03100	04	NE	70	C	11	HOURLY
DATA ENTRY SUPERVISOR	03110	08	NE	70	C	11	HOURLY
DATA PROCESSING TRAINING COORDINATOR	03730	14	EX	70	C	12	SALARIED

DELINQUENT TAX CLERK	02170	10	NE	70	C	11	HOURLY
DETENTION HOME AIDE	31090	05	NE	80	NC	11	HOURLY
DETENTION HOME COUNSELOR I	31100	09	NE	80	C	11	HOURLY
DETENTION HOME COUNSELOR II	31110	11	NE	80	C	11	HOURLY
DETENTION HOME SOCIAL WORK ASSISTANT	31080	09	NE	70	C	11	HOURLY
DIETITIAN	71110	10	NE	80	C	11	HOURLY
DIET TECHNICIAN	71120	07	NE	80	C	11	HOURLY
DRAFTING TECHNICIAN II	10060	08	NE	70	C	11	HOURLY
DRIVER MESSENGER (70)	80330	04	NE	70	NC	11	HOURLY
DRIVER-MESSENGER	62010	04	NE	80	NC	11	HOURLY
DUPLICATING MACHINE OPERATOR I	03190	04	NE	70	NC	11	HOURLY
DUPLICATING MACHINE OPERATOR II	03200	07	NE	70	NC	11	HOURLY
EDUCATION PROGRAM SUPERVISOR (HILLBROOK)	31180	11	EX	70	C	12	SALARIED
EDUCATION SPECIALIST (HANDICAPPED CHILDREN)	23510	11	EX	70	C	12	SALARIED
ELDERLY SERVICES COORDINATOR	30750	09	NE	70	C	11	HOURLY
ELECTIONS ASSISTANT 2	00250	06	NE	70	UN	11	HOURLY
ELECTIONS CLERK I	00210	03	NE	70	UN	11	HOURLY
ELECTIONS CLERK II	00220	05	NE	70	UN	11	HOURLY
ELECTIONS CLERK III	00230	07	NE	70	UN	11	HOURLY
ELECTIONS SUPERVISOR	00260	08	NE	70	UN	11	HOURLY
ELECTRICAL MAINTENANCE COORDINATOR	61680	12	NE	80	C	11	HOURLY
ELECTRICAL MAINTENANCE WORKER	61326	11	NE	80	C	11	HOURLY
ELECTRONIC EQUIPMENT TECHNICIAN	61000	10	NE	80	C	11	HOURLY
EMPLOYEE BENEFITS CLAIMS CLERK	05090	08	NE	70	C	11	HOURLY
EMPLOYMENT AND TRAINING COUNSELOR I	30400	09	NE	70	C	11	HOURLY
EMPLOYMENT AND TRAINING PROGRAM PLANNING SPECIALIST	04540	12	EX	70	C	12	SALARIED
EMPLOYMENT SERVICES SPECIALIST I	04510	09	NE	70	C	11	HOURLY
ENGINEERING AIDE II	10110	07	NE	70	C	11	HOURLY
ENGINEERING AIDE III	10120	09	NE	70	C	11	HOURLY
ENVIRONMENTAL HEALTH AIDE	42480	06	NE	70	C	11	HOURLY
ENVIRONMENTAL HEALTH TECHNICIAN I	42510	08	NE	70	C	11	HOURLY
ENVIRONMENTAL HEALTH TECHNICIAN II	42520	09	NE	70	C	11	HOURLY
EXHIBITS ARTIST	06990	09	NE	80	NC	11	HOURLY
FINANCIAL AIDE EXAMINER	09730	07	NE	70	C	11	HOURLY
FINGERPRINT TECHNICIAN	40610	03	NE	70	C	11	HOURLY
FIRE INVESTIGATOR	42180	10	NE	80	C	11	HOURLY
FIREARMS EXAMINER I	21850	11	NE	70	C	11	HOURLY
FIREARMS EXAMINER II	21853	12	NE	70	C	11	HOURLY
FIREARMS EXAMINER III	21855	13	EX	70	C	12	SALARIED
FIREARMS TECHNICIAN	22088	10	NE	70	C	11	HOURLY
FOOD SERVICE HELPER I	71010	02	NE	80	L	11	HOURLY
FOOD SERVICE HELPER II	71020	04	NE	80	L	11	HOURLY
FOOD SERVICE SUPERVISOR	71090	09	NE	80	NC	11	HOURLY
FORENSIC CHEMIST I	22090	10	EX	70	C	12	SALARIED
FORENSIC CHEMIST I (CRIMINALISTICS)	22172	11	EX	70	C	12	SALARIED
FORENSIC CHEMIST I (TOXICOLOGY)	22183	11	EX	70	C	12	SALARIED
FORENSIC CHEMIST II (CRIMINALISTICS)	22174	12	EX	70	C	12	SALARIED
FORENSIC CHEMIST II (TOXICOLOGY)	22185	12	EX	70	C	12	SALARIED
FORENSIC CHEMIST III (CRIMINALISTICS)	22176	13	EX	70	C	12	SALARIED
FORENSIC CHEMIST III (TOXICOLOGY)	22187	13	EX	70	C	12	SALARIED
FORENSIC INVESTIGATOR	22412	10	NE	80	C	11	HOURLY
FORENSIC SCIENTIST (BIOLOGY) I	21915	12	EX	70	C	12	SALARIED
FORENSIC SCIENTIST (BIOLOGY) II	21912	13	EX	70	C	12	SALARIED

FORENSIC SCIENTIST (BIOLOGY) III	21910	14	EX	70	C	12	SALARIED
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	15300	11	EX	70	C	12	SALARIED
GRAPHICS TECHNICIAN	07000	09	NE	70	NC	11	HOURLY
GROUNDS CREW LEADER	63110	07	NE	70	C	11	HOURLY
GROUNDS SUPERVISOR	63180	11	NE	70	C	11	HOURLY
GROUNDSKEEPER	60180	06	NE	80	L	11	HOURLY
GUARD	60090	02	NE	80	L	11	HOURLY
HATCHERY AIDE I	60500	05	NE	80	NC	11	HOURLY
HATCHERY AIDE II	60420	07	NE	80	NC	11	HOURLY
HATCHERY OPERATIONS SUPERVISOR	60490	09	NE	80	C	11	HOURLY
HEAD WASTEWATER TREATMENT PLANT OPERATOR	61547	13	NE	80	C	11	HOURLY
HEALTH SERVICES WORKER	21340	03	NE	80	L	11	HOURLY
HEAVY EQUIPMENT MECHANIC CREW LEADER	61110	10	NE	80	C	11	HOURLY
HEAVY EQUIPMENT MECHANIC I	61070	08	NE	80	NC	11	HOURLY
HEAVY EQUIPMENT MECHANIC II	61080	09	NE	80	NC	11	HOURLY
HELICOPTER REPAIR WORKER	61900	13	NE	80	NC	11	HOURLY
HIGHWAY CONSTRUCTION CREW LEADER	63030	09	NE	80	C	11	HOURLY
HIGHWAY SECTION CREW LEADER	63050	11	NE	80	C	11	HOURLY
HOME ECONOMIST	39010	10	NE	70	C	11	HOURLY
HOUSING COORDINATOR	31310	09	NE	70	C	11	HOURLY
HOUSING PROGRAM COORDINATOR	42380	14	EX	70	C	12	SALARIED
HOUSING REHABILITATION INSPECTOR	42190	09	NE	70	C	11	HOURLY
HOUSING REHABILITATION SPECIALIST	06690	09	NE	70	C	11	HOURLY
HOUSING REHABILITATION SUPERVISOR	06700	11	EX	70	C	12	SALARIED
HUMAN RIGHTS SPECIALIST	30990	10	NE	70	C	11	HOURLY
INCOME MAINTENANCE SPECIALIST	30470	09	NE	70	C	11	HOURLY
INCOME MAINTENANCE SUPERVISOR I	30550	11	EX	70	C	12	SALARIED
INCOME MAINTENANCE SUPERVISOR II	30560	13	EX	70	C	12	SALARIED
INCOME MAINTENANCE WORKER	30460	07	NE	70	C	11	HOURLY
INCOME MAINTENANCE WORKER (SPANISH SPEAKING)	30464	07	NE	70	C	11	HOURLY
INFORMATION AIDE	60070	02	NE	70	L	11	HOURLY
INFORMATION SYSTEMS COORDINATOR	03640	12	NE	70	C	11	HOURLY
INSTRUMENTATION CREW LEADER	60540	11	NE	80	C	11	HOURLY
INSTRUMENTATION MAINTENANCE COORDINATOR	61940	12	NE	80	C	11	HOURLY
INSTRUMENTATION MECHANIC	61750	09	NE	80	NC	11	HOURLY
INSTRUMENTATION MECHANIC (WATER ENVIRONMENT PROTECTION)	61777	09	NE	80	C	11	HOURLY
INSTRUMENTANTION/ELECTRICAL ENGINEER	61980	13	EX	70	C	12	SALARIED
INVENTORY CONTROL SUPERVISOR	00020	08	NE	70	C	11	HOURLY
LABOR CREW LEADER	63010	08	NE	80	NC	11	HOURLY
LABORATORY HELPER	22000	01	NE	70	L	11	HOURLY
LABORATORY TECHNICIAN	22033	08	NE	70	C	11	HOURLY
LABORATORY WORKER	22020	04	NE	70	C	11	HOURLY
LABORER I	60100	01	NE	80	L	11	HOURLY
LABORER II	60110	03	NE	80	L	11	HOURLY
LABORER II (70)	80340	03	NE	70	L	11	HOURLY
LATENT PRINT EXAMINER I	21830	11	NE	70	C	11	HOURLY
LATENT PRINT EXAMINER II	21833	12	NE	70	C	11	HOURLY
LATENT PRINT EXAMINER III	21835	13	EX	70	C	12	SALARIED
LEGAL SECRETARY I	01160	06	NE	70	C	11	HOURLY
LEGAL SECRETARY II	01170	08	NE	70	C	11	HOURLY
LEISURE TIME ACTIVITIES DIRECTOR	22280	09	NE	80	C	11	HOURLY
LEISURE TIME ACTIVITIES LEADER	22290	06	NE	80	C	11	HOURLY
LIBRARIAN ASSISTANT	07660	08	NE	70	C	11	HOURLY

LIBRARIAN I	07680	09	EX	70	C	12	SALARIED
LIBRARIAN II	07760	11	EX	70	C	12	SALARIED
LIBRARIAN III	07770	13	EX	70	C	12	SALARIED
LIBRARY CLERK I	07840	02	NE	70	C	11	HOURLY
LIBRARY CLERK II	07810	05	NE	70	C	11	HOURLY
LIBRARY CLERK III	07820	07	NE	70	C	11	HOURLY
LIFEGUARD	38100	01	NE	80	C	11	HOURLY
LOCAL AREA NETWORK TECHNICAL SUPPORT SPECIALIST	03745	10	NE	70	C	11	HOURLY
MAIL ROOM CLERK	09100	05	NE	70	C	11	HOURLY
MAILROOM SUPERVISOR	09010	07	NE	70	C	11	HOURLY
MAINTENANCE CARPENTER	61380	07	NE	80	NC	11	HOURLY
MAINTENANCE CARPENTER CREW LEADER	61390	09	NE	80	NC	11	HOURLY
MAINTENANCE CARPENTER'S HELPER	61410	04	NE	80	L	11	HOURLY
MAINTENANCE ELECTRICIAN	61330	09	NE	80	NC	11	HOURLY
MAINTENANCE ELECTRICIAN CREW LEADER	61420	11	NE	80	C	11	HOURLY
MAINTENANCE HELPER	60130	04	NE	80	L	11	HOURLY
MAINTENANCE MECHANIC	60170	09	NE	80	NC	11	HOURLY
MAINTENANCE PAINTER CREW LEADER	61370	09	NE	80	NC	11	HOURLY
MAINTENANCE PAINTER II	61360	07	NE	80	NC	11	HOURLY
MAINTENANCE WORKER I	60140	05	NE	80	NC	11	HOURLY
MAINTENANCE WORKER II	60150	09	NE	80	NC	11	HOURLY
MANAGEMENT INFORMATION SYSTEMS TRAINER (SOCIAL SERVICES)	30030	10	EX	70	C	12	SALARIED
MASON	61170	08	NE	80	NC	11	HOURLY
MATERIALS MANAGEMENT COORDINATOR	00030	10	NE	70	C	11	HOURLY
MECHANICAL ENGINEER	61525	13	EX	70	C	12	SALARIED
MECHANICAL MAINTENANCE COORDINATOR	61690	12	NE	80	C	11	HOURLY
MEDIA DEVELOPMENT SPECIALIST	09030	09	NE	70	C	11	HOURLY
MEDICAL RECORDS ADMINISTRATOR	07620	10	NE	70	C	11	HOURLY
MEDICAL RECORDS TECHNICIAN	07610	09	NE	70	C	11	HOURLY
MEDICAL TRANSCRIPTIONIST	01250	08	NE	70	C	11	HOURLY
MESSENGER	60050	01	NE	70	L	11	HOURLY
MICROGRAPHICS SYSTEMS ANALYST	03870	14	EX	70	C	12	SALARIED
MORGUE ATTENDANT	22410	05	NE	80	L	11	HOURLY
MORGUE TECHNICIAN	22490	07	NE	80	C	11	HOURLY
MOTOR EQUIPMENT DISPATCHER	60210	04	NE	80	NC	11	HOURLY
MOTOR EQUIPMENT OPERATOR I	62100	05	NE	80	NC	11	HOURLY
MOTOR EQUIPMENT OPERATOR II	62120	06	NE	80	NC	11	HOURLY
MOTOR EQUIPMENT OPERATOR III	62140	07	NE	80	NC	11	HOURLY
NETWORK COORDINATOR	03750	10	NE	70	C	11	HOURLY
NURSE AIDE I	20460	02	NE	80	L	11	HOURLY
NURSE AIDE II	20470	04	NE	80	NC	11	HOURLY
NUTRITION ASSISTANT	71040	07	NE	70	C	11	HOURLY
NUTRITION SERVICES COORDINATOR	71130	10	NE	70	C	11	HOURLY
NUTRITIONIST	71140	10	EX	70	C	12	SALARIED
OCCUPATIONAL THERAPIST I	22350	10	EX	70	C	12	SALARIED
OCCUPATIONAL THERAPIST II	22360	12	EX	70	C	12	SALARIED
OCCUPATIONAL THERAPY AIDE	22370	04	NE	70	NC	11	HOURLY
OCCUPATIONAL THERAPY ASSISTANT	22340	06	NE	70	C	11	HOURLY
OFFICE AUTOMATION ANALYST	04920	14	NE	70	C	11	HOURLY
OFFICE AUTOMATION SUPPORT TECHNICIAN	04900	08	NE	70	C	11	HOURLY
OPERATIONS LIBRARIAN	03530	10	NE	70	C	11	HOURLY
OUTREACH WORKER (HEALTH)	23020	04	NE	70	L	11	HOURLY
PARALEGAL	50560	10	NE	70	C	11	HOURLY

PARK LABORER CREW LEADER	63000	08	NE	80	NC	11	HOURLY
PARK LABORER	62990	03	NE	80	L	11	HOURLY
PARK MAINTENANCE CREW LEADER	63100	10	NE	80	NC	11	HOURLY
PARK NATURALIST I	38910	09	NE	80	C	11	HOURLY
PARK NATURALIST II	38900	10	NE	80	C	11	HOURLY
PARK RANGER I	40850	07	NE	80	C	11	HOURLY
PARK RANGER II	40860	09	NE	80	C	11	HOURLY
PARKS INTERPRETER I	38814	05	NE	80	C	11	HOURLY
PARKS INTERPRETER II	38815	07	NE	80	C	11	HOURLY
PERIPHERAL EQUIPMENT OPERATOR	03650	08	NE	70	C	11	HOURLY
PERSONNEL AIDE	04230	06	NE	70	C	11	HOURLY
PERSONNEL SERVICES AIDE	04260	07	NE	70	C	11	HOURLY
PHLEBOTOMIST	20070	04	NE	70	C	11	HOURLY
PHOTOCOPY MACHINE OPERATOR	03230	04	NE	70	NC	11	HOURLY
PHOTOGRAPHIC TECHNICIAN	21890	07	NE	70	C	11	HOURLY
PHYSICAL THERAPIST ASSISTANT	22390	06	NE	70	C	11	HOURLY
PHYSICAL THERAPIST I	22300	12	EX	70	C	12	SALARIED
PHYSICAL THERAPIST II	22310	13	EX	70	C	12	SALARIED
PHYSICAL THERAPY AIDE	22380	04	NE	70	L	11	HOURLY
PLANNER I	15100	11	EX	70	C	12	SALARIED
PLANNER II	15110	13	EX	70	C	12	SALARIED
PLANNER III	15120	14	EX	70	C	12	SALARIED
PLUMBING CONTROL SUPERVISOR	61500	14	EX	70	C	12	SALARIED
PLUMBING INSPECTOR I	42100	09	NE	70	C	11	HOURLY
PLUMBING INSPECTOR II	42110	13	EX	70	C	12	SALARIED
PLUMBING MAINTENANCE WORKER	61324	11	NE	80	NC	11	HOURLY
PRINCIPAL WASTEWATER TREATMENT PLANT OPERATOR	61548	11	NE	80	C	11	HOURLY
PROBATION ASSISTANT	43150	07	NE	70	C	11	HOURLY
PROBATION OFFICER	43110	11	NE	70	C	11	HOURLY
PROBATION OFFICER (MINORITY GROUP SPECIALIST)	43050	11	NE	70	C	11	HOURLY
PROBATION OFFICER (SPANISH SPEAKING)	43113	11	NE	70	C	11	HOURLY
PROBATION SUPERVISOR	43120	13	EX	70	C	12	SALARIED
PROBATION TRAINEE	43100	09	NE	70	C	11	HOURLY
PROBATION TRAINEE (MINORITY GROUP SPECIALIST)	43060	09	NE	70	C	11	HOURLY
PROBATION TRAINEE (SPANISH SPEAKING)	43090	09	NE	70	C	11	HOURLY
PROGRAM ASSISTANT (EMERGENCY MANAGEMENT)	41310	10	NE	70	C	11	HOURLY
PROGRAM COORDINATOR (EDUCATION/HANDICAPPED CHILDREN)	21320	14	EX	70	C	12	SALARIED
PROGRAM COORDINATOR (HEALTH)	23490	12	EX	70	C	12	SALARIED
PROGRAM COORDINATOR (HOME BASED SERVICES)	25150	14	EX	70	C	12	SALARIED
PROGRAM COORDINATOR (RUNAWAY & HOMELESS YOUTH)	07101	10	NE	70	C	11	HOURLY
PROGRAM COORDINATOR (W. I. C.)	21330	13	EX	70	C	12	SALARIED
PROGRAM EVALUATION ASSISTANT	07350	11	NE	70	C	11	HOURLY
PROGRAM MANAGER-ALCOHOL AND DRUG ABUSE SERVICES	25490	15	EX	70	C	12	SALARIED
PROGRAM MANAGER-MENTAL HEALTH SERVICES	25500	15	EX	70	C	12	SALARIED
PROGRAM MONITOR	07220	09	NE	70	C	11	HOURLY
PROGRAMMER ANALYST	03510	14	NE	70	C	11	HOURLY
PROGRAMMER I	03430	10	NE	70	C	11	HOURLY
PROGRAMMER II	03440	12	NE	70	C	11	HOURLY
PROGRAMMER TRAINEE	03420	08	NE	70	C	11	HOURLY
PROJECT DIRECTOR (COMMUNITY SERVICES)	30770	14	EX	70	C	12	SALARIED
PROJECT DIRECTOR (EISEP)	30740	12	EX	70	C	12	SALARIED
PROJECT DIRECTOR (MCOA SENIOR EMPLOYMENT	30590	10	EX	70	C	12	SALARIED

PROGRAM)							
PROJECT DIRECTOR (MCOA SENIOR NUTRITION PROGRAM)	30480	13	EX	70	C	12	SALARIED
PSYCHIATRIC SOCIAL WORK ASSISTANT	30270	09	NE	70	C	11	HOURLY
PSYCHIATRIC SOCIAL WORKER I	30300	11	EX	70	C	12	SALARIED
PSYCHIATRIC SOCIAL WORKER II	30310	13	EX	70	C	12	SALARIED
PUBLIC HEALTH ASSISTANT	23030	03	NE	70	C	11	HOURLY
PUBLIC HEALTH DENTAL HYGIENIST I	24060	09	NE	70	C	11	HOURLY
PUBLIC HEALTH EDUCATION SUPERVISOR	21140	11	EX	70	C	12	SALARIED
PUBLIC HEALTH EDUCATOR	23480	09	EX	70	C	12	SALARIED
PUBLIC HEALTH ENGINEER I	10350	11	EX	70	C	12	SALARIED
PUBLIC HEALTH ENGINEER II	10360	13	EX	70	C	12	SALARIED
PUBLIC HEALTH ENGINEER III	10370	15	EX	70	C	12	SALARIED
PUBLIC HEALTH SOCIAL WORK ASSISTANT	30330	09	NE	70	C	11	HOURLY
PUBLIC HEALTH SOCIAL WORK ASSISTANT (SPANISH SPEAKING)	30331	09	NE	70	C	11	HOURLY
PUBLIC HEALTH SOCIAL WORK SUPERVISOR	30360	12	EX	70	C	12	SALARIED
PUBLIC HEALTH SOCIAL WORKER I	30340	11	EX	70	C	12	SALARIED
PUBLIC INFORMATION SPECIALIST	04040	11	NE	70	C	11	HOURLY
PUBLIC SAFETY DISPATCHER	45042	09	NE	80	C	12	SALARIED
PUBLIC SAFETY SHIFT SUPERVISOR	45048	12	NE	80	C	12	SALARIED
PUBLIC SAFETY TELECOMMUNICATOR	45050	07	NE	80	C	12	SALARIED
PUMP MAINTENANCE WORKER	60610	06	NE	80	NC	11	HOURLY
PUMP STATION MAINTENACE SUPERVISOR	60850	12	NE	80	C	11	HOURLY
PUMP STATION MAINTENANCE WORKER I	60830	05	NE	80	NC	11	HOURLY
PUMP STATION MAINTENANCE WORKER II	60840	08	NE	80	NC	11	HOURLY
PURCHASING CLERK	05280	06	NE	70	C	11	HOURLY
QUESTIONED DOCUMENT EXAMINER I	21950	11	NE	70	C	11	HOURLY
QUESTIONED DOCUMENT EXAMINER II	21953	12	NE	70	C	11	HOURLY
QUESTIONED DOCUMENT EXAMINER III	21955	13	EX	70	C	12	SALARIED
RECORD CLEARANCE SUPERVISOR	00150	08	NE	70	C	11	HOURLY
RECORDING CLERK	00130	05	NE	70	C	11	HOURLY
RECORDING SUPERVISOR	00140	09	NE	70	C	11	HOURLY
RECORDS PRESERVATION ASSISTANT	03260	07	NE	70	C	11	HOURLY
RECORDS PRESERVATION SUPERVISOR	03270	09	NE	70	C	11	HOURLY
RECREATION SUPERVISOR	38320	10	NE	80	C	11	HOURLY
REPRODUCTION SERVICES SUPERVISOR	03210	10	NE	70	C	11	HOURLY
RESEARCH AIDE	04090	07	NE	70	C	11	HOURLY
RESEARCH TECHNICIAN I	04100	09	NE	70	C	11	HOURLY
RESEARCH TECHNICIAN II	04110	11	EX	70	C	12	SALARIED
RESOURCE ANALYST	02220	08	NE	70	C	11	HOURLY
RIGHT OF WAY AGENT	06100	12	EX	70	C	12	SALARIED
SAFETY OFFICER	42130	11	NE	70	C	11	HOURLY
SAFETY TRAINING INSTRUCTOR	42120	09	NE	70	C	11	HOURLY
SANITARIAN I	42550	10	EX	70	C	12	SALARIED
SANITARIAN II	42560	12	EX	70	C	12	SALARIED
SANITARIAN III	42570	14	EX	70	C	12	SALARIED
SANITARY BIOCHEMIST	22190	10	NE	70	C	11	HOURLY
SANITARY CHEMIST I	22110	11	NE	70	C	11	HOURLY
SANITARY CHEMIST II	22120	13	EX	70	C	12	SALARIED
SANITARY ENGINEER I	10300	11	EX	70	C	12	SALARIED
SANITARY ENGINEER II	10310	13	EX	70	C	12	SALARIED
SANITARY TECHNICIAN	22210	07	NE	70	C	11	HOURLY
SECURITY SYSTEMS MAINTENANCE SPECIALIST	60177	11	NE	80	C	11	HOURLY
SENIOR CASEWORKER	30020	10	NE	70	C	11	HOURLY

SENIOR CORRECTION OFFICER	44150	09	NE	80	C	11	HOURLY
SENIOR DIETITIAN	71111	13	EX	80	C	12	SALARIED
SENIOR MEDIA DEVELOPMENT SPECIALIST	09033	11	EX		C	12	SALARIED
SENIOR MOTOR EQUIPMENT DISPATCHER	60215	07	NE	70	C	11	HOURLY
SENIOR NUTRITIONIST	71180	12	EX	70	C	12	SALARIED
SENIOR PSYCHIATRIC SOCIAL WORKER ASSISTANT	30440	10	EX	70	C	12	SALARIED
SENIOR RECREATION LEADER	38420	08	NE	80	C	11	HOURLY
SENIOR RESOURCE ANALYST	02222	10	NE	70	C	11	HOURLY
SENIOR SANITARY TECHNICIAN	22220	09	NE	70	C	11	HOURLY
SENIOR SUPPORT ENFORCEMENT OFFICER	30220	09	NE	70	C	11	HOURLY
SENIOR SYSTEMS PROGRAMMER	03840	15	EX	70	C	12	SALARIED
SENIOR WASTEWATER TREATMENT PLANT OPERATOR	61549	09	NE	80	C	11	HOURLY
SENIOR ZOO ATTENDANT	69230	09	NE	80	C	11	HOURLY
SEWER MAINTENANCE CREW LEADER	63320	10	NE	80	C	11	HOURLY
SEWER MAINTENANCE SUPERVISOR	63340	12	NE	80	C	11	HOURLY
SEWER MAINTENANCE WORKER I	60650	05	NE	80	NC	11	HOURLY
SEWER MAINTENANCE WORKER II	60660	08	NE	80	NC	11	HOURLY
SOCIAL SERVICES EXAMINER I	30610	07	NE	70	C	11	HOURLY
SPECIALIST, SERVICES FOR THE AGING	30880	10	NE	70	C	11	HOURLY
SPECIFICATION WRITER	05370	12	EX	70	C	12	SALARIED
STENOGRAPHER I	01100	04	NE	70	C	11	HOURLY
STENOGRAPHER II	01110	06	NE	70	C	11	HOURLY
STENOGRAPHER III	01120	07	NE	70	C	11	HOURLY
STOCK ATTENDENT	60030	02	NE	70	L	11	HOURLY
STOCK CLERK	05400	04	NE	70	C	11	HOURLY
STOREKEEPER	05410	07	NE	70	C	11	HOURLY
STREAM MAINTENANCE CREW LEADER	60600	10	NE	80	C	11	HOURLY
STREAM MAINTENANCE SUPERVISOR	63350	12	NE	80	C	11	HOURLY
STREAM MAINTENANCE WORKER I	60580	05	NE	80	NC	11	HOURLY
STREAM MAINTENANCE WORKER II	60590	08	NE	80	NC	11	HOURLY
STUDENT ASSISTANCE COUNSELOR	25460	12	EX	70	C	12	SALARIED
STUDENT ASSISTANCE PROGRAM SUPERVISOR	25450	13	EX	70	C	12	SALARIED
SUPERVISING SOCIAL SERVICES INVESTIGATOR	40130	12	NE	70	C	11	HOURLY
SUPERVISOR OF DISPATCH OPERATIONS	45045	10	NE	80	C	12	SALARIED
SUPPORT ENFORCEMENT OFFICER	30210	08	NE	70	C	11	HOURLY
SWIMMING FACILITY MANAGER	38700	05	NE	80	C	11	HOURLY
SWITCHBOARD OPERATOR	03300	04	NE	70	C	11	HOURLY
SYSTEMS ACCOUNTANT	02290	09	EX	70	C	12	SALARIED
SYSTEMS ACCOUNTING MANAGER	02160	13	EX	70	C	12	SALARIED
SYSTEMS ANALYST	03450	14	NE	70	C	11	HOURLY
SYSTEMS LIBRARIAN	07880	13	EX	70	C	11	SALARIED
SYSTEMS PROGRAMMER	03590	14	EX	70	C	12	SALARIED
TAX ABSTRACT CLERK	02180	10	NE	70	C	11	HOURLY
TAX CLERK	02140	05	NE	70	C	11	HOURLY
TAX MAP SUPERVISOR	15230	13	NE	80	C	11	HOURLY
TAX MAP TECHNICIAN I	15200	06	NE	70	C	11	HOURLY
TAX MAP TECHNICIAN II	15210	11	NE	80	C	11	HOURLY
TEACHER (LANGUAGE ARTS/SOCIAL STUDIES)	31240	10	EX	70	C	12	SALARIED
TEACHER (MATH/SCIENCE)	31230	10	EX	70	C	12	SALARIED
TECHNICAL ASSISTANT	99970	06	NE	70	UN	11	HOURLY
TECHNICAL SPECIALIST	99960	07	NE	70	UN	11	HOURLY
TELECOMMUNICATIONS NETWORK TECHNICIAN	03700	09	NE	70	C	11	HOURLY
TELEPHONE TECHNICIAN	03290	07	NE	70	C	11	HOURLY

TIRE SERVICE MECHANIC	61010	06	NE	80	NC	11	HOURLY
TRAFFIC SIGNAL REPAIR SUPERVISOR	63590	10	NE	80	C	11	HOURLY
TRAFFIC SIGNAL REPAIR WORKER I	63900	06	NE	80	NC	11	HOURLY
TRAFFIC SIGNAL REPAIR WORKER II	63910	07	NE	80	NC	11	HOURLY
TRAINING SUPERVISOR	30160	12	NE	70	C	11	HOURLY
TRAINING UNIT ASSISTANT	30165	04	NE	70	C	11	HOURLY
TYPIST I	01000	03	NE	70	C	11	HOURLY
TYPIST II	01010	05	NE	70	C	11	HOURLY
UNDERGROUND FACILITIES LOCATOR	61780	08	NE	80	NC	11	HOURLY
VAULT ATTENDANT	60000	03	NE	70	L	11	HOURLY
VETERANS EDUCATION AIDE	09630	07	NE	70	C	11	HOURLY
VETERANS SERVICE OFFICER	39090	09	NE	70	C	11	HOURLY
VETERINARY TECHNICIAN	69260	07	NE	80	C	11	HOURLY
VICTIM ASSISTANCE COORDINATOR	08357	08	NE	70	C	11	HOURLY
VISITOR CENTER ATTENDENT	38812	03	NE	80	L	11	HOURLY
VISITOR CENTER SUPERVISOR	38810	04	NE	80	C	11	HOURLY
VOLUNTEER SERVICES SUPERVISOR	30200	08	NE	80	C	11	HOURLY
VOTING MACHINE CUSTODIAN	69350	07	NE	70	U	11	HOURLY
WARD CLERK	00090	04	NE	70	C	11	HOURLY
WASTEWATER TECHNICIAN I	61820	08	NE	80	C	11	HOURLY
WASTEWATER TECHNICIAN II	61810	10	NE	80	C	11	HOURLY
WASTEWATER TREATMENT PLANT CONSTRUCTION INSPECTOR I	61535	12	NE	80	C	11	HOURLY
WASTEWATER TREATMENT PLANT CONSTRUCTION INSPECTOR II	61536	14	NE	80	C	11	HOURLY
WASTEWATER TREATMENT PLANT MAINTENANCE CREW LEADER	61537	11	NE	80	C	11	HOURLY
WASTEWATER TREATMENT PLANT MAINTENANCE HELPER (MECHANICAL)	61539	05	NE	80	NC	11	HOURLY
WASTEWATER TREATMENT PLANT MAINTENANCE MECHANIC	61542	09	NE	80	NC	11	HOURLY
WASTEWATER TREATMENT PLANT MAINTENANCE WORKER (INSTRU/ELEC)	61543	07	NE	80	NC	11	HOURLY
WASTEWATER TREATMENT PLANT MAINTENANCE WORKER (MECHANICAL)	61544	07	NE	80	NC	11	HOURLY
WASTEWATER TREATMENT PLANT OPERATOR	61545	08	NE	80	C	11	HOURLY
WATER PLANT ELECTRICIAN	61740	11	NE	80	NC	11	HOURLY
WATER PLANT LABORATORY TECHNICIAN	22270	08	NE	80	C	11	HOURLY
WATER PLANT OPERATOR I (TYPE A PLANT)	61710	08	NE	80	C	11	HOURLY
WATER PLANT OPERATOR I (TYPE B PLANT)	61830	08	NE	80	C	11	HOURLY
WATER PLANT TRAINEE	61700	06	NE	80	C	11	HOURLY
WATER SYSTEMS CHEMIST I	22150	11	EX	80	C	12	SALARIED
WATER SYSTEMS CHEMIST II	22160	13	EX	80	C	12	SALARIED
WATER SYSTEMS CONSTRUCTION ENGINEER	10660	13	EX	70	C	12	SALARIED
WEB SITE ADMINISTRATOR	03544	13	NE	70	C	11	HOURLY
WEIGHTS AND MEASURES INSPECTOR	42010	08	NE	70	C	11	HOURLY
WELDER	61150	08	NE	80	NC	11	HOURLY
WELFARE FRAUD INVESTIGATOR	30650	10	NE	70	C	11	HOURLY
WIC ASSISTANT	23040	04	NE	70	C	11	HOURLY
WIC ASSISTANT (SPANISH SPEAKING)	23033	04	NE	70	C	11	HOURLY
WORD PROCESSING MACHINE OPERATOR	03560	04	NE	70	C	11	HOURLY
YOUTH COUNSELOR I	07180	09	NE	70	C	11	HOURLY
YOUTH EMPLOYMENT PROGRAM SUPERVISOR	07210	09	NE	70	C	11	HOURLY
ZOO ATTENDANT	60550	05	NE	80	NC	11	HOURLY

APPENDIX C

Settlement Agreement

of August 5, 1985

("Calendar Creep" Agreement)

Incorporation Herein By Reference

With the Same Force and Effect

As Though Set Forth In Full

In this Contract

APPENDIX D
ORAL WARNING NOTATION

_____
Date

EMPLOYEE'S NAME: _____
Last First Middle

DEPARTMENT: _____ JOB TITLE: _____

WORK LOCATION: _____

IMMEDIATE SUPERVISOR: _____ JOB TITLE: _____

DATE OF FIRST ORAL WARNING: _____

DESCRIBE INFRACTION FOR WHICH ORAL WARNING WAS GIVEN: _____

_____

_____

_____

_____

WORK RULE(S) EXPLAINED: (No.) _____

I have read this WARNING.

Employee Signature: _____

Supervisor Signature: _____

Employee Comments: _____

_____

_____

The employee named herein has refused to sign this notice. I do, therefore, attest that said discussion did take place on (Date)

_____ _____
Witness Signature Supervisor Signature

APPENDIX E
LEAVE ACCRUAL CHART

EMPLOYEE SCHEDULE	VACATION LEAVE										SICK LEAVE		PERSONAL LEAVE	
(Per 2 week Period)	less than 5 yrs. 11 days		5 but less than 10 yrs 16 days		10 but less than 15 yrs 17 days		more than 15 yrs 21 days		completion of 16 yrs. 22 days		10 DAYS MAX.		3 days	
	Per PP	Annual	Per PP	Annual	Per PP	Annual	Per PP	Annual	Per PP	Annual	Per PP	Annual	Per PP	Annual
70 HOURS														
1/2 time (35 hours)	1.49	38.74	2.16	56.16	2.29	59.54	2.83	73.58	2.97	77.22	1.35	35.10	.41	10.66
3/5 time (42 hours)	1.78	46.28	2.59	67.34	2.75	71.50	3.40	88.40	3.56	92.56	1.62	42.12	.49	12.74
7/10 time (49 hours)	2.08	54.08	3.02	78.52	3.21	83.46	3.96	102.96	4.15	107.90	1.89	49.14	.57	14.82
4/5 time (56 hours)	2.37	61.62	3.45	89.70	3.67	95.42	4.53	117.78	4.74	123.24	2.16	56.16	65	16.90
9/10 time (63 hours)	2.67	69.42	3.88	100.88	4.12	107.12	5.09	132.34	5.34	138.84	2.43	63.18	.73	18.98
Full Time (70 hours)	2.97	77.00	4.31	112.00	4.58	119.00	5.66	147.00	5.93	154.00	2.70	70.00	.81	21.00
80 HOURS														
1/2 time (40 hours)	1.70	44.20	2.47	64.22	2.62	68.12	3.24	84.24	3.39	88.14	1.54	40.04	.47	12.22
3/5 time (48 hours)	2.04	53.04	2.96	76.96	3.14	81.64	3.88	100.88	4.07	105.82	1.85	48.10	.56	14.56
7/10 time (56 hours)	2.37	61.62	3.45	89.70	3.67	95.42	4.53	117.78	4.74	123.24	2.16	56.16	.65	16.90
4/5 time (64 hours)	2.71	70.46	3.94	102.44	4.19	108.94	5.18	134.68	5.42	140.92	2.47	64.22	.74	19.24
9/10 time (72 hours)	3.05	79.30	4.44	115.44	4.71	122.46	5.82	151.32	6.10	158.60	2.77	72.00	.84	21.84
Full Time (80 hours)	3.39	88.00	4.93	128.00	5.24	136.00	6.47	168.00	6.77	176.00	3.08	80.00	.93	24.00

Note: Minimum leave time increment shall be 15 minutes (.25)
.25 = 15 minutes .50 = 30 minutes .75 = 45 minutes

APPENDIX F
MONTHLY PARKING REIMBURSEMENT RATE FORMULA

CENTRO "NORTH" product	monthly parking rate less tax	x	number of spaces =		"
COPPER KETTLE	"	x	"	=	"
LOT # 17	"	x	"	=	"
MONY GARAGE	"	x	"	=	"
NORTH GARAGE	"	x	"	=	"
PSB A/B	"	x	"	=	"

TOTAL (B) ____ TOTAL (A)

$$\frac{A}{B} = \text{MONTHLY PARKING REIMBURSEMENT RATE}$$

APPENDIX G

GUIDELINES FOR WRITTEN AGREEMENTS FOR ON-CALL

1. Agreements are to specify the means by which an employee who is assigned by the Employer to be on call is to be contacted (e.g., pager, cell phone, contact telephone number) as determined by the Employer. In the event that a contact telephone number system is used, the employee shall be required to provide an updated telephone number to be reached and prompt notice to the Employer of any change in the telephone number.

2. Agreements are to specify the time of response required by the Employer to the call or page and the period of time for recall response and return to work as determined by the Employer.

3. Agreements are to state parameters for the days and hours that on call is to be performed as determined by the Employer as well as the schedules that employees will work to provide the required coverage.

4. Agreements are to state the compensation (including but not limited to compensatory time, cash, use of vehicles, work schedules, etc.) to be accorded to employees for the time they are on call and the compensation (as defined herein) that they are to be accorded for work performed when called in to work

5. Agreements are to provide for a system for equitable distribution of on-call assignments, insofar as practical, among those qualified employees required by the Employer to be assigned on call.

6. Agreements are to be presented by the Union to the affected employees for ratification vote in order to become effective.

7. Agreements approved by the affected membership must have the signatures of the following persons in order to become effective. For the Union: the CSEA Unit President, CSEA Local 834 President, CSEA Labor Relations Specialist. For the Employer: The Department Head, the Director of Employee Relations.

For the Union

2/21/07

For the Employer

2/21/07

APPENDIX H

AGREEMENT

GUIDELINES FOR FLEX TIME, COMPRESSED WORK WEEK AND ALTERNATIVE SCHEDULING

The County of Onondaga (hereinafter "Employer") and the Civil Service Employees Association, Onondaga Local 834 (hereinafter "Union") do hereby agree to abide by the following guidelines in fashioning agreements to participate in flex-time, compressed work week and other alternative scheduling arrangements.

1. All such agreements must meet service delivery or business needs of the Employer. All such agreements must meet employee needs for work schedule flexibility while maintaining reliability and dependability in reporting and being present for work.

2. Agreements are to state the hours to be covered by the agreements including the work day, work week, or core hours that must be worked.

3. Agreements are to state how overtime compensation is to be earned and hours eligible for shift differential premium, if any, where either would vary from that required under the collective bargaining agreement.

4. Agreements are to state how holidays are to be observed or scheduled and how holiday premium compensation is to be applied where either would vary from that required under the collective bargaining agreement.

5. Agreements are to provide for the administration of employee leave benefits (i.e., sick leave, vacation leave, and personal leave) in accordance with the Accrual Chart in Appendix B of the collective bargaining agreement as well as other leave benefits (for example, bereavement leave, leave for jury duty and court attendance) at the levels set forth under the collective bargaining agreement.

6. Agreements are to provide for the scheduling of rest breaks and meal breaks at the levels set forth under the collective bargaining agreement.

7. Agreements are to state if they exist as a "pilot" or "trial" basis or as a renewal of an existing agreement.

8. Agreements are to contain provisions enabling either party to withdraw from the agreement upon a reasonable number of business days notice to the other party. Such notice must be in writing.

9. Agreements are to provide specific effective dates and termination or renewal dates.

10. Agreements must have the signature of the following persons in order to become effective. For the Union: the CSEA Unit President, CSEA Local 834 President, CSEA Labor Relations Specialist. For the Employer: The Department Head, the Director of Employee Relations.

11. Any decision by the Employer to allow or disallow the participation of any employee or group of employees in a flex-time, compressed work week or alternative scheduling program shall not be grievable nor arbitrable under any provision of the collective bargaining agreement.

For the Union

2/21/07

For the Employer

2/21/07

APPENDIX I

GRIEVANCE TRIAGE ARBITRATION PROCEDURE

1. Any grievance arising under Article 26 – Discipline and Discharge Procedure or Article 27 – Grievance and Arbitration Procedure of the **2005 – 2007** collective bargaining agreement (hereinafter "CBA") which is unresolved after Step 2 of Article 27 and which is to be further appealed by the Union under Step 3 of Article 27 shall be processed instead, upon mutual written agreement of the parties, according to the Grievance Triage Arbitration Procedure (hereinafter "GTAP") set forth herein in lieu of Step 3 of Article 27.

2. The Union shall notify the Employer in writing within ten (10) days after receipt of the Answer rendered in Step 2 of Article 27 if it intents to submit the unresolved grievance to arbitration. The Employer and Union shall confer on processing the grievance under Step 3 of Article 27 or the GTAP. In the event that an agreement on a procedure cannot be reached, the matter shall proceed under Step 3 of Article 27. Any agreement to process the grievance under the GTAP shall be in writing and shall foreclose the processing of that grievance under Step 3 of Article 27.

3. All grievances processed under the GTAP shall be heard by a single Triage Arbitrator, who shall be mutually selected by the parties. At the Triage phase, the Union shall be represented by a Labor Relations Specialist and the Employer by Employee Relations staff. The parties shall present all relevant information, documents and argument to the Triage Arbitrator.

4. The Triage Arbitrator shall have complete authority to sustain or deny the grievance, or to suggest and accomplish resolution of the grievance. If the Triage Arbitrator determines that an evidentiary hearing is necessary, the grievance shall be scheduled for expedited arbitration before the Triage Arbitrator for the next available hearing date. The Triage Arbitrator shall discuss with the parties the specific issue to be arbitrated, and specify witnesses who shall testify at the expedited arbitration.

5. The parties may provide legal counsel at the expedited arbitration. All relevant facts and documents shall be stipulated to at the expedited arbitration, and witnesses may be presented upon the approval of the Triage Arbitrator. Except in exceptional cases, there will be no written briefs filed; verbal closing statements will be allowed. The Triage Arbitrator shall take notice of all relevant arbitration decisions. The Triage Arbitrator shall render a written Award no later than thirty (30) days after the close of the hearing.

6. In exceptional cases, at the request of the Triage Arbitrator, an outside ad hoc arbitrator may be employed to hear and determine a specific grievance or issue, as agreed upon the parties.

7. The Triage Arbitrator shall have full authority to resolve all procedural and substantive contractual issues at either the Triage phase or the Expedited Arbitration phase of the GTAP. The Triage Arbitrator shall not have jurisdiction or authority to add to, modify, detract from, or alter in any way the provisions of the agreement or any amendment or supplement thereto or to add new provisions of this agreement or any amendment or supplement thereto. If the grievance concerns matters not covered by this agreement or the procedures contained herein have not been adhered to, said grievance shall be returned to the parties without decision. The findings, conclusions, and recommendations of the Triage Arbitrator for resolution of the grievance shall be binding on all parties to the proceeding. Awards may not be retroactive beyond thirty (30) calendar days prior to the initiation of the alleged grievance with the County.

8. The Triage Arbitrator shall be available for a specified number of days in each month to review and resolve grievances and to study and issue Awards, as agreed upon by the parties. All fees and expenses of the Triage Arbitrator shall be divided equally between the parties as provided in Article 27 – Grievance and Arbitration Procedure – Step 3(B) of the collective bargaining agreement. The parties agree that the Triage Arbitrator shall be paid the fee agreed upon with the Triage Arbitrator for such arbitration services.

9. The GTAP procedure is subject to renewal or amendment by mutual agreement of the parties as of January 1 of each contract year. Furthermore, at any time prior to December 31 of each contract year, either party may terminate the GTAP procedure upon 30 days written notice to the other party.

For the Union:

2D/107

For the Employer:

2/12/07

COUNTY OF ONONDAGA 1 DEPARTMENT OF PERSONNEL
John H. Mulroy Civic Center
421 Montgomery Street, 13th Floor
Syracuse, New York 13202-2959

ELAINE L. WALTER
COMMISSIONER

(315) 435-3537 • Fax 435-8272 • e-mail-pewebl@ongov.net • web address – www.ongov.net

April 4, 2006

Local President
CSEA Local 834
5815 Heritage Landing Dr.
East Syracuse, NY 13057

Re: Onondaga Community College – Meal Allowance

Dear Local President:

This will confirm our agreement to eliminate the restriction of ". . . engaged in snow removal . . ." as set forth in Article 17 – Meal Allowance of the collective bargaining agreement and applicable to unit members employed at Onondaga Community College. The elimination of this restriction is conditioned and shall take effect upon the satisfactory resolution of all outstanding grievances filed by or on behalf of such unit members and reaching a mutual understanding of how the provisions of Article 17 are to be applied to such unit members in order to prevent future disputes.

Sincerely,

Peter Troiano
Director of Employee Relations

Agreed and Confirmed:

2/21/07
Local President
CSEA Local 834

2/21/07
Richard McCormack
Labor Relations Specialist
CSEA Local 834

MEMORANDUM OF AGREEMENT
Between
THE ONONDAGA LOCAL 834 – CIVIL SERVICE EMPLOYEES ASSOCIATION
And
COUNTY OF ONONDAGA

The County of Onondaga and the Onondaga Local 834 – Civil Service Employees Association hereby accept and agree to the recommendations made by the Onondaga County Health Benefits Coalition to modify the Onondaga County Health Benefits Program ("OnPoint") as follows.

Effective upon adoption of the 2005 – 2007 collective bargaining agreement by the Onondaga County Legislature, all co-payments established by OnPoint in the amount of $10 shall be increased to $15 except for co-payments incurred by enrollees age 0 through 15 for services coded as pediatric services by OnPoint which shall be $12.

Effective January 1, 2007, all co-payments established by OnPoint in the amount of $15 shall be increased to $17 except for co-payments incurred by enrollees age 0 through 15 for services coded as pediatric services by OnPoint which shall be $12.

Signed by Employer and Union

COUNTY OF ONONDAGA

By _____

Title Director of Employee Relations

Date 2/12/07

ONONDAGA LOCAL 834 – CIVIL SERVICE EMPLOYEES ASSOCIATION

By _____

Title LRS

Date 2/21/07

MEMORANDUM OF UNDERSTANDING

BETWEEN THE

COUNTY OF ONONDAGA AND THE

CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 834

In reference to Article 24 – Health and Dental Benefits – Collection of Contribution Increases as set forth in the 2005 – 2007 collective bargaining agreement, it is the intent of the parties to continue their cooperative efforts to coordinate the collection of the amounts of future increases in employee contributions for health or dental benefits collected by the Employer with the implementation of salary and wage adjustments that may be provided in a successor collective bargaining agreement.

For CSEA Local 834:

2/12/07

For the County of Onondaga:

2/22/07

COUNTY OF ONONDAGA

DEPARTMENT OF PERSONNEL
DIVISION OF EMPLOYEE RELATIONS
JOHN H. MULROY CIVIC CENTER
421 MONTGOMERY STREET - 15TH FLOOR
SYRACUSE, NEW YORK 13202
315-435-3455

NICHOLAS J. PIRRO
COUNTY EXECUTIVE

PETER TROIANO
DIRECTOR

March 17, 1994

Norman Lefebvre, President
CSEA Local 834
5815 Heritage Landing Drive
East Syracuse, NY 13057

RE: Salary Plan

Dear Norm:

This will confirm our agreement to print the portion of the Onondaga County Salary Plan pertaining to this bargaining unit in the booklet containing the collective bargaining agreement. This is intended by the Employer and Union to provide employees and other users of the contract booklet with a convenient place to locate and access this information.

In doing so, it is expressly agreed that the Onondaga County Salary Plan is not incorporated in any way as an article, appendix or any other part of the collective bargaining agreement nor is it a supplemental agreement or amendment to the collective bargaining agreement. Further, it is expressly agreed that any and all rights of the Employer to allocate or reallocate the salary grade of any title or position shall not be affected or waived by providing this convenience.

Sincerely,

Peter Troiano

Peter Troiano
Director of Employee Relations

Agreed and Confirmed:

Norman Lefebvre 03/17/94

Norman Lefebvre
President, CSEA Local 834

PT/db