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7033

A

RESOLUTION AND MEMORANDUM OF AGREEMENT
REGARDING THE TERMS AND CONDITIONS OF PUBLIC EMPLOYMENT
BETWEEN
THE COUNTY OF LEWIS AND THE LEWIS COUNTY UNIT OF THE LEWIS
LOCAL 825 OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

RECEIVED

JUN 14 2005

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

JANUARY 1, 2003 – DECEMBER 31, 2006

LEWIS COUNTY GENERAL HOSPITAL & NURSING HOME-SEE SEPARATE CONTRACT

SHERIFF, JAIL, AND YOUTH DIVISION – SEE SEPARATE CONTRACT

176

TABLE OF CONTENTS

		<u>PAGE</u>
RESOLUTION	RESOLUTION	3
ARTICLE I	RECOGNITION	4-5
ARTICLE II	GENERAL CONDITIONS	5-7
ARTICLE III	SENIORITY	7
ARTICLE IV	TENURE – DISCHARGE & DISCIPLINE	7-8
ARTICLE V	HOURS OF WORK	8-10
ARTICLE VI	GRIEVANCE	10-12
ARTICLE VII	LEAVE	12-18
ARTICLE VIII	COMPENSATION	19-22
ARTICLE IX	RETIREMENT	22
ARTICLE X	COUNTY RESPONSIBILITY	23
ARTICLE XI	SAVING CLAUSE	23
ARTICLE XII	PREVIOUS PRACTICE	23
ARTICLE XIII	HEALTH PLAN	23-24
ARTICLE XIV	DENTAL PLAN	24
ARTICLE XV	SHERIFF'S	25
ARTICLE XVI	ON-CALL WORKERS	25
ARTICLE XVII	LABOR MANAGEMENT COMMITTEE	25
ARTICLE XVIII	REALLOCATION COMMITTEE	26
ARTICLE XIX	HEALTH INSURANCE STUDY COMMITTEE	26
ARTICLE XX	SICK BANK COMMITTEE	26
ARTICLE XXI	HIGHWAY UNIFORMS	26-27
ARTICLE XXII	HIGHWAY LABORER PROMOTION	27
ARTICLE XXIII	PERSONNEL FILE	27
ARTICLE XXIV	TERMINATION	27
MISCELLANEOUS:	LONGEVITY	
	ANNUAL INCREMENTS	
	NEW APPOINTEES	
	PROMOTION	
	TEMPORARY OR PROVISIONAL APPOINTMENTS	
	PART-TIME EMPLOYMENT	
	ADMINISTRATIVE SALARY ADJUSTMENT	
	ALLOWANCES	
	TEMP. ASSIGNMENT-HIGHER GRADE POSITION	
	JOB VACANCIES	
2003 SALARY SCHEDULE APPENDIX 1 – SCHEDULE A		
	- SCHEDULE B	
2004 SALARY SCHEDULE APPENDIX 1 – SCHEDULE A		
	- SCHEDULE B	
2005 SALARY SCHEDULE APPENDIX 1 – SCHEDULE A		
	- SCHEDULE B	
2006 SALARY SCHEDULE APPENDIX 1 – SCHEDULE A		
	- SCHEDULE B	
CONTRACT SIGNATURE		28

RESOLUTION NO. 95 – 2004

**RESOLUTION AUTHORIZING AND RATIFYING
CONTRACT WITH UNION-REPRESENTED
EMPLOYEES OF THE COUNTY OF LEWIS**

Introduced by Legislator Thomas J. Fayle, Jr., Chairman of the County Officers Committee.

WHEREAS, the negotiating teams representing the County of Lewis and the local Civil Service Employee's Association, have developed a tentative agreement.

Now, Therefore, BE IT RESOLVED as follows:

Section 1. That the Lewis County Board of Legislators hereby approves the agreement as developed by the negotiating teams.

Section 2. That upon ratification of said agreement by the Civil Service Employee's Association, the Chairman, the Vice-Chairman, of the Board of Legislators be and he hereby is authorized to make, execute, seal and deliver a contract between the County of Lewis and the Civil Service Employee's Association for the period January 1, 2003 through December 31, 2006.

Section 3. That a copy of the final executed agreement be filed in the Office of the Clerk of the Board of Legislators; and that the County Treasurer produce copies of such contract for distribution to employees and departments.

Section 4. That this resolution shall take effect immediately.

Moved by Legislator Fayle, seconded by Legislator Boyd, and adopted.

Legislator Kraeger recused himself; Legislators Rosiczkowski and Farney were opposed.

ARTICLE I – RECOGNITION

SECTION 1. “Lewis County recognizes the CSEA Local 1000, AFSCME, AFL-CIO, Lewis County Local 825 of the Civil Service Employees’ Association, Inc. as the exclusive representative for collective negotiations with respect to salaries, wages, hours, and all other terms and conditions of employment for all County employees, except as set forth herein.”

- A. Lewis County General Hospital Employees
- B. All employees in the Not Classified Section of the County Compensation Plan
- C. Highway Superintendent
County Engineer
Commissioner of Social Services
County Clerk
County Treasurer
Sheriff
Clerk of the Board of Legislators
- D. All employees enumerated from the personal services section of the Sheriff, Jail, and Youth Aid Accounts.
- E. The following titles shall be excluded from the bargaining unit:
 - Deputy County Treasurer
 - Deputy County Clerk
 - Director-Administrative Services
 - Director-Social Services
 - Director-Real Property Tax Services
 - Director of Patient Services
 - Director-Probation
 - Supervising Public Health Nurse
 - Director-Office for Aging
 - Director-Employment and Training III
 - Deputy Highway Superintendent
 - Director-Veteran’s Services
 - Director-Emergency Management
 - Senior Account Clerk Typist as Confidential
 - Assistant to County Treasurer and Budget Officer
 - Senior Typist/Lewis County Board of Legislators
 - Administrative Secretary/DSS
 - Fiscal Manager-Public Health**
 - Fiscal Manager-DSS**
 - Deputy Director-Real Property**
 - Deputy Commissioner-DSS**
- F. Except as modified by past practice and the terms of this agreement, the County retains all the rights and functions of management that it has by law, including the right to hire, layoff, assign, transfer, promote, discipline, discharge and suspend. The County will not change any past practice or benefit enjoyed by its employees unless mutually agreed upon by both parties.

SECTION 2. Definition of part-time, temporary, seasonal and emergency employees as it pertains to contract and compensation.

- A.** Part-time employee: This is an employee who is hired on a basis of their scheduled hours being lesser than the regular full time hours of 40 or 35 hours a week as the case may be. This can be on the basis of a definite percent of full-time or on an hourly basis. The hospice nurse (one position) who is hired to work to cover a percentage greater than 49% of on-call hours (more than a per diem or temporary employee) will also be considered a part-time employee.
- B.** Temporary employee: This is an employee who is hired for a preset time of one year or less.
- C.** Emergency help employee: This is an employee who is hired because of an emergency such as an Act of God, life and safety of the public in an emergency, etc.
- D.** Seasonal employee: The same definition as a temporary employee except preset time is less than six months.
- E.** In regard to fringe benefits:
 - 1.** Retirement System – those eligible:
 - a)** Full-time employees must join the Retirement System.
 - b)** Any other may join system (except emergency help).
 - 2.** Health Insurance – those eligible:
 - a)** Appointed to a position with an expected duration of six months or more and is scheduled for a work week of 17.5 hours or more or 20 hours or more.
 - 3.** Vacation or Sick Leave – those eligible:
 - a)** All full-time employees and part-time employees who are employed on a 12 month or more basis and are scheduled for 20 or 17.5 hours a week or more.
 - 4.** Social Security – those eligible:
 - a)** Any employee except emergency help employees which are prohibited by law for this coverage.
 - 5.** Funeral Leave – those eligible:
 - a)** Only full-time employees or part-time employees who are employed on a 12 month basis and are scheduled for 20 or 17.5 hours a week or more.
 - 6.** Personal Leave – those eligible:
 - a)** Under present contract same requirements as funeral leave.

ARTICLE II – GENERAL CONDITIONS

SECTION 1. The Association agrees that it will not strike against the County nor assist or participate in any such strike, nor will it impose an obligation upon its members to conduct, assist, or participate in such a strike.

SECTION 2. There shall be no discrimination against any employee because of race, creed, color, sex, or national origin, and further there shall be no discrimination among employees by virtue of participation or non-participation in association affairs.

SECTION 3. Dues Deductions: The Civil Service Employees Association, Inc. shall have exclusive rights to payroll deduction of dues, and union-sponsored insurance and benefit program premiums shall be remitted to the Civil Service Employees Association, Inc., PO Drawer 7125, Capitol Station, Albany, NY 12224, on a payroll period basis. No other employee organization covered under Article I – Recognition shall be accorded any payroll deduction privilege without the express consent and written authorization of the Civil Service Employees Association, Inc.

The **Employer** agrees to submit to the Civil Service Employees Association, Inc., Box 7125 Capitol Station, Albany, NY 12224, each payroll period, a list itemizing the deductions of each employee as they pertain to dues, union sponsored insurance and benefit program premiums to employees covered by the agreement.

The County is not to be held responsible for any inadvertent deductions either in whole or in part.

SECTION 4. The association is granted the privilege of using bulletin boards maintained on the premises and facilities of the County with the exception of those specifically designated for legal notices. The boards shall be used only for the following notices:

- A. Recreational and social affairs of the Association
- B. Association Meetings
- C. Association Elections
- D. Reports of Association Committees
- E. Rulings or policies of the State Association

The posting of any other notice or communications shall require prior approval of the County or its designee.

SECTION 5. It is agreed by and between the parties hereto that for all purposes herein, the budget submission date is September 15th of each year.

SECTION 6. All employees hired after January 1, 1979, shall be required to pay an agency fee to CSEA.

SECTION 7. Access to employees: The union and its designated agents shall have the sole and exclusive right to access to members of the bargaining unit during working

hours to administer this agreement and to explain Civil Service Employees Association sponsored benefits and programs during the term of this agreement.

SECTION 8. Information: The County of Lewis shall supply to the Lewis County Employee's Unit copies of reports that the Union may request that are now produced by the present County information system used by the County in the conduct of its operations as long as there is no infringement of the personal rights of the employee.

SECTION 9. County will provide payroll deductions for any employee wishing to enroll in the Public Employees Benefit Services Corporation (Nationwide) Deferred Compensation Plan.

ARTICLE III – SENIORITY

SECTION 1. Employees seniority shall be defined as meaning the length of continuous service from the last date of hire by the County. Except where otherwise provided by Civil Service Law, in making promotions, or transfers, the County shall consider the ability and qualifications of employees for jobs. Where ability and qualifications are relatively equal, departmental seniority in the Department where the vacancy occurs shall apply, and if not applicable, Countywide seniority shall govern.

SECTION 2. Successful bidders on jobs will have a break-in period of thirty (30) calendar days. During this thirty (30) day period, the employee may be disqualified for lack of qualifications and ability.

SECTION 3. In the event of a reduction of service, the employee with the least seniority in the department will be laid off first. Recall shall be in reverse order of lay-off. Employees will be given two (2) weeks to return to work.

SECTION 4. Seasonal Highway Employees shall be deemed to be in the continuous services category for the purposes of this article.

ARTICLE IV – TENURE, DISCHARGE AND DISCIPLINE

SECTION 1. Removal or Disciplinary Action

Removal or Disciplinary action shall be in accordance with Section 75 of the Civil Service Law and shall apply only to persons holding a position of permanent appointment in the competitive class of the classified Civil Service Section of the County of Lewis. A person against whom removal or disciplinary action is proposed shall have written notice thereof and of the reasons therefore, shall be furnished a copy of the charges preferred against him and shall be allowed at least eight days for answering the same in writing. The hearing upon such charges shall be held by the officer or body having the power to remove the person against whom such charges are preferred, or by a deputy, or other employee of such officer or body designated in writing for that purpose. In case a deputy or other employee is so designated, he/she shall, for the purpose of such hearing, be vested with all the powers of such officer or body and shall make a record of such hearing which shall, with his/her recommendations, be referred to such officer or body for review and decision. The person or persons holding such hearing shall upon the

request of the person against whom charges are preferred, permit him/her to be represented by counsel, and shall allow him/her to summon witnesses in his/her behalf. The burden of proving incompetence or misconduct shall be upon the person alleging the same. Compliance with technical rules of evidence shall not be required.

Other subdivisions of Section 75 of the Civil Service Law shall also apply.

SECTION 2. Discharges and Discipline

- A. Discharge, Discipline or Other Penalty:
The County shall have the right to discharge or to otherwise discipline an employee for just cause.

- B. Procedures
 - 1. Within five (5) work days after the discipline of an employee covered by this agreement (or sooner if practicable), the County will provide the disciplined employee, the Department's union steward, and the Union president, with a written statement of the reason for which the discipline was imposed. Any disciplinary action or measure imposed upon an employee may be processed as a grievance through the regular grievance procedure (including the arbitration step if necessary). If such employee is covered by Section 75 of the Civil Service Law, it may be processed either by the grievance and arbitration procedure or by a hearing as provided by said section of Civil Service Law, as such employee may elect. The election of either procedure precludes the use of the other.

 - 2. Such employee must indicate in writing to the Department Head within five (5) work days of notification that disciplinary action is being imposed, that he/she elects either to exercise his/her rights under the grievance, and arbitration procedure or option as provided will automatically foreclose use of the grievance and arbitration procedure.

ARTICLE V – HOURS OF WORK

SECTION 1. Regular Full Time Office Employees and Office Buildings and Grounds Employees

- A. For employees regularly scheduled to work 35 hours per week: 7 hours per day for 5 consecutive days.
- B. For employees regularly scheduled to work 40 hours per week: 8 hours per day for 5 consecutive days.
- C. Usual business hours for all county offices shall be 8:30a.m. to 4:30p.m. Monday through Friday. However nothing in this agreement shall preclude the county from utilizing volunteer employees to work other than usual business hours due to the requirements of the county departments to meet the needs of the users of county services.

- D. Flex Time/Solid Waste. Flex time is allowed at the Solid Waste Department during the hours of 6:00a.m. and 3:00p.m.

SECTION 2. Regular Full Time Highway Hourly Employees

- A. 40 hours per week, 8 hours per day for 5 consecutive days, Monday through Friday – 7:00a.m. to 3:30p.m.
- B. Summer hours shall be 6:00a.m. to 4:30p.m., and shall include 1 half-hour for lunch at mid-day.
- C. When hourly employees are called to work in emergencies, they shall receive one hour call pay in addition to their on-duty emergency hours, with the rate of pay being the same as their regular hourly rate including such overtime that may be required by Section 4. Foremen to do majority of dispatching as they presently do. This Section shall include Solid Waste and Dept. of Social Services for snowplowing.

SECTION 3. All employees shall be granted a lunch period during each work shift. Whenever, possible, the lunch period shall be scheduled at the middle of each shift.

SECTION 4. For all employees except those listed in Article 1, Subdivisions A, B, C, D and E, overtime will be paid at the rate of time and one-half the regular rate for all work performed in excess of eight (8) hours in any one day or over forty (40) hours in any one week. Vacation, sick leave, personal leave and holidays will be considered as time worked for the computation of overtime. For those employees whose normal work week as outlined in Section 1 above is less than eight hours per day or forty hours per week, straight time will be paid for all work performed in excess of the normal hours up to and including eight hours per day or forty hours per week. Time and one-half regular rate shall be applied only when eight hours per day or forty hours per week has been exceeded. Highway employees on a ten (10) hour schedule from **May 1st** through August 31st shall receive time and one-half only after ten (10) hours a day or forty (40) hours per week has been exceeded.

SECTION 5. However, nothing in the foregoing shall preclude the right of the Department Head to schedule work hours in addition to normal schedule in the event of any emergency situation or where the workload becomes unduly heavy. Provided, however, that employees required to work such additional hours will be given a week's notice whenever possible and are to be compensated for such additional time as provided for under the existing regulations of this contract.

SECTION 6. The normal hours of work may be waived in case of an extreme emergency, when declared by the Chairman of the Board of Legislators or by the Department Head.

SECTION 7. For the duration of this agreement the County and CSEA will agree to implement for the period **May 1st** through August 31st only a workweek consisting of four consecutive ten (10) hour days, Monday through Friday. This is applicable only to all County Road and Machinery employees except office employees.

SECTION 8. All overtime worked beyond the normal scheduled working hours shall be paid unless compensatory time off is approved by the County Manager or his/her designee.

ARTICLE VI – GRIEVANCE

SECTION 1. Grievance procedures as contained in the following grievance procedure shall be available to all employees.

SECTION 2. Members of the Association who have been designated to represent other members on grievances or adjustment of conditions and terms of this contract shall be permitted a reasonable amount of time free from regular duties to fulfill these obligations. No such designated member shall leave his/her regularly assigned work without first obtaining approval of his/her immediate Supervisor or Department Head. The Association is to provide the County with a list of the members so designated.

SECTION 3. The County recognizes the right of the employees to designate representatives of the Association to appear in their behalf to discuss salaries, working conditions, grievances, and disputes, relative to the terms and conditions of this contract and to visit employees on a reasonable basis during working hours. The County is to be notified of members who are so designated. Such Association representatives shall also be permitted to appear at public hearings before the Board of Legislators upon the request of the employees.

GRIEVANCE PROCEDURE FOR COUNTY EMPLOYEES

SECTION 1. Declaration of Policy

In order to establish a more harmonious and cooperative relationship between the County Government and its Public Employees, it is hereby declared for the purpose of this resolution to provide for the settlement of certain differences between the County's employees and the County Government through procedures under which employees may present grievances, free from coercion, interference, restraint, discrimination, or reprisal. The provisions of this resolution shall be liberally construed for the accomplishment of this purpose.

SECTION 2. Definitions

As used herein, the following terms shall have the following meaning:

- A. "Government" or "Employer" shall mean the County of Lewis.
- B. "Public Employee" or "Employee" shall mean any person directly employed and compensated by the County Government, except persons employed in the Legislative or Judicial branch thereof.
- C. "Supervisor" shall mean any person, regardless of title, who is assigned to exercise any level of supervisory responsibility over public employees.
- D. "Immediate Supervisor" shall mean the employee or officer on the next higher level of authority above the employee in the Department wherein the grievance exists and who normally assigns and supervises the

employee's work and approves his/her time record or evaluates his/her work performance.

- E. "Grievance" shall mean any claimed violation, misinterpretation or inequitable application of the articles or sections of this contract.
- F. The work "days" shall mean all days other than Saturdays, Sundays, and legal holidays. Saturdays, Sundays, and legal holidays shall be excluded in computing the number of days within which action must be taken or notice given within the terms hereof.

SECTION 3. Basic Standards and Principles

- A. Every public employee shall have the right to present his/her grievances to his/her employer in accordance with the provisions of this resolution, free from interference, coercion, restraint, discrimination, or reprisal, and the grievance procedure established under this resolution shall provide the right to be represented at any or all stages therefore if the employee so chooses.
- B. It shall be a fundamental responsibility of supervisors at all levels commensurate with the authority delegated to them by their superiors, promptly to consider and take appropriate action upon grievances presented to them by employees under their supervision.
- C. It shall be the responsibility of the head of each department or agency of County government to take such steps as may be necessary to give effect to the provisions of this resolution.
- D. The informal resolution of differences prior to initiation of action under the formal grievance procedure is to be encouraged.

SECTION 4. Grievances and Procedural Requirements

- A. Initial Presentation
 1. An employee who claims to have a grievance shall present his grievance to his immediate supervisor, orally, within five days after the grievance occurs.
 2. The immediate supervisor shall discuss the grievance with the employee shall make such investigation as he deems appropriate and shall consult with his supervisors to such extent as he deems appropriate, all on an informal basis.
 3. Within three days after presentation of the grievance to him/her the immediate supervisor shall make his/her decision and communicate the same to the employee presenting the grievance, and to the employee's representative, if any.
- B. Second Stage
 1. If an employee presenting a grievance is not satisfied with the decision made by his/her immediate supervisor, he/she may, within five days thereafter, request a review and determination of his/her grievance by the Department Head. Such request shall be in writing and shall contain a statement to the specific nature of the grievance and the facts

relating to it. Such request shall be served upon both the Department Head and the immediate supervisor to whom the grievance was originally presented. Thereupon, and within two days after receiving such request, the immediate supervisor shall submit to the Department Head a written statement of his/her information concerning the specific nature of the grievance and the facts relating to it.

2. The Department Head, or his/her nominee, may, and at the request of the employee shall hold a hearing within five days after receiving the written request and statement from the employee. The employee, and his/her representative, if any, may appear at the hearing and present oral statements and/or arguments.
3. Within five days after the close of the hearing, or within eight days after the grievance has been submitted to him/her if there is no hearing, the Department Head, or his/her nominee, shall make his/her decision, and communicate the same to the employee presenting the grievance, and to the employee's representative, if any.

SECTION 5. Arbitration

Should the Department Head's decision not be acceptable to the employee, the employee shall have the right, within thirty (30) days of the decision, to proceed to binding arbitration as conducted by PERB, the Public Employment Relations Board. The cost of the proceeding shall be shared jointly by the County and County CSEA Unit.

SECTION 6. Waiver of Extension of Time, Time for Discussion, and Hearings.

- A. The time limitations for presentation and resolution of grievances, as hereinafter fixed, may be waived or extended by mutual agreement of the parties involved.
- B. All discussions and hearings between an employee, his/her immediate supervisor and Department Head shall, so far as practicable, be conducted during regular working hours.

ARTICLE VII – LEAVE

SECTION 1. Sick Leave – Funeral Leave

Employees are to be entitled to sick leave as stated in the following rules and regulations governing said employees.

RULES GOVERNING SICK LEAVE AND FUNERAL LEAVE

Absence from duty by an employee of Lewis County by reason of the employee's own sickness or disability shall be allowed as provided in this section and not otherwise. Absence from duty for such reasons, if duly granted by the Department Head, shall be considered and known as "Sick Leave".

- A. Sick Leave shall be credit as follows:
 - 1. Classified employees hired prior to 7/1/88 shall receive 1 ½ working days per month.
 - 2. Classified employees hired after 7/1/88 shall receive 1 working day per month.
- B. Employees who are on a work schedule of more than five days per week shall be charged only the number of scheduled working days in their work week for a week of continuous illness.
- C. An employee who is absent on sick leave shall report his/her absence to his/her superior at the earliest possible time with the reason for his/her absence.
- D. Approval of sick leave shall be granted by the Department Head.
- E. The Department Head may require a physician's certificate for any absence for reason of illness or may require an examination by a physician in an instance of extended sick leave.
- F. Full credit for unused sick leave shall be granted to the employee to the following maximums: 135 days in 1975; 150 days in 1976; 170 days in 1979; and 180 beginning on January 1, 1984.
- G. Any accumulated sick leave days now credited to any employee under the old county compensation plan may be carried over but will be governed by the provisions of these new regulations.
- H. Abuse of sick leave privileges shall be sufficient cause for disciplinary action.
- I. In addition to personal illness of the employee, the following types of absence, when approved by the Department Head, may be charged against accumulated sick leave credits:
 - 1. Serious illness to the employee's immediate family. The immediate family shall include spouse, mother, father, brother, sister, child, grandparents of the employee's natural or legal step-family or the natural or legal step-family of the employees spouse and grandchildren.
 - 2. Personal or dependent child's visit to doctor or dentist.
 - 3. Maternity leave.
- J. **The total number of days of sick leave due to family illness shall not exceed ten (10) work days in a given year for all employees.** Employees will be granted paid time off up to three (3) scheduled working days per instance of death in the immediate family. This provision is intended to cover attendance at a funeral home, services, etc. and may include the day after the funeral. This time shall not be deducted from accumulated sick leave. Immediate family for funeral leave purposes is defined as:
 - 1. The employee's natural or legal step grandparents, grandchildren, brothers, sisters, children, mother or father.
 - 2. The employee's spouse and the natural or legal step parents of the spouse.
 - 3. One (1) day of funeral leave shall be granted for the following definition of immediate family: aunt, uncle, niece, nephew, brother-in-law, sister-in-law, son-in-law and daughter-in-law.

- K. Sick leave pay is not allowed for absence from duty on account of illness or injury purposely inflicted, or caused by willful misconduct.
- L. Any employee who fraudulently reports illness in order to secure the benefit of sick leave will be subject to discharge from the County service.
- M. All part-time, temporary, or emergency help employees hired after December 31, 1976 are not eligible for vacation or sick leave benefits. Part-time, temporary, or emergency help is defined for this purpose as a person who is not employed on a 12 month basis and/or has a scheduled work week of less than 20 hours a week for a 40 hour a week position, and 17 ½ hours a week for a 35 hour a week position.
(Last sentence from previous contract deleted.)

SECTION 2. Maternity Leave

Provisions for Maternity Leave, are provided for in the following rules and regulations.

**RULES GOVERNING MATERNITY LEAVE
AND OTHER LEAVE REGULATIONS**

Maternity Leave:

- A. A leave of absence without pay may be granted under the following conditions:
 1. The employee holding a position with the County shall submit a written notification to her immediate supervisor at least four (4) weeks prior to her anticipated departure which states the probable duration of such leave. Such leave shall be granted for a period of not more than twelve (12) months.
 2. For any portion of leave of absence for maternity purposes such employee shall be permitted to charge all leave credits except those sick leave credits which cannot be supported by a physician's statement.
 3. Upon return from sick leave of thirty (30) days or more, or upon return from maternity leave of absence without pay, whichever comes first, the employee shall submit to the Department Head a physician's statement attesting to the employee's recovery and physical fitness to perform her assignment.
 4. Maternity leave shall also apply to adoptive parents. The entitlement to leave, due to adoption would commence when the child is placed in the home of the adoptive parents by the authorized Social Services Agency, or in the case in which the adoption is not sponsored by such an agency, the date a petition for adoption is filed in court.

Other Leave Regulations:

- A. Where an employee receives compensation under the workmen's compensation law on account of a compensable injury, he/she shall not be eligible for sick leave payments.
- B. An employee isolated or quarantined because of exposure to a communicable disease, shall for the purpose of this regulation, be considered absent because of sickness and may be granted sick leave with pay during such isolation or quarantine to the extent of his/her accumulated and unused sick leave time.
- C. It shall be the duty of every Department Head to make a report in writing to the Lewis County Treasurer, prior to the payment of each payroll, setting forth the name of the employee with the sick and vacation leave granted during the period covered by the payroll, including hours of work.
- D. A permanent employee may, at the discretion of the Department Head, be granted leave of absence without pay for a period not exceeding one year.
- E. On proof of the necessity of jury service or attending court pursuant to subpoena or other order of the court, an employee shall be granted leave of absence with pay, by the Department Head. In the event of jury service by an employee of the County, he/she shall receive his/her regular pay only, and shall not receive in addition to this the per day amount allowed for jury service.

SECTION 3. Vacation Leave

Vacation benefits as stated in the following rules and regulations shall be in effect.

RULES GOVERNING VACATION

Credits for vacation time shall be computed from the beginning of regular employment with the County.

- A. Vacation time for employees for first five (5) years of service shall be credited at the following rates:
 - Classified employees – 1 working day per month (12 days per year).
 - (.0460 x reg hrs worked – 12 days per year).
- B. Vacation time for employees starting six through ten years of service shall be credited at the following rates:
 - Classified employees – 1 ¼ working days per month (15 days per year).
 - (.0575 x reg hrs worked – 15 days per year).

- C. Vacation credits for employees having ten through fifteen years employment with the County shall be computed as follows:
 - Classified employees – 1 ½ working days per month (18 days per year).
 - (.0690 x reg hrs worked – 18 days per year).

- D. Vacation credits for employees having fifteen or more years of employment with the County shall be computed as follows:
 - Classified employees – 1 ¾ working days per month (21 days per year).
 - (.0805 x reg hrs worked – 21 days per year).

- E. Accumulated vacation time will be permitted up to maximum of 25 days which equals 175 hours for 35 hours a week full time employees and 200 hours for 40 hours a week full time employees. The maximum accumulated vacation time permitted for those part-time employees defined in Article 1 under these rules governing vacation shall be the equivalent of 12 full time days, which equals 84 hours for 7 hour/day (35 hours per week) employees and 96 hours 8 hour/day (40 hours per week) employees.
- F. Any accumulated vacation days now credited to an employee under the old County Compensation Plan, may be carried over but will be governed by the provisions of these new regulations.
- G. Optional methods of using vacation credits:
 - Vacation credits may be used in a lump sum of the total credits earned as of the beginning date of a vacation, or in separate hours of no less than one hour, as the employee chooses, upon the approval of the Head of the Department.
- H. Legal holidays are not chargeable against sick leave or vacation credits.
- I. Upon the termination of an employee, either by resignation or retirement, and when at least two weeks notice is given by such employee of his/her intended termination, any unused vacation credits are to be compensated at the employee's regular rate of pay.
- J. All part-time, temporary, or emergency help employees hired after December 31, 1976, are not eligible for vacation or sick leave benefits. Part-time, temporary or emergency help is defined for this purpose as a person who is not employed on a 12 month basis and/or has a scheduled work week of less than 20 hours a week for a 40 hour a week position, and 17 ½ hours a week for a 35 hour a week position.
(Last sentence from previous contract deleted)
- K. Employees who worked part-time before going on full-time are to be granted pro-rated time for years of service. To qualify, the employee must have worked part-time during the immediate year preceding going on full-time.
- L. Substitution of vacation with sick leave, once vacation has been used will not be allowed.

SECTION 4. Holiday Leave

- A.** Employees who in the judgement of the Department Head can be spared without interfering with the operation of the Department will be allowed time off with pay to observe the following holidays:

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

- B.** County offices will be open on Lincoln's Birthday. However, one floating holiday (1 day) may be taken from Lincoln's Birthday to the end of the calendar year, providing that the employee was on the payroll by Lincoln's Birthday, February 12th.
- B(1).** County offices will be open on Election Day, however, one floating holiday (1 day) may be taken anytime after July 1st to the end of the calendar year that the holiday occurs.
- C.** Employees may be allowed ½ day with pay to observe Good Friday. If any employee is required to work, compensatory time will be granted.
- D.** Holidays which fall on a Sunday will be observed on the following Monday. If the holiday falls on a Saturday, the holiday will be observed on the preceding Friday.
- E.** To qualify for holiday pay, an employee must have been in the County's employ for thirty (30) days prior to such holiday, and must work his/her regularly scheduled shift immediately preceding and succeeding the holiday, unless absent as a result of accident, bona fide illness, death in immediate family, or other valid reasons, specifically approved by the Department Head.

SECTION 5. CSEA Leave

Properly designated members of the Association shall be permitted to attend statewide Association conventions and duly constituted Association Committee Meetings, without charge to leave time, upon the following conditions:

- A.** No more than five employees may attend a statewide convention in a given calendar year.
- B.** An employee attending a statewide convention shall be entitled to a maximum of three (3) consecutive days with pay.
- C.** No more than two employees may attend a duly constituted Association Committee Meeting in a given calendar year.
- D.** An employee attending a duly constituted Association Committee Meeting shall be entitled to attend, not exceed three (3) days in a calendar year.
- E.** The granting of leave for attendance above shall be at the discretion of the Department Head, with such leave being given only when the absence of

the affected employee will not interfere with the operation of his/her department.

- F. One (1) CSEA Board of Directors member (1 for entire Lewis County Government regardless of Department, section, or area where working) shall be allowed a maximum of 12 days a year for CSEA Board of Director's meetings.

SECTION 6. Personal Leave

County employees will receive five personal days per contract year.

- A. No other reason than "personal" is to be given when requesting personal leave.
- B. Except in an emergency situation, at least 24 hours advance notification must be given when requesting personal leave.
- C. Employee must receive Department Head approval.
- D. Personal leave is not to be used in conjunction with vacation without Department Head approval.
- E. Only one day of personal leave may be carried from one calendar year to the successive year.
- F. Personal leave shall be accumulated as of January 1st and used on an hourly basis: 40 hour employee – 5 days – 40 hours/year
35 hour employee – 5 days – 35 hours/year
- G. Upon termination of an employee, either by resignation or retirement, any unused personal leave credits are to be compensated at the employee's regular rate of pay.
- H. Personal leave for new employees shall be prorated as follows:

Employment Date: 1/1 – 3/31 - 5 Days
4/1 – 6/30 - 4 Days
7/1 – 9/30 - 3 Days
10/1 – 11/30 - 1 Day
12/1 – 12/31 - 0 Day

SECTION 7. That those Hospital employees, part-time or full-time who accept employment in another bargaining unit within Lewis County Government shall transfer as follows:

- A. No vacation hours will be transferred – vacation benefit time must be used or paid before transfer date.
- B. All sick leave accrued may be transferred.
- C. The date used for benefit time accrual credits will be the date of full-time permanent appointment at the Hospital or other County Government.

ARTICLE VIII – COMPENSATION

SECTION 1. All employees under this contract shall receive compensation as provided by Appendix A & B 2003, Appendix A & B 2004, Appendix A & B 2005, and Appendix A & B 2006.

Effective January 1, 2003, 0% increase over the 2002 salary schedule;

Effective January 1, 2004, 3% increase over the 2003 salary schedule;

Effective January 1, 2005, 4% increase over the 2004 salary schedule;

Effective January 1, 2006, 5% increase over the 2005 salary schedule

SECTION 2. All County employees shall be paid the IRS rate per mile for actual miles driven when using their private owned vehicles on official County business.

SECTION 3. Providing for Longevity Benefits for Full Time County Employees

- A.** That all full-time employees of the County of Lewis, including the Lewis County General Hospital, with the exception of the elected officers and such other employees with titles listed as the unclassified group on the county Compensation Plan, who have rendered full-time service and have been compensated for full-time and uninterrupted service for the County of Lewis, shall, in addition to the regular compensation schedule be entitled to an additional increment or increments of \$208.00 annually effective on the first day of the fiscal year following the completion of 10, 15, 20, 25, 30 and 35th years of service. If an employee has worked full-time and continuous for at least the last six month of his/her first year, it shall be deemed for the purposes of this section as one complete year.
- B.** That such service for each employee shall be determined and certified as correct by the County Treasurer from the individual payroll records in his office or by such other means as may be directed by the Board of Legislators.
- C.** That the total of such increment or increments as determined by the above process shall be divided by the number of the employee's normal annual hourly work schedule and included in the regular hourly rate of pay.
- D.** That overtime payments, if allowed, or extra duty payments, if allowed, shall be computed on the regular compensation schedule and will include longevity increments.
- E.** That vacation time, sick leave time, leaves of absence without pay, granted according to the compensation plan of the County division involved or granted by action of the Board of Legislators, or other applicable laws, rules, and regulations, shall not be considered as interrupted service or as uncompensated service for the purpose of this section.
- F.** That if any employee is listed and compensated as part-time in one department and also part-time in another department but the combined

part-time service constitutes what would be a full-time position, he/she shall be considered full-time for the purposes of this section.

- G. That each department, with the exception of the Highway with respect to hourly employees, in conjunction with service record information obtained from the County Treasurer's Office, shall insert in their budget request each year, listed under personal service, longevity awards, the amount necessary to finance the expenditure chargeable to their department. The County Highway Superintendent in regard to hourly Highway employees shall include in the various decisions of his budget a total amount for personal services to include the required special longevity.
- H. That the County Treasurer shall annually file in the office of the Clerk of the Board of Legislators, a list of employees who qualify for special longevity and their years of completed service.
- I. That this longevity benefit shall be effective January 1, 1997 and included in the payroll beginning nearest to January 1st thereafter.
- J. That if the beginning of the pay period before and the beginning of the pay period after any given January 1st date shall be equal, then the longevity compensation shall be computed on the earliest of the two dates.

SECTION 4. Date of Entitlement to Salary Increase

The increase of salary or compensation of any officer or employee provided by this contract shall be added to the salary or compensation of such officer or employee at the beginning of that payroll period the first day of which is nearest to the effective date of such increase as provided in this contract, or at the beginning of the earlier of two payroll periods the first days of which are nearest but equally near to the effective date of such increase as provided in this contract; provided however, that for the purpose of determining the salary of such officer or employee upon reclassification, reallocation, appointment, promotion, transfer, demotion, reinstatement, or other change of status, such salary increase shall be deemed to be effective on the effective date thereof pursuant to this section on a date prior thereto, instead of on such effective date, shall not operate to confer any additional salary rights or benefits on such officer or employee and further provided that no salary or compensation increase shall be operative with respect to any person if the effect thereof would be to render such person ineligible for the position, office, or employment to which such increase would otherwise apply.

SECTION 5. Annual Increments

Each employee shall be entitled to an annual increment up to the maximum grade in which his position is allocated only if the increment is recommended by the Department Administrator. The increment can take effect only on the first day of January. An employee must work six months before he is entitled to an increment.

The increments in the salary ranges are intended to be not only a recognition for continued service, but also reward for merit.

"If an employee receives an unsatisfactory rating and consequently is not granted an increment step, then the employee will have the right to appeal the unsatisfactory rating. The Appeal Board would be in fact the same procedure as followed by the Grievance Appeal Board."

SECTION 6. New Appointees

A new employee appointed to such a position in a class shall be paid the minimum rate of pay for that class, except New York State licensed, registered or certified health care employees, i.e. registered professional nurses, public health nurses of the Public Health Department and certified alcohol and substance abuse counselors of Mental Health Department and the Alcohol and Substance Abuse Treatment Center. Those employees have their previous work experience recognized so that they may be placed above the minimum step for the job. Experience will be recognized upon hire with the formula of two years of applicable full-time experience as determined by the Public Health Director or the Mental Health Director, will equal one step above the minimum. Current professional employees of the Public Health or Mental Health departments, who have not previously had their experience recognized at their time of hire, at the time of ratification of this agreement, will be, based on this criteria, placed at the appropriate step, if they are not already at the step at which they would have been placed if this language had been in effect at the time of hire. This language will apply to any full-time, part-time or temporary New York State licensed, registered or certified health care employee of the Mental Health or Public Health Departments or the Alcohol and Substance Abuse Treatment Center. This decision at the time of hire will be final if the professional accepts the offer. The placement of new professional employees will not be subject to the grievance and arbitration procedure. This language shall not be retroactive and there will be no retroactive adjustment of compensation rates.

SECTION 7. Promotion

When an employee is promoted to a position in a higher class, his salary shall be increased to the minimum rate for that higher class. If an employee is promoted to such a position in a higher class, the minimum salary of which is equal to or lower than the rate of compensation than received by such employee, he shall, upon such promotion, be paid the salary which corresponds to the next higher step within the salary range to which he has been promoted. The same rules apply, however, in that he must work in this new position six months before he is entitled to an additional increment, but shall never be paid less than the wage the employee would have been paid had he/she stayed in the original position.

SECTION 8. Temporary or Provisional Appointments

An employee who has been continually employed under a temporary or provisional appointment shall, upon an appointment on a permanent basis to the same position, be credited with the length of time served as a provisional or temporary employee in determining the salary for this position.

SECTION 9. Part-time Employment

All rates prescribed in the scales of pay are the standard rates of pay authorized for full-time employment. When employment is on a part-time basis, only the proportionate part of the rate for the time actually employed shall be paid. It shall be

determined either on an hourly basis and the corresponding hourly wage paid for actual hours worked, or it shall be on a percentage basis and clearly stated in the budget and salary plan as the exact percentage worked by each employee over a year's period.

SECTION 10. Administrative Salary Adjustment

The service of each employee shall be reviewed annually by the Department Administrator for the purpose of determining which employees shall be recommended for salary increases within the range for the class to which their positions have been allocated. All of the personnel records, tardiness, etc. shall be considered in making these recommendations, and a list of those employees entitled to increments shall be submitted with the annual budget requests for presentation to the County Officers and Employees' Committee of the Board of Legislators. Employees appointed, promoted, or reinstated in excess of six months prior to the beginning of the fiscal year shall be eligible for an annual increment.

SECTION 11. Allowances

The rate of pay prescribed in the salary plan represents the gross money salary earned. Employees receiving meals and/or living quarters in connection with the positions shall have charges for the various times of maintenance received deducted from their gross salaries.

SECTION 12. Temporary Assignment to a Higher Grade Position

Employees assigned temporarily to a higher grade position and performing 50% or more of the new duties for a period in excess of ten (10) consecutive work days shall receive the minimum pay of the higher grade position, unless his/her present rate of pay exceeds such minimum. In which case, the employee shall be compensated in accordance with the rules on promotion. Such pay shall be for all time so worked from the first day in the higher grade position.

SECTION 13. Job Vacancies

Ten days notice of job vacancies are to be posted in all County Buildings.

ARTICLE IX – RETIREMENT

The County shall provide the New York State Retirement Plan with coverage under the Retirement and Social Security Law Section 75i (Non-Contributory 25 Year Career Plan); Section 41j (Unused Sick Service Credit Upon Retirement); Section 41k (Purchasing of Service Credit for World War II); Section 43 (Transfer Credits From Other State or Subdivision Retirement Plan); Section 60b (Guaranteed Minimum Death Benefit of Three Times Annual Rate of Pay Limited to \$20,000); and also as provided by Section 243 of Military Law (Credit for Past Military Leave) or such other coverage as mandated on employee and employer by New York State Retirement and Social Security Law, Rules and Regulations.

ARTICLE X – COUNTY RESPONSIBILITY

Nothing in this agreement shall be construed as delegating to others the authority conferred by law on any County Official or in any way abridging or reducing such authority, but this agreement shall be construed as requiring said County Officials to follow the procedures and policies herein prescribed, to the extent they are applicable, in the exercise of the authority conferred upon them by law.

ARTICLE XI – SAVING CLAUSE

If any Article or Section of this agreement or any addendum thereto should be held invalid by operation of Law, or by any tribunal or competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal, the remainder of this agreement addendum shall not be affected.

ARTICLE XII – PREVIOUS PRACTICE

All benefits and rights heretofore provided by work rules and regulations, resolution, or contained in the county salary plan and not specifically provided hereunder shall continue in effect.

ARTICLE XIII – HEALTH PLAN

SECTION 1. The County shall provide health coverage for all employees who qualify as full-time employees. **The benefit plan shall change to the agreed upon plan in the comparison dated December 2003, as negotiated.** Seasonal or temporary employees whose anticipated period of employment is less than six (6) months are ineligible for coverage. **(Balance of section in previous contract deleted)**

SECTION 2. All active employees who have health insurance shall have contribution rates as follows:

2003	Same language from previous contract
2004	16% of the adopted premium equivalent
2005	17% of the adopted premium equivalent
2006	18% of the adopted premium equivalent

Contribution rates shall not change until the new negotiated plan is implemented.

SECTION 3. County employees shall have at least ten (10) years of full-time continuous service with Lewis County and retired from said County to continue health insurance coverage in retirement. For retirees with a hire date prior to 1/1/91, the County shall pay one hundred percent (100%) of the single rate and the employee shall pay one hundred thirty seven dollars and twenty two cents (137.22) per month as of July 1, 2003, toward the dependent's rate. This employee dependent cost shall be adjusted accordingly by the same percentage change to the cost of the dependent coverage as billed, with the County paying the balance. For

all retirees hired after 1/1/91, contribution rates shall follow the contract for active employees.

SECTION 4. The health plan shall be provided, under existing rules, for up to one year for all employees on approved worker's compensation.

SECTION 5. The County has the right to change to a health care plan providing basically equivalent or better coverage with existing eligibility rules after a review by the C.S.E.A. that does not exceed sixty (60) calendar days.

SECTION 6. Employees who have been on the Lewis County health plan for a minimum of twelve (12) months, and choose to opt out, will be paid \$1,000 on an annual basis, being broken down into payments of \$250.00 every quarter. These quarters shall consist of Dec-Feb, March-May, June-Aug and Sept-Nov, and payments shall be post-paid. The employee may opt out (for payment purposes) only on June 1st or December 1st of each year. Rejoining may only take place on the re-opening dates of June 1st and December 1st. The employee may return to the plan under conditions set by the health insurance company and based on the original date of hire.

SECTION 7. New employees shall have a waiting period before being eligible for health insurance. These waiting periods shall be three (3) months for full-time employees and six (6) months for part-time employees.

SECTION 8. Flexible Spending/FSA shall be implemented/offered to all union employees on the same implementation date as the new health insurance plan.

ARTICLE XIV – DENTAL PLAN

SECTION 1. The County agrees to provide dependent coverage under the C.S.E.A. Employee Benefit Fund Dental Plan for all employees in the bargaining unit for the period commencing on January 1, 2003 and terminating on December 31, 2006.

SECTION 2. Employees with a hire date of 1/1/91 and before 5/6/97 shall pay 25% of individual and/or dependent, or composite rate of dental insurance as agreed to between the County and Union.

SECTION 3. Employees hired on or after 5/6/97 shall pay 35% of individual and/or dependent, or composite rate of dental insurance as agreed to between the County and Union.

SECTION 4. The County has the right to change to a dental care plan providing basically equivalent or better coverage with eligibility rules after a review by the C.S.E.A. that does not exceed sixty (60) calendar days.

ARTICLE XV – SHERIFFS

Lewis County recognizes C.S.E.A. as the sole and exclusive bargaining agent for employees of the Sheriff's Department. The terms and conditions of employees of the Sheriff, Jail, and Youth Aid Officer are covered under a separate contract.

ARTICLE XVI – ON-CALL WORKERS

SECTION 1. Employees of the Social Services Department shall receive the following compensation for being on-call over their scheduled working hours: \$2.40 per hour.

SECTION 2. Nurses of the Public Health Department who are on-call shall receive the following compensation for being on call over their scheduled working hours: \$2.40 per hour.

SECTION 3. Mental Health employees who are on-call shall receive the following compensation for being on-call over their scheduled working hours: \$2.40 per hour.

SECTION 4. On call employees called out to work will receive a minimum of one hour compensation.

SECTION 5. Employees assigned to work on call on weekends shall be allowed the option of choosing to work a full seven (7) hour day on Saturday or Sunday. Any employee working a full seven (7) hour day shall have the option of receiving pay or one day compensatory time. Employees choosing compensatory time shall be allowed to use that time the following week. The Compensatory day shall be arranged and approved by the employee and immediate supervisor and will be based on agency need.

ARTICLE XVII – LABOR MANAGEMENT COMMITTEE

SECTION 1. With the express purpose of fostering a harmonious relationship, the County and the Union agree to establish a joint Labor/Management Committee for the purpose of providing communication and discussion for attempted resolution of employment problems between administrators and employees and misunderstandings arising out of the overall working environment. Additionally, the joint Labor/Management Committee shall explore areas of discussion where cooperative efforts might prove mutually beneficial.

SECTION 2. There shall be regularly scheduled bi-monthly meetings of this committee. The committee shall be comprised of eight (8) members reflecting equal representation by Labor and Management. All advisory recommendations of the joint Labor/Management Committee shall be communicated to the Union President and to the Chairman of the Board of Legislators. The committee has the right to request the participation of concerned parties. This committee shall meet during non/working hours unless amended by mutual agreement of the parties.

ARTICLE XVIII – REALLOCATION COMMITTEE

Reallocation Committee - Purpose of this committee described in this paragraph to be assigned to the existing Labor Management Committee. The committee will re-evaluate up to two (2) positions during a twelve (12) month period.

Requests for reallocation can be accepted from the president of C.S.E.A.

Recommendations will be presented to the Board of Legislators within thirty (30) days after the committee's initial meeting. A decision will be made by the Board within thirty (30) days of receipt of the committee's recommendations.

The Board's decision will be binding on both parties. If adjustments are approved, they will be processed on the following payroll after Board approval.

ARTICLE XIX – HEALTH INSURANCE STUDY COMMITTEE

Health Insurance Study Committee – This committee will be established within sixty (60) days of the ratification of this agreement by both parties. The committee will be comprised of three (3) members from C.S.E.A. and three (3) members appointed by the Board of Legislators.

The purpose of this committee will be to study and research health insurance plans and alternatives for the most efficient and effective health insurance program that could be made available to employees of Lewis County. The parties agree that the establishment of this committee does not guarantee that lower premium rates will be made available to employees. Recommendations of the committee may be adopted at any time during the term of this collective bargaining agreement by mutual agreement of C.S.E.A. and the Board of Legislators and approval of the Board.

ARTICLE XX – SICK BANK COMMITTEE

Sick Bank Committee – Duties of this committee described in this paragraph to be assigned to the existing Labor Management Committee.

ARTICLE XXI – HIGHWAY/SOLID WASTE/MAINTENANCE UNIFORMS

SECTION 1. County will provide uniforms consisting of eleven (11) pairs of shirts and eleven (11) pair of pants for all Solid Waste employees and for the mechanics at the Highway Department. The County will also be responsible for the cleaning of these uniforms.

SECTION 2. County will provide one (1) pair of coveralls for all other Highway employees.

SECTION 3. County will provide a washer and dryer for cleaning of said coveralls which will be the responsibility of the employee.

SECTION 4. The County shall provide work uniforms for Maintenance employees assigned to the Lewis County Court House. Uniforms shall consist of pants, shirts and jacket. Uniforms will be worn during all duty hours, and the County will maintain the uniforms.

ARTICLE XXII – HIGHWAY LABORER PROMOTION

Laborers hired on or after January 1, 1991, that serve twelve (12) consecutive months and receive a successful evaluation by the Superintendent of Highways shall be elevated to a MEO-Light positions, provided, however, they are capable of performing the work in the MEO-Light position.

ARTICLE XXIII – PERSONNEL FILE

SECTION 1. The employee's personnel file shall contain all memoranda or documents relating to the employee's performance on his/her job. There shall be only one personnel file for each employee. An employee's personnel file shall be deemed confidential consistent with appropriate laws, rules, and regulations. The location, maintenance, and confidentiality of personnel files shall be the responsibility of the County Manager or his/her designee.

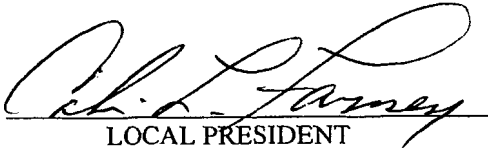
SECTION 2. Employees shall receive copies of all material placed in their official personnel file. Employees shall have the opportunity to review their own personnel file at a reasonable time upon written request to their Department Head and as scheduled by the employer. Said review shall take place in the presence of the Department Head or his/her designee during normal business hours of the department. The employee may be accompanied in said review by a Union representative or his/her attorney. An employee may place in his/her personnel file a written response to anything contained therein which the employee deems to be adverse.

ARTICLE XXIV – TERMINATION

This agreement shall be effective January 1, 2003 and shall continue in effect until 11:59 p.m. on December 31, 2006.

It is agreed by and between the parties that any provision of this agreement requiring Legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate Legislative body has given approval.

FOR THE COUNTY OF LEWIS
AND FOR THE LEWIS COUNTY
LOCAL OF THE CIVIL SERVICE
EMPLOYEES ASSOCIATION, INC.


LOCAL PRESIDENT


CHAIRMAN, BD OF LEGISLATORS


COLLECTIVE BARGAINING SPECIALIST


COUNTY MANAGER


DATE


DATE

COUNTY SALARY SCHEDULE
 APPENDIX A
 2003 SALARY SCHEDULE
 261 DAYS
 40 HR=2088 HRS IN 2003
 35 HR=1827 HRS IN 2003
 SCHEDULE A

TITLE	1	2	3	4	5	6	7
1 **LABORER,RECYCLING							
2 **CLEANER HOUSEKEEPER	8.63	8.76	8.95	9.10	9.26	9.41	9.59
3 OPEN	8.74	8.93	9.10	9.32	9.51	9.74	9.96
4 **LABORER MENTAL HEALTH THRPY AIDE VAN DRIVER MENTAL HEALTH ASST.	9.06	9.26	9.44	9.66	9.84	10.07	10.27
5 HOMEMAKER(PHN)	9.25	9.41	9.63	9.82	10.05	10.21	10.44
6 OPEN	9.39	9.63	9.84	10.07	10.28	10.49	10.71
7 CLERK COMMUNITY SERVICE AIDE	9.63	9.84	10.07	10.28	10.48	10.71	10.96
8 OPEN	9.79	10.02	10.21	10.45	10.69	10.88	11.12
9 TYPIST	10.06	10.27	10.49	10.71	10.91	11.15	11.39
10 HOME HEALTH AIDE ***HOMEMAKER(NEW-DSS) 911 DATA CLERK	10.21	10.46	10.71	10.93	11.15	11.41	11.65

TITLE	1	2	3	4	5	6	7
11 FILE CLERK OFFICE SPECIALIST	10.49	10.72	10.96	11.19	11.41	11.64	11.92
12 OPEN	10.72	10.97	11.21	11.49	11.74	12.00	12.28
13 AUDIT CLERK ACCOUNT CLERK	10.97	11.21	11.49	11.74	12.00	12.26	12.48
14 OPEN	11.21	11.50	11.77	12.04	12.32	12.63	12.86
15 MOTOR VEH APPL. EXAMINER **MEO-LIGHT SENIOR TYPIST **SENIOR TYPIST - PLANNING AGING SERVICES EXAMINER	11.47	11.75	12.04	12.29	12.59	12.86	13.18
16 ACCOUNT CLERK TYPIST	11.83	12.05	12.32	12.63	12.86	13.18	13.45
17 SR. STENOGRAPHER SEC TO DSS ATTY SEC TO ASST. PD VETERANS SERV COUNSLR	12.04	12.35	12.68	12.99	13.28	13.59	13.92
18 **DIR. WEIGHTS & MEASURES **MEO-MEDIUM EMP & TRNG ASSISTANT	12.41	12.73	13.02	13.36	13.62	13.98	14.29
19 SENIOR ACCOUNT CLERK LICENSED PRAC NURSE MEDICAL SERVICES CLERK **AUTO MECHANIC **WORKING SUPERVISOR **BLDG. MAINT. WORKER **CARPENTER **WELDER-MED EQUIP OPER	12.68	13.01	13.37	13.74	14.10	14.45	14.79

TITLE	1	2	3	4	5	6	7
20 SR. ACT. CLERK TYPIST SOCIAL WELFARE EXAMINER MED. CLERK CASE MANAGER SUPPORT EXAMINER SPECIALIST, SRV FOR AGING MENTAL HLTH PEER SPECIALIST CONF. SECRETARY DA CONF. SECRETARY CA CONF. SECRETARY PD SEC TO DSS COMMISSIONER PH CASE MANAGER	13.00	13.37	13.76	14.13	14.50	14.88	15.23
21 TAX MAP TECHNICIAN OFFICE MANAGER **MEO-HEAVY EQUIPMENT **MECHANIC/WELDER **SIGN MAINT. SUPR. **WELDER-HEAVY EQUIP OPER	13.36	13.73	14.10	14.48	14.85	15.21	15.58
22 SR CASE MANAGER	13.70	14.10	14.47	14.86	15.25	15.64	16.04
23 **SOLID WASTE SUPERVISOR GEN. HWY SUPERVISOR **BRIDGE CONST. SUPERVISOR **AUTO MECH. SUPERVISOR E&T SPECIALIST SOC. SERVICES INVESTIGATOR PRINCIPAL ACT CLERK PARALEGAL ADMIN SECRETARY	14.10	14.50	14.92	15.32	15.71	16.10	16.57
24 PROB. OFFICER TRAINEE HOSPICE VOLUNTEER COOR EARLY INTERVENTION SVC COOR ASST. SUB ABUSE COUNSELOR PUBLIC HEALTH TECH	14.45	14.85	15.27	15.66	16.06	16.47	16.93
25 SOCIAL WORK TRAINEE	14.77	15.23	15.66	16.08	16.57	16.97	17.45

TITLE	1	2	3	4	5	6	7
26 SOCIAL WORK ASSISTANT CASEWORKER MOTOR VEHICLE SUPR.	15.21	15.64	16.04	16.48	16.95	17.38	17.83
27 PROBATION OFFICER *****CASEWORKER-CPS **SUB ABUSE COUNSELOR MANAGED CARE COOR **ASST SOCIAL WORKER	15.61	16.04	16.53	16.97	17.45	17.90	18.36
28 REG. PROF. NURSE	16.07	16.58	17.02	17.52	18.01	18.36	18.99
29 CASE SUPERVISOR STAFF DEV COOR SR. SOC. WELFARE EXAMINER SR. SUPPORT INVESTIGATOR COOR-SERV FOR AGING ASSISTANT COMPTROLLER PUBLIC HEALTH PROGRAM COORD.	16.53	17.00	17.52	18.03	18.50	19.02	19.51
30 SR. PROBATION OFFICER SR. SUB ABUSE COUNSELOR PLANNER	17.00	17.52	18.03	18.50	19.02	19.51	20.03
31 PUBLIC HEALTH NURSE PRINC. SOC. WELFARE EX. HOSPICE SOCIAL WORKER	17.53	18.05	18.58	19.06	19.58	20.12	20.66

* NEW POSITION 1/1/91 - SEE SCHEDULE B

** POSITIONS WITH NORMAL 40 HRS WEEK SCHEDULE

*** (NEW) MEANS EMPLOYEES ASSUMING THIS TITLE AFTER 12/31/79

NOTE: PART-TIME, TEMPORARY AND EMERGENCY EMPLOYEES SHALL BE PAID BIWEEKLY ONLY FOR ACTUAL HOURS WORKED IN A BIWEEKLY PAYROLL PERIOD. FULL-TIME EMPLOYEES OR THOSE DESIGNATED IN THE BUDGET WITH A DEFINITE PERCENTAGE OF A FULL-TIME POSITION, SHALL BE PAID BIWEEKLY WITH THE BIWEEKLY SALARY COMPUTED BY MULTIPLYING NORMAL BIWEEKLY HOURS, WITH 70 OR 80 OR PERCENTAGE OF THESE HOURS. EACH BIWEEKLY PERIOD DURING THE ENTIRE YEAR BY THEIR HOURLY RATE, OVERTIME RATES SHALL BE PAID IN ADDITION TO THE ABOVE. HOURS OF ABSENCE NOT COVERED BY APPROVED VACATION, SICK LEAVE, PERSONAL LEAVE, SHALL BE SUBTRACTED FROM THE SCHEDULED REGULAR 70, 80 OR PERCENTAGE HOURS.

COUNTY SALARY SCHEDULE
 EMPLOYEES HIRED ON OR AFTER 1/1/91

APPENDIX A
 2003 SALARY SCHEDULE

261 DAYS

40 HR=2088 HRS IN 2003

35 HR=1827 HRS IN 2003

SCHEDULE B

TITLE	1	2	3	4	5	6	7
1 **LABORER,RECYCLING	6.72	6.85	7.00	7.12	7.25	7.41	7.55
2 **CLEANER HOUSEKEEPER	8.46	8.60	8.76	8.90	9.08	9.24	9.39
3 OPEN	8.62	8.76	8.93	9.13	9.32	9.54	9.75
4 **LABORER MENTAL HEALTH THERAPY AIDE VAN DRIVER MENTAL HEALTH ASST.	8.87	9.08	9.26	9.47	9.66	9.86	10.07
5 HOMEMAKER(PHN)	9.06	9.24	9.43	9.63	9.84	10.02	10.21
6 OPEN	9.23	9.43	9.65	9.86	10.08	10.28	10.51
7 CLERK COMMUNITY SERVICE AIDE	9.43	9.65	9.86	10.08	10.28	10.51	10.74
8 OPEN	9.59	9.82	10.02	10.25	10.46	10.68	10.89
9 TYPIST	9.85	10.07	10.27	10.50	10.70	10.93	11.15
10 HOME HEALTH AIDE ***HOMEMAKER(NEW-DSS) 911 DATA CLERK	10.02	10.26	10.50	10.71	10.96	11.20	11.46

TITLE	1	2	3	4	5	6	7
11 FILE CLERK SENIOR TYPIST **SENIOR TYPIST - PLANNING OFFICE SPECIALIST	10.27	10.51	10.74	10.97	11.20	11.44	11.64
12 OPEN	10.51	10.75	11.00	11.25	11.51	11.77	12.01
13 AUDIT CLERK ACCOUNT CLERK	10.75	11.00	11.25	11.51	11.77	12.01	12.26
14 OPEN	11.00	11.26	11.54	11.83	12.06	12.28	12.64
15 MOTOR VEH APPL. EXAMINER **MEO-LIGHT AGING SERVICES EXAMINER	11.25	11.54	11.83	12.06	12.28	12.64	12.88
16 ACCOUNT CLERK TYPIST	11.57	11.84	12.06	12.28	12.64	12.88	13.19
17 SR. STENOGRAPHER SEC TO DSS ATTY SEC TO ASST PD VETERANS SERVICE COUNSELOR	11.83	12.10	12.41	12.73	13.04	13.34	13.64
18 **DIR. WEIGHTS & MEASURES **MEO-MEDIUM EMP & TRNG ASSISTANT	12.16	12.46	12.77	13.08	13.38	13.70	14.01
19 SENIOR ACCOUNT CLERK LICENSED PRAC NURSE MEDICAL SERVICES CLERK **AUTO MECHANIC **WORKING SUPERVISOR **BLDG. MAINT. WORKER **CARPENTER **WELDER-MED EQUIP OPER	12.41	12.76	13.09	13.44	13.81	14.16	14.53

TITLE	1	2	3	4	5	6	7
20 SR. ACT. CLERK TYPIST SOCIAL WELFARE EXAMINER MED. CLERK CASE MANAGER SUPPORT EXAMINER SPECIALIST, SRV FOR AGING MENTAL HLTH PEER SPECIALIST CONF. SECRETARY DA CONF. SECRETARY CA CONF. SECRETARY PD SEC TO DSS COMMISSIONER PH CASE MANAGER	12.74	13.09	13.42	13.84	14.20	14.59	14.96
21 TAX MAP TECHNICIAN OFFICE MANAGER **MEO-HEAVY EQUIPMENT **MECHANIC/WELDER **SIGN MAINT. SUPR. **WELDER-HEAVY EQUIP OPER	13.08	13.43	13.81	14.17	14.56	14.94	15.29
22 SR CASE MANAGER	13.42	13.81	14.19	14.59	14.97	15.34	15.74
23 **SOLID WASTE SUPERVISOR **GEN. HWY SUPERVISOR **BRIDGE CONST. SUPERVISOR **AUTO MECH. SUPERVISOR E&T SPECIALIST SOC. SERVICES INVESTIGATOR PRINCIPAL ACT CLERK PARALEGAL ADMIN SECRETARY	13.81	14.20	14.61	15.02	15.39	15.80	16.24
24 PROB. OFFICER TRAINEE ASST SUB ABUSE COUNSELOR HOSPICE VOLUNTEER COOR EARLY INTERVENTION SVC COOR PUBLIC HEALTH TECH	14.16	14.57	14.97	15.36	15.73	16.17	16.59
25 SOCIAL WORK TRAINEE	14.50	14.96	15.36	15.74	16.24	16.64	17.10

TITLE	1	2	3	4	5	6	7
26 SOCIAL WORK ASSISTANT CASEWORKER MV SUPERVISOR	14.94	15.34	15.72	16.20	16.62	17.02	17.49
27 PROBATION OFFICER *****CASEWORKER-CPS **SUB ABUSE COUNSELOR MANAGED CARE COOR **ASST SOCIAL WORKER	15.33	15.72	16.22	16.64	17.11	17.57	18.02
28 REG. PROF. NURSE	15.73	16.25	16.69	17.16	17.63	18.11	18.60
29 CASE SUPERVISOR STAFF DEV COOR SR. SOC. WELFARE EXAMINER SR. SUPPORT INVESTIGATOR COOR-SERV FOR AGING ASSISTANT COMPTROLLER PUBLIC HEALTH PROGRAM COORD.	16.22	16.66	17.16	17.66	18.14	18.64	19.12
30 SR. PROBATION OFFICER SENIOR SUBS ABUSE COUNSELOR PLANNER	16.66	17.15	17.66	18.14	18.62	19.12	19.63
31 PUBLIC HEALTH NURSE PRINC. SOC. WELFARE EX. HOSPICE SOCIAL WORKER	17.18	17.69	18.20	18.69	19.19	19.71	20.24

- * NEW POSITION 1/1/91 - SEE SCHEDULE B
- ** POSITIONS WITH NORMAL 40 HRS WEEK SCHEDULE
- *** (NEW) MEANS EMPLOYEES ASSUMING THIS TITLE AFTER 12/31/79

NOTE: PART-TIME, TEMPORARY AND EMERGENCY EMPLOYEES SHALL BE PAID BIWEEKLY ONLY FOR ACTUAL HOURS WORKED IN A BIWEEKLY PAYROLL PERIOD. FULL-TIME EMPLOYEES OR THOSE DESIGNATED IN THE BUDGET WITH A DEFINITE PERCENTAGE OF A FULL-TIME, SHALL BE PAID BIWEEKLY WITH THE BIWEEKLY SALARY CUOMPUTED BY MULTIPLYING NORMAL BIWEEKLY HOURS, WITH 70 OR 80 OR PERCENTAGE OF THESE HOURS. EACH BIWEEKLY PERIOD DURING THE ENTIRE YEAR BY THEIR HOURLY RATE, OVERTIME RATES SHALL BE PAID IN ADDITION TO THE ABOVE. HOURS OF ABSENCE NOT COVERED BY APPROVED VACATION, SICK LEAVE, PERSONAL LEAVE, SHALL BE SUBTRACTED FROM THE SCHEDULED REGULAR 70, 80 OR PERCENTAGE HOURS.

COUNTY SALARY SCHEDULE
APPENDIX A
2004 SALARY SCHEDULE
262 DAYS
40 HR=2096 HR IN 2004
35 HR=1834 HR IN 2004
SCHEDULE A

TITLE	1	2	3	4	5	6	7
1 **LABORER,RECYCLING							
2 **CLEANER HOUSEKEEPER	8.89	9.02	9.22	9.37	9.54	9.69	9.88
3 OPEN	9.00	9.20	9.37	9.60	9.80	10.03	10.26
4 **LABORER MENTAL HEALTH THRPY AIDE VAN DRIVER MENTAL HEALTH ASST.	9.33	9.54	9.72	9.95	10.14	10.37	10.58
5 HOMEMAKER(PHN)	9.53	9.69	9.92	10.11	10.35	10.52	10.75
6 OPEN	9.67	9.92	10.14	10.37	10.59	10.80	11.03
7 CLERK COMMUNITY SERVICE AIDE	9.92	10.14	10.37	10.59	10.79	11.03	11.29
8 OPEN	10.08	10.32	10.52	10.76	11.01	11.21	11.45
9 TYPIST	10.36	10.58	10.80	11.03	11.24	11.48	11.73
10 HOME HEALTH AIDE ***HOMEMAKER(NEW-DSS) 911 DATA CLERK	10.52	10.77	11.03	11.26	11.48	11.75	12.00

TITLE	1	2	3	4	5	6	7
11 FILE CLERK OFFICE SPECIALIST	10.80	11.04	11.29	11.53	11.75	11.99	12.28
12 OPEN	11.04	11.30	11.55	11.83	12.09	12.36	12.65
13 AUDIT CLERK ACCOUNT CLERK	11.30	11.55	11.83	12.09	12.36	12.63	12.85
14 OPEN	11.55	11.85	12.12	12.40	12.69	13.01	13.25
15 MOTOR VEH APPL. EXAMINER **MEO-LIGHT SENIOR TYPIST **SENIOR TYPIST - PLANNING AGING SERVICES EXAMINER	11.81	12.10	12.40	12.66	12.97	13.25	13.58
16 ACCOUNT CLERK TYPIST	12.18	12.41	12.69	13.01	13.25	13.58	13.85
17 SR. STENOGRAPHER SEC TO DSS ATTY SEC TO ASST. PD VETERANS SERV COUNSLR	12.40	12.72	13.06	13.38	13.68	14.00	14.34
18 **DIR. WEIGHTS & MEASURES **MEO-MEDIUM EMP & TRNG ASSISTANT	12.78	13.11	13.41	13.76	14.03	14.40	14.72
19 SENIOR ACCOUNT CLERK LICENSED PRAC NURSE MEDICAL SERVICES CLERK **AUTO MECHANIC **WORKING SUPERVISOR **BLDG. MAINT. WORKER **CARPENTER **WELDER-MED EQUIP OPER	13.06	13.40	13.77	14.15	14.52	14.88	15.23

TITLE	1	2	3	4	5	6	7
20 SR. ACT. CLERK TYPIST SOCIAL WELFARE EXAMINER MED. CLERK CASE MANAGER SUPPORT EXAMINER SPECIALIST, SRV FOR AGING MENTAL HLTH PEER SPECIALIST CONF. SECRETARY DA CONF. SECRETARY CA CONF. SECRETARY PD SEC TO DSS COMMISSIONER PH CASE MANAGER	13.39	13.77	14.17	14.55	14.94	15.33	15.69
21 TAX MAP TECHNICIAN OFFICE MANAGER **MEO-HEAVY EQUIPMENT **MECHANIC/WELDER **SIGN MAINT. SUPR. **WELDER-HEAVY EQUIP OPER	13.76	14.14	14.52	14.91	15.30	15.67	16.05
22 SR CASE MANAGER	14.11	14.52	14.90	15.31	15.71	16.11	16.52
23 **SOLID WASTE SUPERVISOR GEN. HWY SUPERVISOR **BRIDGE CONST. SUPERVISOR **AUTO MECH. SUPERVISOR E&T SPECIALIST SOC. SERVICES INVESTIGATOR PRINCIPAL ACT CLERK PARALEGAL ADMIN SECRETARY	14.52	14.94	15.37	15.78	16.18	16.58	17.07
24 PROB. OFFICER TRAINEE HOSPICE VOLUNTEER COOR EARLY INTERVENTION SVC COOR ASST. SUB ABUSE COUNSELOR PUBLIC HEALTH TECH	14.88	15.30	15.73	16.13	16.54	16.96	17.44
25 SOCIAL WORK TRAINEE	15.21	15.69	16.13	16.56	17.07	17.48	17.97

TITLE	1	2	3	4	5	6	7
26 SOCIAL WORK ASSISTANT CASEWORKER MOTOR VEHICLE SUPR.	15.67	16.11	16.52	16.97	17.46	17.90	18.36
27 PROBATION OFFICER ****CASEWORKER-CPS **SUB ABUSE COUNSELOR MANAGED CARE COOR **ASST SOCIAL WORKER	16.08	16.52	17.03	17.48	17.97	18.44	18.91
28 REG. PROF. NURSE	16.55	17.08	17.53	18.05	18.55	18.91	19.56
29 CASE SUPERVISOR STAFF DEV COOR SR. SOC. WELFARE EXAMINER SR. SUPPORT INVESTIGATOR COOR-SERV FOR AGING ASSISTANT COMPTROLLER PUBLIC HEALTH PROGRAM COORD.	17.03	17.51	18.05	18.57	19.06	19.59	20.10
30 SR. PROBATION OFFICER SR. SUB ABUSE COUNSELOR PLANNER	17.51	18.05	18.57	19.06	19.59	20.10	20.63
31 PUBLIC HEALTH NURSE PRINC. SOC. WELFARE EX. HOSPICE SOCIAL WORKER	18.06	18.59	19.14	19.63	20.17	20.72	21.28

- NEW POSITION 1/1/91 - SEE SCHEDULE B
- ** POSITIONS WITH NORMAL 40 HRS WEEK SCHEDULE
- *** (NEW) MEANS EMPLOYEES ASSUMING THIS TITLE AFTER 12/31/79

NOTE: PART-TIME, TEMPORARY AND EMERGENCY EMPLOYEES SHALL BE PAID BIWEEKLY ONLY FOR ACTUAL HOURS WORKED IN A BIWEEKLY PAYROLL PERIOD. FULL-TIME EMPLOYEES OR THOSE DESIGNATED IN THE BUDGET WITH A DEFINITE PERCENTAGE OF A FULL-TIME POSITION, SHALL BE PAID BIWEEKLY WITH THE BIWEEKLY SALARY COMPUTED BY MULTIPLYING NORMAL BIWEEKLY HOURS, WITH 70 OR 80 OR PERCENTAGE OF THESE HOURS. EACH BIWEEKLY PERIOD DURING THE ENTIRE YEAR BY THEIR HOURLY RATE. OVERTIME RATES SHALL BE PAID IN ADDITION TO THE ABOVE. HOURS OF ABSENCE NOT COVERED BY APPROVED VACATION, SICK LEAVE, PERSONAL LEAVE, SHALL BE SUBTRACTED FROM THE SCHEDULED REGULAR 70, 80 OR PERCENTAGE HOURS.

COUNTY SALARY SCHEDULE
 EMPLOYEES HIRED ON OR AFTER 1/1/91
 APPENDIX A
 2004 SALARY SCHEDULE
 262 DAYS
 40 HR=2096 HRS IN 2004
 35 HR=1834 HRS IN 2004
 SCHEDULE B

TITLE	1	2	3	4	5	6	7
1 **LABORER,RECYCLING	6.92	7.06	7.21	7.33	7.47	7.63	7.78
2 **CLEANER HOUSEKEEPER	8.71	8.86	9.02	9.17	9.35	9.52	9.67
3 OPEN	8.88	9.02	9.20	9.40	9.60	9.83	10.04
4 **LABORER MENTAL HEALTH THERAPY AIDE VAN DRIVER MENTAL HEALTH ASST.	9.14	9.35	9.54	9.75	9.95	10.16	10.37
5 HOMEMAKER(PHN)	9.33	9.52	9.71	9.92	10.14	10.32	10.52
6 OPEN	9.51	9.71	9.94	10.16	10.38	10.59	10.83
7 CLERK COMMUNITY SERVICE AIDE	9.71	9.94	10.16	10.38	10.59	10.83	11.06
8 OPEN	9.88	10.11	10.32	10.56	10.77	11.00	11.22
9 TYPIST	10.15	10.37	10.58	10.82	11.02	11.26	11.48
10 HOME HEALTH AIDE ***HOMEMAKER(NEW-DSS) 911 DATA CLERK	10.32	10.57	10.82	11.03	11.29	11.54	11.80

TITLE	1	2	3	4	5	6	7
11 FILE CLERK SENIOR TYPIST **SENIOR TYPIST - PLANNING OFFICE SPECIALIST	10.58	10.83	11.06	11.30	11.54	11.78	11.99
12 OPEN	10.83	11.07	11.33	11.59	11.86	12.12	12.37
13 AUDIT CLERK ACCOUNT CLERK	11.07	11.33	11.59	11.86	12.12	12.37	12.63
14 OPEN	11.33	11.60	11.89	12.18	12.42	12.65	13.02
15 MOTOR VEH APPL. EXAMINER **MEO-LIGHT AGING SERVICES EXAMINER	11.59	11.89	12.18	12.42	12.65	13.02	13.27
16 ACCOUNT CLERK TYPIST	11.92	12.20	12.42	12.65	13.02	13.27	13.59
17 SR. STENOGRAPHER SEC TO DSS ATTY SEC TO ASST PD VETERANS SERVICE COUNSELOR	12.18	12.46	12.78	13.11	13.43	13.74	14.05
18 **DIR. WEIGHTS & MEASURES **MEO-MEDIUM EMP & TRNG ASSISTANT	12.52	12.83	13.15	13.47	13.78	14.11	14.43
19 SENIOR ACCOUNT CLERK LICENSED PRAC NURSE MEDICAL SERVICES CLERK **AUTO MECHANIC **WORKING SUPERVISOR **BLDG. MAINT. WORKER **CARPENTER **WELDER-MED EQUIP OPER	12.78	13.14	13.48	13.84	14.22	14.58	14.97

TITLE	1	2	3	4	5	6	7
20 SR. ACT. CLERK TYPIST SOCIAL WELFARE EXAMINER MED. CLERK CASE MANAGER SUPPORT EXAMINER SPECIALIST, SRV FOR AGING MENTAL HLTH PEER SPECIALIST CONF. SECRETARY DA CONF. SECRETARY CA CONF. SECRETARY PD SEC TO DSS COMMISSIONER PH CASE MANAGER	13.12	13.48	13.82	14.26	14.63	15.03	15.41
21 TAX MAP TECHNICIAN OFFICE MANAGER **MEO-HEAVY EQUIPMENT **MECHANIC/WELDER **SIGN MAINT. SUPR. **WELDER-HEAVY EQUIP OPER	13.47	13.83	14.22	14.60	15.00	15.39	15.75
22 SR CASE MANAGER	13.82	14.22	14.62	15.03	15.42	15.80	16.21
23 **SOLID WASTE SUPERVISOR **GEN. HWY SUPERVISOR **BRIDGE CONST. SUPERVISOR **AUTO MECH. SUPERVISOR E&T SPECIALIST SOC. SERVICES INVESTIGATOR PRINCIPAL ACT CLERK PARALEGAL ADMIN SECRETARY	14.22	14.63	15.05	15.47	15.85	16.27	16.73
24 PROB. OFFICER TRAINEE ASST SUB ABUSE COUNSELOR HOSPICE VOLUNTEER COOR EARLY INTERVENTION SVC COOR PUBLIC HEALTH TECH	14.58	15.01	15.42	15.82	16.20	16.66	17.09
25 SOCIAL WORK TRAINEE	14.94	15.41	15.82	16.21	16.73	17.14	17.61

TITLE	1	2	3	4	5	6	7
26 SOCIAL WORK ASSISTANT CASEWORKER MV SUPERVISOR	15.39	15.80	16.19	16.69	17.12	17.53	18.01
27 PROBATION OFFICER *****CASEWORKER-CPS **SUB ABUSE COUNSELOR MANAGED CARE COOR **ASST SOCIAL WORKER	15.79	16.19	16.71	17.14	17.62	18.10	18.56
28 REG. PROF. NURSE	16.20	16.74	17.19	17.67	18.16	18.65	19.16
29 CASE SUPERVISOR STAFF DEV COOR SR. SOC. WELFARE EXAMINER SR. SUPPORT INVESTIGATOR COOR-SERV FOR AGING ASSISTANT COMPTROLLER PUBLIC HEALTH PROGRAM COORD.	16.71	17.16	17.67	18.19	18.68	19.20	19.69
30 SR. PROBATION OFFICER SENIOR SUBS ABUSE COUNSELOR PLANNER	17.16	17.66	18.19	18.68	19.18	19.69	20.22
31 PUBLIC HEALTH NURSE PRINC. SOC. WELFARE EX. HOSPICE SOCIAL WORKER	17.70	18.22	18.75	19.25	19.77	20.30	20.85

- NEW POSITION 1/1/91 - SEE SCHEDULE B
- ** POSITIONS WITH NORMAL 40 HRS WEEK SCHEDULE
- *** (NEW) MEANS EMPLOYEES ASSUMING THIS TITLE AFTER 12/31/79

NOTE: PART-TIME, TEMPORARY AND EMERGENCY EMPLOYEES SHALL BE PAID BIWEEKLY ONLY FOR ACTUAL HOURS WORKED IN A BIWEEKLY PAYROLL PERIOD. FULL-TIME EMPLOYEES OR THOSE DESIGNATED IN THE BUDGET WITH A DEFINITE PERCENTAGE OF A FULL-TIME, SHALL BE PAID BIWEEKLY WITH THE BIWEEKLY SALARY CUOMPUTED BY MULTIPLYING NORMAL BIWEEKLY HOURS, WITH 70 OR 80 OR PERCENTAGE OF THESE HOURS. EACH BIWEEKLY PERIOD DURING THE ENTIRE YEAR BY THEIR HOURLY RATE, OVERTIME RATES SHALL BE PAID IN ADDITION TO THE ABOVE. HOURS OF ABSENCE NOT COVERED BY APPROVED VACATION, SICK LEAVE, PERSONAL LEAVE, SHALL BE SUBTRACTED FROM THE SCHEDULED REGULAR 70, 80 OR PERCENTAGE HOURS.

COUNTY SALARY SCHEDULE
 APPENDIX A
 2005 SALARY SCHEDULE
 260 DAYS
 40 HR=2080 HR IN 2005
 35 HR=1820 HR IN 2005
 SCHEDULE A

TITLE	1	2	3	4	5	6	7
1 **LABORER,RECYCLING							
2 **CLEANER HOUSEKEEPER	9.25	9.38	9.59	9.74	9.92	10.08	10.28
3 OPEN	9.36	9.57	9.74	9.98	10.19	10.43	10.67
4 **LABORER MENTAL HEALTH THRPY AIDE VAN DRIVER MENTAL HEALTH ASST.	9.70	9.92	10.11	10.35	10.55	10.78	11.00
5 HOMEMAKER(PHN)	9.91	10.08	10.32	10.51	10.76	10.94	11.18
6 OPEN	10.06	10.32	10.55	10.78	11.01	11.23	11.47
7 CLERK COMMUNITY SERVICE AIDE	10.32	10.55	10.78	11.01	11.22	11.47	11.74
8 OPEN	10.48	10.73	10.94	11.19	11.45	11.66	11.91
9 TYPIST	10.77	11.00	11.23	11.47	11.69	11.94	12.20
10 HOME HEALTH AIDE ***HOMEMAKER(NEW-DSS) 911 DATA CLERK	10.94	11.20	11.47	11.71	11.94	12.22	12.48

TITLE	1	2	3	4	5	6	7
11 FILE CLERK OFFICE SPECIALIST	11.23	11.48	11.74	11.99	12.22	12.47	12.77
12 OPEN	11.48	11.75	12.01	12.30	12.57	12.85	13.16
13 AUDIT CLERK ACCOUNT CLERK	11.75	12.01	12.30	12.57	12.85	13.14	13.36
14 OPEN	12.01	12.32	12.60	12.90	13.20	13.53	13.78
15 MOTOR VEH APPL. EXAMINER **MEO-LIGHT SENIOR TYPIST **SENIOR TYPIST - PLANNING AGING SERVICES EXAMINER	12.28	12.58	12.90	13.17	13.49	13.78	14.12
16 ACCOUNT CLERK TYPIST	12.67	12.91	13.20	13.53	13.78	14.12	14.40
17 SR. STENOGRAPHER SEC TO DSS ATTY SEC TO ASST. PD VETERANS SERV COUNSLR	12.90	13.23	13.58	13.92	14.23	14.56	14.91
18 **DIR. WEIGHTS & MEASURES **MEO-MEDIUM EMP & TRNG ASSISTANT	13.29	13.63	13.95	14.31	14.59	14.98	15.31
19 SENIOR ACCOUNT CLERK LICENSED PRAC NURSE MEDICAL SERVICES CLERK **AUTO MECHANIC **WORKING SUPERVISOR **BLDG. MAINT. WORKER **CARPENTER **WELDER-MED EQUIP OPER	13.58	13.94	14.32	14.72	15.10	15.48	15.84

TITLE	1	2	3	4	5	6	7
20 SR. ACT. CLERK TYPIST SOCIAL WELFARE EXAMINER MED. CLERK CASE MANAGER SUPPORT EXAMINER SPECIALIST, SRV FOR AGING MENTAL HLTH PEER SPECIALIST CONF. SECRETARY DA CONF. SECRETARY CA CONF. SECRETARY PD SEC TO DSS COMMISSIONER PH CASE MANAGER	13.93	14.32	14.74	15.13	15.54	15.94	16.32
21 TAX MAP TECHNICIAN OFFICE MANAGER **MEO-HEAVY EQUIPMENT **MECHANIC/WELDER **SIGN MAINT. SUPR. **WELDER-HEAVY EQUIP OPER	14.31	14.71	15.10	15.51	15.91	16.30	16.69
22 SR CASE MANAGER	14.67	15.10	15.50	15.92	16.34	16.75	17.18
23 **SOLID WASTE SUPERVISOR GEN. HWY SUPERVISOR **BRIDGE CONST. SUPERVISOR **AUTO MECH. SUPERVISOR E&T SPECIALIST SOC. SERVICES INVESTIGATOR PRINCIPAL ACT CLERK PARALEGAL ADMIN SECRETARY	15.10	15.54	15.98	16.41	16.83	17.24	17.75
24 PROB. OFFICER TRAINEE HOSPICE VOLUNTEER COOR EARLY INTERVENTION SVC COOR ASST. SUB ABUSE COUNSELOR PUBLIC HEALTH TECH	15.48	15.91	16.36	16.78	17.20	17.64	18.14
25 SOCIAL WORK TRAINEE	15.82	16.32	16.78	17.22	17.75	18.18	18.69
26 SOCIAL WORK ASSISTANT CASEWORKER MOTOR VEHICLE SUPR.	16.30	16.75	17.18	17.65	18.16	18.62	19.09
27 PROBATION OFFICER *****CASEWORKER-CPS	16.72	17.18	17.71	18.18	18.69	19.18	19.67

TITLE	1	2	3	4	5	6	7
**SUB ABUSE COUNSELOR MANAGED CARE COOR **ASST SOCIAL WORKER							
28 REG. PROF. NURSE	17.21	17.76	18.23	18.77	19.29	19.67	20.34
29 CASE SUPERVISOR STAFF DEV COOR SR. SOC. WELFARE EXAMINER SR. SUPPORT INVESTIGATOR COOR-SERV FOR AGING ASSISTANT COMPTROLLER PUBLIC HEALTH PROGRAM COORD.	17.71	18.21	18.77	19.31	19.82	20.37	20.90
30 SR. PROBATION OFFICER SR. SUB ABUSE COUNSELOR PLANNER	18.21	18.77	19.31	19.82	20.37	20.90	21.46
31 PUBLIC HEALTH NURSE PRINC. SOC. WELFARE EX. HOSPICE SOCIAL WORKER	18.78	19.33	19.91	20.42	20.98	21.55	22.13

- ** NEW POSITION 1/1/91 - SEE SCHEDULE B
- ** POSITIONS WITH NORMAL 40 HRS WEEK SCHEDULE
- *** (NEW) MEANS EMPLOYEES ASSUMING THIS TITLE AFTER 12/31/79

NOTE: PART-TIME, TEMPORARY AND EMERGENCY EMPLOYEES SHALL BE PAID BIWEEKLY ONLY FOR ACTUAL HOURS WORKED IN A BIWEEKLY PAYROLL PERIOD. FULL-TIME EMPLOYEES OR THOSE DESIGNATED IN THE BUDGET WITH A DEFINITE PERCENTAGE OF A FULL-TIME POSITION, SHALL BE PAID BIWEEKLY WITH THE BIWEEKLY SALARY COMPUTED BY MULTIPLYING NORMAL BIWEEKLY HOURS, WITH 70 OR 80 OR PERCENTAGE OF THESE HOURS. EACH BIWEEKLY PERIOD DURING THE ENTIRE YEAR BY THEIR HOURLY RATE, OVERTIME RATES SHALL BE PAID IN ADDITION TO THE ABOVE. HOURS OF ABSENCE NOT COVERED BY APPROVED VACATION, SICK LEAVE, PERSONAL LEAVE, SHALL BE SUBTRACTED FROM THE SCHEDULED REGULAR 70, 80 OR PERCENTAGE HOURS.

COUNTY SALARY SCHEDULE
 EMPLOYEES HIRED ON OR AFTER 1/1/91
 APPENDIX A
 2005 SALARY SCHEDULE
 260 DAYS
 40 HR=2080 HR IN 2005
 35 HR=1820 HR IN 2005
 SCHEDULE B

TITLE	1	2	3	4	5	6	7
1 **LABORER,RECYCLING	7.20	7.34	7.50	7.62	7.77	7.94	8.09
2 **CLEANER HOUSEKEEPER	9.06	9.21	9.38	9.54	9.72	9.90	10.06
3 OPEN	9.24	9.38	9.57	9.78	9.98	10.22	10.44
4 **LABORER MENTAL HEALTH THERAPY AIDE VAN DRIVER MENTAL HEALTH ASST.	9.51	9.72	9.92	10.14	10.35	10.57	10.78
5 HOMEMAKER(PHN)	9.70	9.90	10.10	10.32	10.55	10.73	10.94
6 OPEN	9.89	10.10	10.34	10.57	10.80	11.01	11.26
7 CLERK COMMUNITY SERVICE AIDE	10.10	10.34	10.57	10.80	11.01	11.26	11.50
8 OPEN	10.28	10.51	10.73	10.98	11.20	11.44	11.67
9 TYPIST	10.56	10.78	11.00	11.25	11.46	11.71	11.94
10 HOME HEALTH AIDE ***HOMEMAKER(NEW-DSS) 911 DATA CLERK	10.73	10.99	11.25	11.47	11.74	12.00	12.27

TITLE	1	2	3	4	5	6	7
11 FILE CLERK SENIOR TYPIST **SENIOR TYPIST - PLANNING OFFICE SPECIALIST	11.00	11.26	11.50	11.75	12.00	12.25	12.47
12 OPEN	11.26	11.51	11.78	12.05	12.33	12.60	12.86
13 AUDIT CLERK ACCOUNT CLERK	11.51	11.78	12.05	12.33	12.60	12.86	13.14
14 OPEN	11.78	12.06	12.37	12.67	12.92	13.16	13.54
15 MOTOR VEH APPL. EXAMINER **MEO-LIGHT AGING SERVICES EXAMINER	12.05	12.37	12.67	12.92	13.16	13.54	13.80
16 ACCOUNT CLERK TYPIST	12.40	12.69	12.92	13.16	13.54	13.80	14.13
17 SR. STENOGRAPHER SEC TO DSS ATTY SEC TO ASST PD VETERANS SERVICE COUNSELOR	12.67	12.96	13.29	13.63	13.97	14.29	14.61
18 **DIR. WEIGHTS & MEASURES **MEO-MEDIUM EMP & TRNG ASSISTANT	13.02	13.34	13.68	14.01	14.33	14.67	15.01
19 SENIOR ACCOUNT CLERK LICENSED PRAC NURSE MEDICAL SERVICES CLERK **AUTO MECHANIC **WORKING SUPERVISOR **BLDG. MAINT. WORKER **CARPENTER **WELDER-MED EQUIP OPER	13.29	13.67	14.02	14.39	14.79	15.16	15.57

TITLE	1	2	3	4	5	6	7
20 SR. ACT. CLERK TYPIST SOCIAL WELFARE EXAMINER MED. CLERK CASE MANAGER SUPPORT EXAMINER SPECIALIST, SRV FOR AGING MENTAL HLTH PEER SPECIALIST CONF. SECRETARY DA CONF. SECRETARY CA CONF. SECRETARY PD SEC TO DSS COMMISSIONER PH CASE MANAGER	13.64	14.02	14.37	14.83	15.22	15.66	16.03
21 TAX MAP TECHNICIAN OFFICE MANAGER **MEO-HEAVY EQUIPMENT **MECHANIC/WELDER **SIGN MAINT. SUPR. **WELDER-HEAVY EQUIP OPER	14.01	14.38	14.79	15.18	15.60	16.01	16.38
22 SR CASE MANAGER	14.37	14.79	15.20	15.63	16.04	16.43	16.86
23 **SOLID WASTE SUPERVISOR **GEN. HWY SUPERVISOR **BRIDGE CONST. SUPERVISOR **AUTO MECH. SUPERVISOR E&T SPECIALIST SOC. SERVICES INVESTIGATOR PRINCIPAL ACT CLERK PARALEGAL ADMIN SECRETARY	14.79	15.22	15.65	16.09	16.48	16.92	17.40
24 PROB. OFFICER TRAINEE ASST SUB ABUSE COUNSELOR HOSPICE VOLUNTEER COOR EARLY INTERVENTION SVC COOR PUBLIC HEALTH TECH	15.16	15.61	16.04	16.45	16.85	17.33	17.77
25 SOCIAL WORK TRAINEE	15.54	16.03	16.45	16.86	17.40	17.83	18.31

TITLE	1	2	3	4	5	6	7
26 SOCIAL WORK ASSISTANT CASEWORKER MV SUPERVISOR	16.01	16.43	16.84	17.36	17.80	18.23	18.73
27 PROBATION OFFICER *****CASEWORKER-CPS **SUB ABUSE COUNSELOR MANAGED CARE COOR **ASST SOCIAL WORKER	16.42	16.84	17.38	17.83	18.32	18.82	19.30
28 REG. PROF. NURSE	16.85	17.41	17.88	18.38	18.89	19.40	19.93
29 CASE SUPERVISOR STAFF DEV COOR SR. SOC. WELFARE EXAMINER SR. SUPPORT INVESTIGATOR COOR-SERV FOR AGING ASSISTANT COMPTROLLER PUBLIC HEALTH PROGRAM COORD.	17.38	17.85	18.38	18.92	19.43	19.97	20.48
30 SR. PROBATION OFFICER SENIOR SUBS ABUSE COUNSELOR PLANNER	17.85	18.37	18.92	19.43	19.95	20.48	21.03
31 PUBLIC HEALTH NURSE PRINC. SOC. WELFARE EX. HOSPICE SOCIAL WORKER	18.41	18.95	19.50	20.02	20.56	21.11	21.68

- * NEW POSITION 1/1/91 - SEE SCHEDULE B
- ** POSITIONS WITH NORMAL 40 HRS WEEK SCHEDULE
- *** (NEW) MEANS EMPLOYEES ASSUMING THIS TITLE AFTER 12/31/79

NOTE: PART-TIME, TEMPORARY AND EMERGENCY EMPLOYEES SHALL BE PAID BIWEEKLY ONLY FOR ACTUAL HOURS WORKED IN A BIWEEKLY PAYROLL PERIOD. FULL-TIME EMPLOYEES OR THOSE DESIGNATED IN THE BUDGET WITH A DEFINITE PERCENTAGE OF A FULL-TIME, SHALL BE PAID BIWEEKLY WITH THE BIWEEKLY SALARY CUOMPUTED BY MULTIPLYING NORMAL BIWEEKLY HOURS, WITH 70 OR 80 OR PERCENTAGE OF THESE HOURS. EACH BIWEEKLY PERIOD DURING THE ENTIRE YEAR BY THEIR HOURLY RATE, OVERTIME RATES SHALL BE PAID IN ADDITION TO THE ABOVE. HOURS OF ABSENCE NOT COVERED BY APPROVED VACATION, SICK LEAVE, PERSONAL LEAVE, SHALL BE SUBTRACTED FROM THE SCHEDULED REGULAR 70, 80 OR PERCENTAGE HOURS.

COUNTY SALARY SCHEDULE
APPENDIX A
2006 SALARY SCHEDULE
260 Days
40 HR=2080 HRS IN 2006
35 HR=1820 HRS IN 2006
SCHEDULE A

TITLE	1	2	3	4	5	6	7
1 **LABORER,RECYCLING							
2 **CLEANER HOUSEKEEPER	9.71	9.85	10.07	10.23	10.42	10.58	10.79
3 OPEN							
4 **LABORER MENTAL HEALTH THRPY AIDE VAN DRIVER MENTAL HEALTH ASST.	10.19	10.42	10.62	10.87	11.08	11.32	11.55
5 HOME MAKER(PHN)	10.41	10.58	10.84	11.04	11.30	11.49	11.74
6 OPEN	10.56	10.84	11.08	11.32	11.56	11.79	12.04
7 CLERK COMMUNITY SERVICE AIDE	10.84	11.08	11.32	11.56	11.78	12.04	12.33
8 OPEN	11.00	11.27	11.49	11.75	12.02	12.24	12.51
9 TYPIST	11.31	11.55	11.79	12.04	12.27	12.54	12.81
10 HOME HEALTH AIDE ***HOMEMAKER(NEW-DSS) 911 DATA CLERK	11.49	11.76	12.04	12.30	12.54	12.83	13.10

TITLE	1	2	3	4	5	6	7
11 FILE CLERK OFFICE SPECIALIST	11.79	12.05	12.33	12.59	12.83	13.09	13.41
12 OPEN	12.05	12.34	12.61	12.92	13.20	13.49	13.82
13 AUDIT CLERK ACCOUNT CLERK	12.34	12.61	12.92	13.20	13.49	13.80	14.03
14 OPEN	12.61	12.94	13.23	13.55	13.86	14.21	14.47
15 MOTOR VEH APPL. EXAMINER **MEO-LIGHT SENIOR TYPIST **SENIOR TYPIST - PLANNING AGING SERVICES EXAMINER	12.89	13.21	13.55	13.83	14.16	14.47	14.83
16 ACCOUNT CLERK TYPIST	13.30	13.56	13.86	14.21	14.47	14.83	15.12
17 SR. STENOGRAPHER SEC TO DSS ATTY SEC TO ASST. PD VETERANS SERV COUNSLR	13.55	13.89	14.26	14.62	14.94	15.29	15.66
18 **DIR. WEIGHTS & MEASURES **MEO-MEDIUM EMP & TRNG ASSISTANT	13.95	14.31	14.65	15.03	15.32	15.73	16.08
19 SENIOR ACCOUNT CLERK LICENSED PRAC NURSE MEDICAL SERVICES CLERK **AUTO MECHANIC **WORKING SUPERVISOR **BLDG. MAINT. WORKER **CARPENTER **WELDER-MED EQUIP OPER	14.26	14.64	15.04	15.46	15.86	16.25	16.63

TITLE	1	2	3	4	5	6	7
20 SR. ACT. CLERK TYPIST SOCIAL WELFARE EXAMINER MED. CLERK CASE MANAGER SUPPORT EXAMINER SPECIALIST, SRV FOR AGING MENTAL HLTH PEER SPECIALIST CONF. SECRETARY DA CONF. SECRETARY CA CONF. SECRETARY PD SEC TO DSS COMMISSIONER PH CASE MANAGER	14.63	15.04	15.48	15.89	16.32	16.74	17.14
21 TAX MAP TECHNICIAN OFFICE MANAGER **MEO-HEAVY EQUIPMENT **MECHANIC/WELDER **SIGN MAINT. SUPR. **WELDER-HEAVY EQUIP OPER	15.03	15.45	15.86	16.29	16.71	17.12	17.52
22 SR CASE MANAGER	15.40	15.86	16.28	16.72	17.16	17.59	18.04
23 **SOLID WASTE SUPERVISOR GEN. HWY SUPERVISOR **BRIDGE CONST. SUPERVISOR **AUTO MECH. SUPERVISOR E&T SPECIALIST SOC. SERVICES INVESTIGATOR PRINCIPAL ACT CLERK PARALEGAL ADMIN SECRETARY	15.86	16.32	16.78	17.23	17.67	18.10	18.64
24 PROB. OFFICER TRAINEE HOSPICE VOLUNTEER COOR EARLY INTERVENTION SVC COOR ASST. SUB ABUSE COUNSELOR PUBLIC HEALTH TECH	16.25	16.71	17.18	17.62	18.06	18.52	19.05
25 SOCIAL WORK TRAINEE	16.61	17.14	17.62	18.08	18.64	19.09	19.62

TITLE	1	2	3	4	5	6	7
26 SOCIAL WORK ASSISTANT CASEWORKER MOTOR VEHICLE SUPR.	17.12	17.59	18.04	18.53	19.07	19.55	20.04
27 PROBATION OFFICER *****CASEWORKER-CPS **SUB ABUSE COUNSELOR MANAGED CARE COOR **ASST SOCIAL WORKER	17.56	18.04	18.60	19.09	19.62	20.14	20.65
28 REG. PROF. NURSE	18.07	18.65	19.14	19.71	20.25	20.65	21.36
29 CASE SUPERVISOR STAFF DEV COOR SR. SOC. WELFARE EXAMINER SR. SUPPORT INVESTIGATOR COOR-SERV FOR AGING ASSISTANT COMPTROLLER PUBLIC HEALTH PROGRAM COORD.	18.60	19.12	19.71	20.28	20.81	21.39	21.95
30 SR. PROBATION OFFICER SR. SUB ABUSE COUNSELOR PLANNER	19.12	19.71	20.28	20.81	21.39	21.95	22.53
31 PUBLIC HEALTH NURSE PRINC. SOC. WELFARE EX. HOSPICE SOCIAL WORKER	19.72	20.30	20.91	21.44	22.03	22.63	23.24

- NEW POSITION 1/1/91 - SEE SCHEDULE B
- ** POSITIONS WITH NORMAL 40 HRS WEEK SCHEDULE
- *** (NEW) MEANS EMPLOYEES ASSUMING THIS TITLE AFTER 12/31/79

NOTE: PART-TIME, TEMPORARY AND EMERGENCY EMPLOYEES SHALL BE PAID BIWEEKLY ONLY FOR ACTUAL HOURS WORKED IN A BIWEEKLY PAYROLL PERIOD. FULL-TIME EMPLOYEES OR THOSE DESIGNATED IN THE BUDGET WITH A DEFINITE PERCENTAGE OF A FULL-TIME POSITION, SHALL BE PAID BIWEEKLY WITH THE BIWEEKLY SALARY COMPUTED BY MULTIPLYING NORMAL BIWEEKLY HOURS, WITH 70 OR 80 OR PERCENTAGE OF THESE HOURS. EACH BIWEEKLY PERIOD DURING THE ENTIRE YEAR BY THEIR HOURLY RATE, OVERTIME RATES SHALL BE PAID IN ADDITION TO THE ABOVE. HOURS OF ABSENCE NOT COVERED BY APPROVED VACATION, SICK LEAVE, PERSONAL LEAVE, SHALL BE SUBTRACTED FROM THE SCHEDULED REGULAR 70, 80 OR PERCENTAGE HOURS.

COUNTY SALARY SCHEDULE
 EMPLOYEES HIRED ON OR AFTER 1/1/91
 APPENDIX A
 2006 SALARY SCHEDULE
 260 DAYS
 40 HR=2080 HRS IN 2005
 35 HR=1820 HRS IN 2005
 SCHEDULE B

TITLE	1	2	3	4	5	6	7
1 **LABORER,RECYCLING	7.56	7.71	7.88	8.00	8.16	8.34	8.49
2 **CLEANER HOUSEKEEPER	9.51	9.67	9.85	10.02	10.21	10.40	10.56
3 OPEN	9.70	9.85	10.05	10.27	10.48	10.73	10.96
4 **LABORER MENTAL HEALTH THERAPY AIDE VAN DRIVER MENTAL HEALTH ASST.	9.99	10.21	10.42	10.65	10.87	11.10	11.32
5 HOMEMAKER(PHN)	10.19	10.40	10.61	10.84	11.08	11.27	11.49
6 OPEN	10.38	10.61	10.86	11.10	11.34	11.56	11.82
7 CLERK COMMUNITY SERVICE AIDE	10.61	10.86	11.10	11.34	11.56	11.82	12.08
8 OPEN	10.79	11.04	11.27	11.53	11.76	12.01	12.25
9 TYPIST	11.09	11.32	11.55	11.81	12.03	12.30	12.54
10 HOME HEALTH AIDE ***HOMEMAKER(NEW-DSS) 911 DATA CLERK	11.27	11.54	11.81	12.04	12.33	12.60	12.88

TITLE	1	2	3	4	5	6	7
11 FILE CLERK SENIOR TYPIST **SENIOR TYPIST - PLANNING OFFICE SPECIALIST	11.55	11.82	12.08	12.34	12.60	12.86	13.09
12 OPEN	11.82	12.09	12.37	12.65	12.95	13.23	13.50
13 AUDIT CLERK ACCOUNT CLERK	12.09	12.37	12.65	12.95	13.23	13.50	13.80
14 OPEN	12.37	12.66	12.99	13.30	13.57	13.82	14.22
15 MOTOR VEH APPL. EXAMINER **MEO-LIGHT AGING SERVICES EXAMINER	12.65	12.99	13.30	13.57	13.82	14.22	14.49
16 ACCOUNT CLERK TYPIST	13.02	13.32	13.57	13.82	14.22	14.49	14.84
17 SR. STENOGRAPHER SEC TO DSS ATTY SEC TO ASST PD VETERANS SERVICE COUNSELOR	13.30	13.61	13.95	14.31	14.67	15.00	15.34
18 **DIR. WEIGHTS & MEASURES **MEO-MEDIUM EMP & TRNG ASSISTANT	13.67	14.01	14.36	14.71	15.05	15.40	15.76
19 SENIOR ACCOUNT CLERK LICENSED PRAC NURSE MEDICAL SERVICES CLERK **AUTO MECHANIC **WORKING SUPERVISOR **BLDG. MAINT. WORKER **CARPENTER **WELDER-MED EQUIP OPER	13.95	14.35	14.72	15.11	15.53	15.92	16.35

TITLE	1	2	3	4	5	6	7
20 SR. ACT. CLERK TYPIST SOCIAL WELFARE EXAMINER MED. CLERK CASE MANAGER SUPPORT EXAMINER SPECIALIST, SRV FOR AGING MENTAL HLTH PEER SPECIALIST CONF. SECRETARY DA CONF. SECRETARY CA CONF. SECRETARY PD SEC TO DSS COMMISSIONER PH CASE MANAGER	14.32	14.72	15.09	15.57	15.98	16.44	16.83
21 TAX MAP TECHNICIAN OFFICE MANAGER **MEO-HEAVY EQUIPMENT **MECHANIC/WELDER **SIGN MAINT. SUPR. **WELDER-HEAVY EQUIP OPER	14.71	15.10	15.53	15.94	16.38	16.81	17.20
22 SR CASE MANAGER	15.09	15.53	15.96	16.41	16.84	17.25	17.70
23 **SOLID WASTE SUPERVISOR **GEN. HWY SUPERVISOR **BRIDGE CONST. SUPERVISOR **AUTO MECH. SUPERVISOR E&T SPECIALIST SOC. SERVICES INVESTIGATOR PRINCIPAL ACT CLERK PARALEGAL ADMIN SECRETARY	15.53	15.98	16.43	16.89	17.30	17.77	18.27
24 PROB. OFFICER TRAINEE ASST SUB ABUSE COUNSELOR HOSPICE VOLUNTEER COOR EARLY INTERVENTION SVC COOR PUBLIC HEALTH TECH	15.92	16.39	16.84	17.27	17.69	18.20	18.66
25 SOCIAL WORK TRAINEE	16.32	16.83	17.27	17.70	18.27	18.72	19.23
26 SOCIAL WORK ASSISTANT	16.81	17.25	17.68	18.23	18.69	19.14	19.67

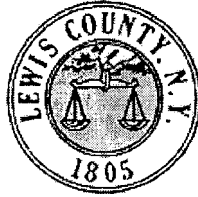
TITLE	1	2	3	4	5	6	7
CASEWORKER MV SUPERVISOR							
27 PROBATION OFFICER ****CASEWORKER-CPS **SUB ABUSE COUNSELOR MANAGED CARE COOR **ASST SOCIAL WORKER	17.24	17.68	18.25	18.72	19.24	19.76	20.27
28 REG. PROF. NURSE	17.69	18.28	18.77	19.30	19.83	20.37	20.93
29 CASE SUPERVISOR STAFF DEV COOR SR. SOC. WELFARE EXAMINER SR. SUPPORT INVESTIGATOR COOR-SERV FOR AGING ASSISTANT COMPTROLLER PUBLIC HEALTH PROGRAM COORD.	18.25	18.74	19.30	19.87	20.40	20.97	21.50
30 SR. PROBATION OFFICER SENIOR SUBS ABUSE COUNSELOR PLANNER	18.74	19.29	19.87	20.40	20.95	21.50	22.08
31 PUBLIC HEALTH NURSE PRINC. SOC. WELFARE EX. HOSPICE SOCIAL WORKER	19.33	19.90	20.48	21.02	21.59	22.17	22.76

- * NEW POSITION 1/1/91 - SEE SCHEDULE B
- ** POSITIONS WITH NORMAL 40 HRS WEEK SCHEDULE
- *** (NEW) MEANS EMPLOYEES ASSUMING THIS TITLE AFTER 12/31/79

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Bruce Krug
CHAIRMAN

Sharon Cihocki
COUNTY MANAGER



Teresa L. Kenealy
CLERK

Board of Legislators
Court House
Lowville, New York 13367-1396
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Fax: (315) 376-5445

December 22, 2004

Cal Farney
President
CSEA Local 825

Dear Mr. Farney,

The collective bargaining agreement dated January 1, 2003-December 31, 2006 contains the following language in Article VII Section 1 Subsection J.

The total number of days of sick leave due to family illness shall not exceed ten (10) work days in a given year for all employees.

This language was not present in the prior contract, nor was on the memorandum of Understanding signed by both parties during negotiations. However, this change had been agreed to early on in the negotiation process, and was changed to reflect current practice.

The county acknowledges this change and agrees to it.

Please contact me with any questions regarding this matter.

Sincerely,

A handwritten signature in cursive script that reads "T.J. Fayle". The signature is written in black ink and is positioned above the printed name.

TJ Fayle

