



Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see <http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Clinton. County of and Clinton County Unit 6450 & 6466, CSEA, Local 1000, AFSCME, AFL-CIO, Local 884 (2004)**

Employer Name: **Clinton, County of**

Union: **Clinton County Unit 6450 & 6466, CSEA, AFSCME, AFL-CIO**

Local: **884, 1000**

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

Expiration Date: **12/31/08**

PERB ID Number: **6998**

Unit Size:

Number of Pages: **112**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School - <http://www.ilr.cornell.edu/>

GEN
6998

AGREEMENT
by and between the
COUNTY OF CLINTON

and the

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME, AFL-CIO,
CLINTON COUNTY UNIT 6450 & 6466 OF LOCAL 884

January 1, 2004 - December 31, 2008

RECEIVED

JUN 01 2005

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

INFORMATIONAL PURPOSES ONLY

C.S.E.A. Unit Officials

President:	Joseph Musso, Probation Department
First Vice President:	Mary Burke, Clinton Community College
Second Vice President:	Bernard Vann, Central Stores & Mailing
Third Vice President:	Peggy Clifford, Health Department
Treasurer:	Patricia Baker, Alcohol Program Recording
Secretary:	Deanna Rock, Health Department
C.S.E.A. Labor Relations Specialist:	Kenneth L. Lushia 6 Booth Drive Plattsburgh, New York 12901

2004-2007 County Legislature

Celine Paquette, Area One	Robert Butler, Area Six
Samuel Trombley, Area Two	James Langley, Jr., Area Seven
Joseph Giroux, Area Three	Jacqueline Walker, Area Eight
Sara Rowden, Area Four	John Gallagher, Area Nine
Keith Defayette, Area Five	Robert Heins, Area Ten

William J. Bingel, County Administrator

Michael Zurlo, Legislative Assistant

Alan Gibson, Personnel Director

TABLE OF CONTENTS

	Page
Article 1	6
Preamble	6
Article 2	6
Recognition of Bargaining Unit.....	6
Article 3	7
Definition of Employees	7
Seniority.....	8
Maintenance of Benefits	8
Article 4	9
Posting of Positions	9
Article 5	9
Out-of Title Work	9
Article 6	9
Reallocations.....	9
Article 7	10
County-Wide Performance Evaluation	10
Article 8	10
Personnel File.....	10
Article 9	11
Leave Time Year	11
Leave Time Calendar	12
Article 10	13
Normal Workweek.....	13
Article 11	13
Overtime	13
Article 12	15
Wages, Salaries and Increments.....	15
Article 13	16
Shift Differentials.....	16

Article 14	16
Holidays	16
Article 15	17
Personal Leave	17
Article 16	18
Vacation Leave	18
Article 17	19
Sick Leave.....	19
Article 18	20
Sick Leave Bank	20
Policy	20
Administrative Procedure	20
Donation Procedures	20
Application Procedure	21
Article 19	22
Leaves of Absence	22
Dental or Medical	22
Maternity/Paternity	22
Other Leaves	22
Jury and Court Attendance.....	22
Civil Service Examinations	23
Educational Purposes	23
Quarantine	23
Article 20	23
Worker's Compensation	23
Article 21	24
Personal Liability/Injury	24
Article 22	24
Insurance and Retirement.....	24
Article 23	25
Additional Benefit Programs	25
Article 24	26
Refreshment Break.....	26
Article 25	26
Mileage Allowance	26

Article 26	26
Issuance of Clothing and/or Uniforms to County Employees.....	26
Article 27	27
Educational Tuition Assistance.....	27
Article 28	27
Emergency Closures.....	27
Article 29	28
Mandated Meetings.....	28
Article 30	28
On-Call Compensation.....	28
Article 31	29
Part-time Benefits	29
Article 32	34
Contracting of Services.....	34
Article 33	34
Layoff and Recall.....	34
Article 34	35
Reciprocal Rights/Labor Management	35
Article 35	35
Disputes and Grievances.....	35
Article 36	37
Discipline and Discharge Action	37
Article 37	37
Clinton County Nursing Home	37
Educational Incentive.....	37
Recruitment Incentive.....	38
Mandatory Overtime.....	38
Article 38	39
Highway Department and Landfill.....	39
Highway Snow and Ice Operations.....	39
Landfill Snow and Ice Operations.....	40
Article 39	40
Health Department.....	40
On-Call Coverage and Compensation for Home Care Unit	40
Recruitment Incentive.....	41

Article 40	42
Clinton Community College	42
Article 41	44
Signature Page.....	44
Appendix A.....	45
Non-competitive Class County Service	45
Appendix B	47
Non-competitive Class All Civil Divisions	47
Appendix C	49
Management Confidential Personnel	49
Salary Charts, 2004	51
Salary Charts, 2005	62
Salary Charts, 2006	73
Salary Charts, 2007	84
Salary Charts, 2008	95
Title and Grade Charts	106

**AGREEMENT BETWEEN THE COUNTY OF CLINTON, NEW YORK
AND THE CLINTON COUNTY UNIT
OF THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.**

THIS AGREEMENT is effective January 1, 2004 between the County of Clinton, New York, a municipal corporation existing under the laws of the State of New York, party of the first part, hereinafter called the "Employer", and THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC., LOCAL 1000/AFSCME, AFL-CIO, CLINTON COUNTY UNIT 6450 & 6466 OF LOCAL 884 a membership corporation, party of the second part, hereinafter called "C.S.E.A."

W I T N E S S E T H

**ARTICLE 1
PREAMBLE**

The Employer and C.S.E.A. do hereby declare it to be their mutual policy that in order to promote harmonious labor relations between the Employer and its employees, the principle of collective bargaining is to be employed pursuant to the New York State Public Employees Fair Employment Act and that no article or section in this contract is intended to be construed as in violation of any New York State Civil Service Law. Both parties to this agreement furthermore affirm that public employment is to be regarded as a lifelong career and that as such, the terms, conditions of employment and working conditions shall be of the highest caliber to attract and maintain in employment with Clinton County, the best personnel available. We furthermore affirm that each employee shall at all times be a dedicated, courteous and efficient representative of public employment realizing full well that he/she is under the constant scrutiny of the public at large and that he/she is performing an essential service private enterprise cannot undertake.

**ARTICLE 2
RECOGNITION OF BARGAINING UNIT**

Section 1. The Employer recognizes C.S.E.A./AFSCME, AFL-CIO LOCAL 1000 (hereafter referred to as C.S.E.A.) as the sole and exclusive bargaining agent and representative for all County employees for the purpose of collective negotiations of all terms and conditions of employment and administration of grievances for the maximum period of time stipulated under Section 208 (2) of the Public Employees Fair Employment Act.

Section 2. The Employer agrees that it shall deduct from the wages of the members of C.S.E.A. (persons who have signed a membership card) and remit to C.S.E.A., or its designated agent, the regular membership dues and other authorized deductions for those members of C.S.E.A. who sign authorization permitting such payroll deductions. Such deductions shall be made in accordance with the authorization signed by the member and shall be revocable only in accordance with the instructions contained in the written authorization. The County agrees to remit such amounts that are withheld to the Association, or its designated agent, once each month or in such manner as the Employer and C.S.E.A. may otherwise agree. The employer shall deduct from the salary of every non-member in this negotiating unit an agency fee deduction equal in amount to the dues established by C.S.E.A., Inc. Said Agency Fee and regular dues of union members shall be transmitted in a

single check to C.S.E.A., Inc., 143 Washington Avenue, Albany, New York 12210. Payroll deductions for Clinton Community College will list separate union dues and insurances.

The Employer will provide the C.S.E.A. County Unit with a list of all employees within the Bargaining Unit once each fiscal year. The Employer will also provide the Unit President with a list of new employees in the unit each payroll. C.S.E.A. will provide new employees in the unit with a packet of information at the time of hire.

Section 3. The Clinton County Unit of C.S.E.A. affirms that it does not assert the right to strike against the Employer or to assist, participate in or abet such a strike.

Section 4. When federal, state or local mandates cause revisions to policies and procedures within each department, then any relevant item of this contract may be opened for impact negotiations in accordance with the Taylor Law rights of each party.

ARTICLE 3 **DEFINITION OF EMPLOYEES**

Section 1. When an employee is hired, the Department Head (at CCC – Human Resources Officer) will identify the status of the employee on the form provided by the County. In the event the positional job status of the employee changes, the Department Head (at CCC – Human Resources Officer) will be responsible for notifying the employee of the change in employment status within five (5) days of such change.

When an employee resigns, no leave time may be used beyond an employee's last physical day at work to extend or reach a resignation date.

Section 2. Definition/Status of Employee.

(a) Full-time Employee – a person employed by the County for a twelve (12) month period of time who normally works thirty-five (35) hours per week or more. Full-time employees shall be entitled to all the benefits provided for by this agreement.

(b) Part-time Employee – a person who is employed by the County who works less than the established workweek for the department. Part-time employees are entitled to benefits as stated herein under Article 31 of this Agreement.

(c) Temporary Employee – a person who is employed in accordance with Section 64 of the Civil Service Law. Employees in this category shall be paid at an hourly, per diem or weekly rate and shall not be entitled to any benefits except as prescribed by law or as agreed upon by both parties to this Agreement.

(d) Seasonal Employee – a person appointed to a position in the Non-competitive Class where the nature of service is such that it is not continued throughout the year, but recurs in each successive year. These positions are outlined in the Clinton County Civil Service Rules as Seasonal (See Appendix B). Other titles may be added to this Appendix pursuant to the Civil Service Law and as agreed upon by the parties to this Agreement. Employees in this category shall be paid at an hourly, per diem or weekly rate and shall not be entitled to any benefits except as prescribed by law or as agreed upon by both parties to this Agreement.

(e) Provisional Employee – a person appointed pending examination in accordance with Civil Service Rules and Regulations for Clinton County. Full-time provisional employees shall be entitled to all the benefits provided for by this Agreement. Part-time provisional employees are entitled to benefits as stated herein under Article 31 of this Agreement.

Section 3. Seniority

Seniority shall commence upon the date of first permanent appointment. Part-time permanent employees shall be included in a separate seniority roster which shall be subordinate to the seniority roster of full-time employees. The County agrees to abide by such seniority preference list in connection with layoffs from and return to work based upon the individual employee and their job classification. Seniority in title shall be the deciding factor in shift selection and days off work.

Section 4. Maintenance of Benefits

1. An employee, regardless of status, in a position which entitles the employee to accumulate benefits, who accepts another position, whether in the same department or another department, shall be entitled to carry over and continue to use, his/her previously accumulated benefits as long as there is no break in service. After such change, the employee shall then accrue or be entitled to the benefits, if any, in the new category of employment as defined in this Article. This is not to be construed in any way to accord benefits to temporary employees except as stated in Section 2 (c).

(a) When a permanent employee is promoted within a department or to another department with no break in service, he/she will be placed on the step of the new grade which is equivalent to an increment in the old grade from which he/she was promoted but not to exceed the top step in the new grade. (This shall not apply to any other reallocation of employees). When a permanent employee is demoted within a department or to another department with no break in service, he/she will be placed on the step of the new grade which is equal to the next lowest salary from which he/she was demoted but not to exceed the top step in the new grade. (This shall not apply to any other reallocation of employees). When a permanent employee accepts another position in the same grade, whether in the same department or another department with no break in service, he/she will maintain the same step on the salary scale.

2. An employee in any category who has accumulated benefits and is laid off by the County and who subsequently returns to service within the time limits as provided by statute shall be entitled to restoration of benefits, commencing from the point of layoff, which were unused or not paid by the County at the time of layoff. Upon return to service, the employee shall then accumulate benefits, if any, in accordance with the terms of the position to which the employee was restored. No benefits shall accrue, apply or be credited for the period of time on layoff.

3. Any employee who terminated his/her service with the County by resignation or whose services are terminated by the County through dismissal rather than layoff through reduction in staff or job abolition, who may subsequently be re-employed by the County after a break in service shall start as a new employee. No benefits from prior County service shall apply or be credited in any way except that an employee who has resigned and returned to service within one year of such resignation shall be accorded restoration of seniority in accordance with Civil Service Law in the County.

4. Any employee who is reinstated in County service within one (1) year, subject to Rule XVIII, Subdivision 1 of the Clinton County Civil Service Rules and Regulations, shall be entitled to restoration of benefits. Upon return to service, the employee shall then accumulate benefits, if any, in accordance with the terms of the position to which the employee was reinstated. No benefits shall be credited for the period of time not in County service.

ARTICLE 4
POSTING OF POSITIONS

In the event a vacancy occurs which the County wishes to fill or a new position is created, said vacancy or position shall be posted within the appropriate department for seven (7) working days. The notice will list the qualifications and the salary for the position. Employees within the Department in which the vacancy occurs shall be given the opportunity to make first application. In filling the position, seniority shall be taken into consideration along with other qualifications of applicants. The final decision in all appointments is reserved to management within the parameters of Civil Service Law and County Rules for appointments.

In addition to posting job openings within the department, the Department Head will provide the Department of Personnel with a copy of all posting notices so that they can provide such information to other interested employees.

ARTICLE 5
OUT-OF-TITLE WORK

No person shall be employed under any title not appropriate to the duties to be performed and, except upon assignment by proper authority during the continuance of a temporary emergency situation, no person shall be assigned to perform the duties of any position unless he/she has been duly appointed, promoted, transferred or reinstated to such position in accordance with the provisions of the Civil Service Law, Rules and Regulations. No credit shall be granted in a promotional examination for out-of-title work.

ARTICLE 6
REALLOCATIONS

A reallocation is the movement of a title from one salary grade to another.

The following is the procedure for reallocations:

- STEP 1 - Employee submits request in writing to the Department Head.
- STEP 2 - Department Head makes written recommendation to the Personnel Committee within 14 working days of receipt.
- STEP 3 - Personnel Committee makes recommendations to the full Legislature within 14 working days. Copies of the request and the Department Head comments, to be forwarded to each of the Legislators. Copies of the Personnel Committee and Department Head recommendations will be given to the employee and C.S.E.A.
- STEP 4 - Employee and C.S.E.A. may ask for a re-hearing for presentation orally and/or in writing to the Personnel Committee within 7 working days of the notice of the Personnel Committee's recommendation. The Personnel Committee shall re-hear such request within 14 working days of the request.

STEP 5 - After re-hearing, the Personnel Committee shall reconsider and submit to the full Legislature its recommendations within 14 working days – copies to employees and C.S.E.A. The Legislative Body shall act at the next regularly scheduled meeting on recommendations; all determinations shall be done in a fair and equitable manner. This procedure is not subject to the grievance process.

ARTICLE 7
COUNTY-WIDE PERFORMANCE EVALUATION

Each member of the bargaining unit will be evaluated by his/her immediate supervisor or Department Head at least one (1) time each year during his/her first five (5) years of service in the County. Additional evaluations, not to exceed three (3) per year, may be made by the Department Head or immediate supervisor as he/she determines. At the discretion of the Department Head, any member may be evaluated every other year after the fifth year. If the evaluator indicates a need for job performance improvement, the employee may ask for an additional evaluation. Suggestions for improving job performance may be made by the evaluator. In evaluating the job performance of any member of the unit, the Department Head may receive input from others who work with the unit employee in a supervisory or administrative capacity.

Each employee who is evaluated will receive a copy of the completed evaluation within ten (10) days. An evaluation conference will be conducted within five (5) days of the receipt of the completed form unless other arrangements are made. The employee will be asked to sign the evaluation at the completion of the conference to indicate that the employee has seen the evaluation and discussed it with the evaluator. Such signature does not imply agreement by the employee with the contents of the evaluation. The employee is entitled to append any comments he/she thinks necessary to the evaluation and such appendage will be placed in the employee's file along with the completed evaluation form. All evaluation documents and appendages will be dated and signed before placement in the file. The Department Head, the employee, and the Department of Personnel will receive copies. The employee may request in writing that the supervisor send a copy to the Union President.

ARTICLE 8
PERSONNEL FILE

An employee shall have the right, upon reasonable request, to review the contents of his/her personnel file and make copies of any documents in it, at the employee's expense, except for disciplinary and counseling documents which are provided free of charge. The review shall be during the open office hours of the Department of Personnel, and no file may be removed from the Department by the employee. Excluded from such review and copying are any pre-employment recommendations and documents not directly provided or completed by the employee. Upon the first review of the file, the employee shall sign and date each document in the file. In subsequent reviews, only the additional documents entered into the file since the prior review are to be dated and signed. The employee shall also have the right to submit a written response to material being placed in the file, and the response is to be attached to the document.

ARTICLE 9
LEAVE TIME YEAR

Effective January 1, 2003, the Leave Time Year for which vacation allowance, time credits and time deductions are calculated shall coincide with the payroll year (excluding Clinton Community College). The payroll year is defined as the 26 (or 27) pay periods whose pay dates (check date) all occur within the same calendar year. The following calendars (2003 through 2008) highlight the last leave time period of each year with a box marking the last day to use vacation and personal time (use or lose).

December 2003

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

December 2004

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December 2005

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

December 2006

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December 2007

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

December 2008

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

ARTICLE 10
NORMAL WORKWEEK

Section 1. The normal workweek in administrative offices shall be Monday through Friday and shall consist of a total of thirty-five (35) hours or forty (40) hours per week in those offices or positions where the normal workweek is presently 40 hours. The normal workweek for Nursing Home employees is 37 1/2 hours. The Department Head, subject to any applicable Labor Laws and the Clinton County Legislature, shall establish the workweek and hours of employees in field positions. Wherever possible, offices shall be open for the transaction of business from at least 9 a.m. to 5 p.m. Monday through Friday, excluding holidays, except as otherwise required by law or by the Employer. When an agent, office, department, or institution conducts certain functions or operations on a twenty-four hour basis or other than a nine to five basis, the working days and hours of an employee shall be established by the appointing authority in a manner consistent with these rules. In the event that the appointing authority establishes hours of work other than the regular hours of work, pursuant to the above, assignment of employees shall be made where reasonably practicable from among those employees having the skills and abilities required for the work, who volunteer to work such hours, and from among such employees with regard to seniority.

Section 2. Copies of department work schedules will be posted monthly by the Department Head subject to change depending on department needs and will be made available upon request to either management or officials representing C.S.E.A.

Section 3. During the months of June, July, and August the members of the Highway Department, upon mutual agreement between each crew (by majority) and the Superintendent of Highways, may work four (4) ten-hour days. For those working this ten-hour day, overtime will be paid for each hour over forty (40) in the workweek and over ten (10) in the workday. It is understood this flexible time does not increase or decrease leave time which is based on hours.

Section 4. Department Heads and all employees, upon mutual agreement, will be able to establish and utilize a flexible work schedule. Such schedule may encompass the workweek (35, 37.5, or 40 hours) or the pay period (70, 75, or 80 hours). The flexible work schedule must be within the confines of the hours of 6:00 a.m. and 9:00 p.m. per day, but need not be continuous. A flexible work schedule may include, but will not be limited to: variable starting and ending times in the workday, variable lengths of the workday and variable workweeks where feasible. If the workday includes more than a six (6) hour shift which starts before 11 a.m. and ends after 2 p.m., an uninterrupted meal period of at least one-half hour must be taken. The lunch break cannot be added to the beginning or taken at the end of the workday. In the event an agreement in which the employee(s) and the Department Head agree on a workday in excess of eight (8) hours, overtime or compensatory time will commence after the agreed-upon length of workday or forty (40) hours in the workweek.

ARTICLE 11
OVERTIME

Section 1. Any hours worked over and above a workweek of forty (40) hours or eight (8) hours in a given day, an employee, with the written permission of the Department Head, shall either be paid at the rate of one and one-half times the employee's rate of pay or earn compensatory time at the rate of one and one half hours. Employees who work a normal thirty-five hour week shall either be paid straight time or earn straight compensatory hours for working from thirty-five to forty hours.

Section 2. The necessity for overtime work shall be approved by the employee's immediate supervisor and the Department Head before any credit for overtime work shall be allowed. No credit shall be given for overtime of less than one-half hour in a day. Overtime or compensatory hours shall be credited only in one-half hour units and no fractional part of such a unit shall receive credit.

Section 3. Earning of compensatory time is an alternative to overtime pay and is subject to the approval of the Department Head with the mutual agreement of the employee(s). Department Heads have overall responsibility for the accurate accounting and implementation of compensatory time and must approve, in advance, the overtime hours that will result in compensatory time and must also approve, in advance, the use of this time.

Section 4. Time in travel approved by the County Administrator (CCC – College President) shall be compensated according to Fair Labor Standards Act and the current contract. Time in travel in excess of the regular working day will be compensated at straight time.

Section 5. Accrued compensatory time may not exceed two (2) working days in one pay period and must be used in the period it is earned or the next two pay periods, provided that such time off from regular working hours shall first be approved by the Department Head. If an employee requests to use compensatory time within the required time frame, but the Department Head cannot approve the use due to work requirements, the employee will receive pay for the unused compensatory time not to exceed two (2) working days. Upon termination of employment, all accumulated compensatory time limited to a maximum of six (6) working days as provided by this agreement shall be paid in a lump sum payment. Such payment shall be based upon the employee's rate of pay at the time of termination.

Section 6. Employees who are required to work on a holiday or Sunday which is not part of their normal work schedule shall be paid twice their regular rate of pay as per past practice.

Employees within departments which remain open seven days per week, all year, who are normally scheduled to work on a Sunday or a holiday shall be exempt from this provision except as otherwise provided herein. The exempt employees shall receive a day off in lieu of the holiday granted on a day(s) approved by the Department Head. The provision as stated in paragraph 1 of this section shall be in force for the exempt employees when such employees are required to work on his/her assigned lieu day or on the seventh day of work during a seven-day work period.

Section 7. If not previously scheduled and/or agreed upon in advance, any employee called to work other than the normally scheduled workday shall receive a minimum of four (4) hours call-back pay. If such hours result in over eight (8) hours worked in a given workday or forty (40) hours in a given workweek, such employee shall be entitled to overtime pay at the rate of one and one-half of their regular pay.

Section 8. All sick leave, personal leave and other paid leave time off shall be considered as time worked for the purpose of computing overtime.

Section 9. The Employer shall not prevent an employee from working their normal shift and/or workweek in order to relieve themselves of the responsibility of paying such overtime.

Section 10. No employee may rearrange or otherwise alter their daily or weekly work schedule in order to create overtime without prior written approval of the Department Head.

Section 11. Overtime and compensatory time shall be subject to the rules and regulations of the F.L.S.A. as they apply to public employees.

ARTICLE 12
WAGES, SALARIES AND INCREMENTS

Wages and salaries shall be as contained in the attached salary schedules which shall become effective as specified in each year of the agreement respectively:

A. Wages

Year 1:Effective January 1, 2004, the salary scale will be increased by 1.75% (one and three quarter percent) and those entitled to an increment will receive the increment.

Year 2:Effective January 1, 2005, the salary scale will be increased by 2.25% (two and one quarter percent) and those entitled to an increment will receive the increment.

Year 3:Effective January 1, 2006, the salary scale will be increased by 2.25% (two and one quarter percent) and those entitled to an increment will receive the increment

Year 4:Effective January 1, 2007, the salary scale will be increased by 2.5% (two and one-half percent) and those entitled to an increment will receive the increment.

Year 5:Effective January 1, 2008, the salary scale will be increased by 2.5% (two and one-half percent) and those entitled to an increment will receive the increment.

B. Increments

Employees will be entitled to an increment after one year at the same level. The increment will start to be paid on January 1 of the year in which the employee becomes eligible. An employee hired after January 1st up to and including June 30th of any given year will advance the January after hire. An employee hired between July 1st and December 31st in any given year will advance the second January after hire.

C. Interest-Based Bargaining

During the life of this agreement, those committees and subcommittees established under the Interest Based Bargaining approach who have not concluded their work at the time of ratification will continue to function until they have concluded their task. Any resolutions of the committees and subcommittees which change or add to the terms of the agreement, and are ratified by the respective parties, will be incorporated as agreed upon.

D. Longevity

In 2004, the employer shall pay longevity increments of \$595 after an employee has completed ten (10) years of service and further agrees to pay additional increments of \$595 for each five (5) years of service thereafter. In 2005, the longevity increments will be \$770. In 2006, the longevity increments will be \$950. In

2007, the longevity increments will be \$1,135. In 2008, the longevity increments will be \$1,325. Any leave of absence without pay shall not be considered in computing longevity time. Longevity will be computed from the date of continuous employment.

ARTICLE 13
SHIFT DIFFERENTIALS

A. **Shift Differential**

Those employees in departments which must operate on a twenty-four hour basis year-round who work second or third shift shall receive, in addition to their regular rate, the following shift differential:

Second Shift: An additional forty cents (\$.40) per hour.
Third Shift: An additional forty-five cents (\$.45) per hour.

B. **Highway Department Shift Differential**

For 24 hour Snow and Ice Operations within the Highway Department, the following shift differentials shall apply for shifts outside of the normal work hours of 7:30 a.m. to 4:00 p.m.:

Early shift: An additional thirty-five cents (\$.35) per hour
Second shift: An additional forty cents (\$.40) per hour
Third shift: An additional forty-five cents (\$.45) per hour

C. **Health Department Shift Differential**

The Health Department will pay a shift differential of \$1.50 an hour for Licensed Practical Nurses, Registered Professional Nurses, and Public Health Nurses who work the 1:00 p.m. to 9:00 p.m. shift.

D. **Nursing Home Shift Differential**

The Nursing Home will pay a shift differential for all part-time and full-time Nurses Aides, Licensed Practical Nurses, Staff Nurses, Senior Staff Nurses, and Head Nurses as follows:

3 p.m. to 11 p.m. shift: An additional \$1.50 per hour
11 p.m. to 7 a.m. shift: An additional \$2.00 per hour

All Staff Nurses, Senior Staff Nurses, or Head Nurses who work a second 7.5 hour shift on the same calendar day in order to have a Registered Professional Nurse on duty, and who choose not to flex their time, will be paid at 1.5 times their regular hourly rate for the entire second shift.

ARTICLE 14
HOLIDAYS

Section 1. The following days shall be treated as legal holidays:

New Year's Day, January 1st
Martin Luther King, Jr. Day, 3rd Monday in January
President's Day, 3rd Monday in February

Memorial Day, last Monday in May
Independence Day, July 4th
Labor Day, 1st Monday in September
Columbus Day, 2nd Monday in October
Election Day
Veteran's Day, November 11th
Thanksgiving Day, 4th Thursday in November
Christmas Day, December 25th

In addition to the above holidays, Lincoln's Birthday and one-half (1/2) day will be treated as "floating holidays". The one and one-half (1 1/2) days will be taken at a time mutually agreed upon between the Department Head and the employee. In order to qualify for the one and one-half (1 1/2) floating holidays, the employee must be in the employ of the County for six (6) months or longer. Such one and one-half (1 1/2) days must also be used prior to December 31st of the current year.

Section 2. If any such days fall on a Sunday, the next day thereafter shall be a legal holiday. If any such days fall on Saturday, the Friday before shall be a legal holiday. If any such days fall on an employee's regularly scheduled day off, the employee will receive a lieu holiday.

Section 3. If a holiday(s) falls within a vacation period of any employee, such employee shall not be charged vacation leave for the holiday(s).

Section 4. Employees who accumulate time off in lieu of holidays shall have this time recorded in a separate category on the payroll in hourly units.

ARTICLE 15 **PERSONAL LEAVE**

Section 1. Personal leave shall be defined as paid absence from employment for personal reasons and shall not be charged against any other type of leave credits. Employees hired on or after January 1, 1980 need to request/schedule leave in advance.

Section 2. Each full-time County employee hired prior to January 1, 1980 will receive five personal days to be credited at the start of the first pay period of the payroll year. Each full-time County employee hired on or after January 1, 1980 will receive three personal days to be awarded as follows:

During 1st year of employment, days to be awarded based on starting date:

January through April	=	3 days*
May through August	=	2 days*
September through December	=	1 day*

*to be credited on the actual starting date of the employee.

Each following year of employment, each full-time County employee hired on or after January 1, 1980 will be entitled to three (3) personal days to be credited at the start of the first pay period of the payroll year.

Section 3. All personal time awarded in a payroll year must be used by the last day of the leave time

year.

Section 4. Employees shall be allowed to use personal days for bereavement not provided for in Section 8 of Article 17.

Section 5. Discretionary with the Department Head, employees may use personal leave in half-hour units.

ARTICLE 16 VACATION LEAVE

Section 1. All full-time employees shall be granted annual vacation time, with pay, as follows:

(a) Employees will accrue vacation time at the rate of two weeks, (10 working days) per year during the first year of employment and may use it as they earn it.

(b) Any employee, after completing five (5) full years of service, shall be entitled to three weeks, (15 working days) of vacation with pay.

(c) Any employee, after completing ten (10) full years of service, shall be entitled to four weeks, (20 working days) of vacation with pay.

Section 2. For the calculation of vacation credits, the time recorded on the payroll at the full rate of pay shall be considered as time served by the employee.

Section 3. Earned vacation may be taken by the employee at a time convenient to such employee, with the approval of the Department Head. Seniority will be considered as a factor by Department Heads in granting vacation requests subject to the needs of the department and the skills of the employee needed by the department.

Section 4. Vacation earned during an employment year, but not used, may be carried over from that year but must be used during the next succeeding year. In the event an employee is not granted vacation time off during the aforementioned succeeding year, he/she shall receive pay for each day of vacation so earned at their regular rate of pay. Such money shall be paid during the first pay period of the next fiscal year.

Section 5. If an employee or family member, as defined by Article 17, Section 8 of this Agreement, becomes ill while on vacation, such employee shall be allowed to use sick leave for the illness and have their vacation time adjusted, provided such employee notifies their immediate supervisor of the change and upon their return to work submits a doctor's certification to such supervisor.

Section 6. Should a death occur in the immediate family of an employee as defined by Article 17, Section 8 while such employee is on vacation, the employee shall be allowed to use his/her bereavement leave as stated in this agreement and have their vacation time adjusted provided such employee notifies their immediate supervisor of the change.

Section 7. Upon termination of employment, all accumulated vacation leave as provided by this agreement shall be paid in a lump sum payment. Such payment shall be based upon the employee's rate of pay at the time of termination.

ARTICLE 17
SICK LEAVE

Section 1. Each full-time employee will earn twelve (12) sick days in their first year of employment and fifteen (15) days in each succeeding year of their employment.

Section 2. Each employee may accumulate sick leave to a maximum of 225 days. After an employee has accumulated 225 days of sick leave, no additional days of sick leave shall be credited to that employee except to the extent of replacing sick days used.

Section 3. For the calculation of sick leave credits, the time recorded on the payroll at the full rate of pay shall be considered as time served by the employee.

Section 4. Earned sick leave may be taken by the employee as they earn it.

Section 5. No sick leave with full pay shall be granted beyond accrued earned credits or approved Sick Bank time.

Section 6. In order to charge sick leave, it must be reported by the employee on the first working day of such absence within such time limit as the Department Head may establish. The failure to report on such day may be excused at the discretion of the Department Head if such failure results from the nature of the illness.

Section 7. In order to qualify for sick leave, proof of disability must be provided by the employee, satisfactory to the Department Head and the Department of Personnel (at CCC – Human Resources Officer). Presentation of a health care provider's certificate in the prescribed form may be waived for absences up to five (5) consecutive work days, exclusive of holidays, weekends, or regularly scheduled days off. Such certificate is mandatory for absences over five (5) consecutive work days and, in protracted disability, should be presented to the Department Head and the Department of Personnel (at CCC – Human Resources Officer) at the end of each six (6) weeks of continued absence. The employer shall have the right at anytime to have an independent physical examination performed of any employee by a licensed health care provider and at the employer's expense.

Section 8. Sick leave of up to fifteen (15) days in any fiscal year may also be used for the purpose of family illness or bereavement leave. Family illness shall require the same medical proof as personal sick leave. Family sickness and bereavement leave shall be limited to Mother - Father; Husband - Wife; Mother-in-Law or Father-in-Law; Son or Daughter; Son-in-Law or Daughter-in-Law; Sister or Brother; Grandparents; grandchildren; and Step-Family residing in the household.

Section 9. At the time any employee shall retire from Clinton County service, he/she shall receive a cash payment for unused but accumulated days of sick leave up to a maximum of 165 days. For employees hired prior to January 1, 1996, such payment shall be based upon the employee's rate of pay at the time of retirement. For employees hired on January 1, 1996 and thereafter, payment at the time of retirement will be at the hourly rate when the days were accrued. (When days are used for sick leave purposes, they will be deducted on the basis of last in first out).

Section 10. At the discretion of the Department Head and upon approval by resolution of the Clinton

County Legislature, permanent employees may be granted additional sick leave with one-half pay for three (3) months after three (3) years of Clinton County service, after all available sick leave credits or other credits have been used. Leave, not exceeding twelve (12) months without pay, may also be granted upon approval by a resolution of the Clinton County Legislature in the case of employees who have served continuously for at least one year in Clinton County service. At Clinton Community College, the approval authority is the Clinton Community College Board of Trustees.

Section 11. Discretionary with the Department Head, employees may use sick leave in half-hour units.

ARTICLE 18
SICK LEAVE BANK

POLICY:

It is the understanding and policy of Clinton County and C.S.E.A. to encourage every employee to recognize leave time as a negotiated benefit and to utilize such leave for the purpose for which it is intended. It is further understood that there may be circumstances in which an employee would require additional leave time to accommodate a serious illness or temporary disability. It is on this basis that an agreement has been reached to establish a Sick Leave Bank. Sick Leave Bank time cannot be used for family illness or bereavement.

ADMINISTRATIVE PROCEDURES:

1. The Sick Leave Bank shall be administered by the Personnel Director and the County Administrator or their designees and two representatives designated by the C.S.E.A. Unit President.
2. Each request for Sick Leave Bank time will be reviewed and a decision will be reached by a majority vote of the Sick Leave Bank Committee (SLB). To resolve a tie in the Committee, the parties will then ask one member from a mutually agreed upon list.
3. The Committee's decision is final and is not subject to appeal or the grievance procedure.
4. The Committee will determine the number of days to be granted, not to exceed 30 workdays per request.
5. Enrollment in the Sick Leave Bank automatically allows the SLB Committee members to review the applying employee's leave time record without further authorization.
6. The Committee shall meet within ten (10) working days from the receipt of the request in the Department of Personnel.
7. The employee and the Department Head shall be notified in writing within five (5) working days of the Committee's determination.

DONATION PROCEDURES:

1. All donations of sick leave or vacation leave is on a voluntary basis. In order to participate in the Sick Leave Bank, an employee must donate a minimum of four (4) days one time only.
2. Sick leave donated will be deducted from the employee's maximum allowable retirement payout on a 1:1

formula (Example: four (4) days donated, four (4) days will be deducted from the maximum allowable retirement payout). Vacation days may be donated in lieu of or in combination with sick leave days, but will not affect retirement payout.

3. Donations must be made in full working day increments (7 hours, 7 1/2 hours or 8 hours).
4. Any employee who has donated leave credits cannot withdraw those credits under any circumstances.
5. If the bank falls to one hundred (100) days or less, it can be reopened for additional donations under the preceding procedures.
6. Employees have the option to donate some or all of accumulated sick time to the Sick Bank when they resign after five (5) years of service.
8. Employees with "use or lose" vacation time at end of year can donate the time to the Sick Bank and become a member if they donate the required minimum in any combination (i.e. "use or lose" vacation time plus sick or vacation).
9. Lost sick time due to the death of an employee will be applied to the Sick Leave Bank to help maintain a viable sick leave time balance.

APPLICATION PROCEDURES:

1. An employee must have been employed with the County on a permanent basis for twelve (12) consecutive months prior to requesting leave from the Bank or donating leave to the Bank.
2. Each request is limited to thirty (30) days.
3. An employee may submit additional requests for leave to the Bank before the previous leave credit has been exhausted, but time granted is not to exceed 150 workdays per employee.
4. All accrued leave credits, including sick, vacation and personal, must be depleted prior to using leave from the Bank.
5. Each request shall be made on the prescribed form with a copy of the approved leave of absence form and the Physician's Certificate.
6. All documents shall be submitted first to the Department Head and then to the Department of Personnel.
7. Approved sick leave will be applied only during a current or future payroll period. It shall not be applied retroactively if the payroll period is complete prior to the Committee's decision.
8. Employees who remain on the payroll will continue to accrue their full leave time which will be applied only after Bank leave credit has been exhausted.
9. If leave qualified under the Family and Medical Leave Act, health insurance will be maintained under the same group health plan, under the same terms and conditions as when on the job for a maximum of twelve (12) weeks in accordance with the adopted Policy for Family and Medical Leave Act. For other

leaves, if the employee's leave requires a change in payroll status (on or off the payroll), health insurance payments will be required in compliance with the established policy.

ARTICLE 19 **LEAVES OF ABSENCE**

Section 1. Dental or Medical

An employee will be allowed up to six (6) medical or dental visits for themselves or family members as defined by Article 17, Section 8, for a maximum of two (2) hours per visit, per employment year without loss of pay. Each such absence in excess of two (2) hours shall be charged to earned sick leave credits in additional one-half hour units. The Department Head may deny such leave if such absence would impair the work of the department or leave the department understaffed. The employee must provide proof of the medical or dental visit or the appointment as required by the Department Head or designee.

Employees may use one of their six (6) medical or dental visits at any time of a regularly scheduled work day with appropriate proof of the pre-arranged medical or dental visit, and will be charged leave in additional one-half hour units for any remaining time in that work day for which the employee is absent, even if the employee is absent for the entire day.

Section 2. Maternity / Paternity

Employees who are unable to work due to a medical disability relating to pregnancy shall be permitted to use leave credits. Such leave period shall commence on the date an employee is unable to perform her regular duties and shall terminate upon resumption of her ability to perform her regular duties as certified by the employee's physician.

An employee may request additional time prior to or after the maternity absence pursuant to Section 3 of this Article and shall be permitted to reduce such leave without pay by the use of any or all earned leave credits.

Section 3. Other Leaves

Department Heads have discretionary authority to approve absences for up to five (5) days without pay if all leave time is exhausted. Absences beyond five (5) days without pay must be approved by the County Legislature (CCC – Board of Trustees). Any such absence qualifying for Family Medical Leave (FMLA) must be approved by the County Legislature (CCC – Board of Trustees) upon commencement of such leave whether it is with or without pay.

Leaves of absence without pay may be granted under the provisions of Civil Service Rule XIX to each full-time employee under extenuating circumstances, but in no case shall any total continuous leave without pay exceed twelve (12) months.

Employees shall not request leaves of absence for the purpose of working in another job or starting a personal business. It is expressly understood that any such request which may be made shall be denied by the County.

Section 4. Jury and Court Attendance

On proof of the necessity of jury duty or attending court for other than personal matters, a leave of absence shall be granted with full pay. All monies received for meals, mileage and for lodging shall be retained by the employee. Excused jurors on each day of jury service shall immediately return to their employment. Those employees who have one or more hours of available work time before reporting for jury duty or court attendance are to report to work first, except for those employees who are assigned field, highway or landfill work who are not in reasonable proximity to the court.

Section 5. Civil Service Examinations

All full-time employees shall be allowed time, with pay, to take open-competitive and promotional Clinton County examinations.

Section 6. Educational Purposes

Educational leave may be granted to any County employee for job related education upon request of the employee and subject to the approval of the Department Head and further subject to the approval by resolution of the Clinton County Legislature and upon such terms and conditions as may be established by the Clinton County Legislature. Educational leave for a Clinton Community College employee is subject to approval by the Department Head, College President and by resolution of the CCC Board of Trustees and upon such terms and conditions as may be established by the CCC Board of Trustees.

Section 7. Quarantine

Employees required to remain absent because of quarantine shall present a certificate issued by the attending physician or by the local health officer, providing the necessity thereof. Under these circumstances, they shall be granted leave with pay and no charge shall be made against any leave credits if the appointing officer is satisfied that the conditions warrant such action. Prior to return to duty, a medical certificate may be required. Leave for quarantine shall be subject to the approval of the Clinton County Legislature (CCC – Board of Trustees).

ARTICLE 20 WORKER'S COMPENSATION

An employee who is eligible for Worker's Compensation shall elect, in writing, whether he or she desires to use their accumulated sick leave or vacation leave with pay for the period of disability or whether they desire the weekly benefit check as provided under Worker's Compensation Law. Such statement shall be filed with the Department of Personnel (CCC – Human Resource Officer). In the event the employee elects to take sick leave or vacation leave with pay, such employee shall turn over their weekly benefit check, if any, to the County. When such check is received by the County, the employee's sick leave and/or vacation leave shall be adjusted in accordance with the following formula:

$$\frac{\text{Weekly Worker's Compensation Check Benefit}}{\text{Employee's Daily Rate of Pay}} = \text{Number of sick and/or vacation leave days per week to be credited to the employee}$$

Lump sum payments or settlements for injury or disability shall be retained by the employee.

If an employee is out on Worker's Compensation, the County agrees to pay the employee's health insurance in the same proportion as stated in this agreement under Article 22. The County will continue such payments for up to one (1) year as long as the employee is on Worker's Compensation leave and is still considered an employee of the County.

ARTICLE 21
PERSONAL LIABILITY/INJURY

Section 1. Personal Liability

All Clinton County employees required to have direct contact with the public in the normal course of fulfilling their job duties shall be indemnified by Clinton County for personal liability arising from acts performed or not performed by County employees during the course of fulfilling their employment duties.

The Clinton County Legislature shall select and provide a competent attorney for and pay such attorney's fees and expenses necessarily incurred in the defense of an employee in any civil or criminal action or proceeding arising out of any action taken against such employee while in the discharge of his/her duties within the scope of their employment. The Legislature shall not be subject to the provisions of this paragraph unless such employee shall, within ten (10) days of the time he/she is served with any summons, complaint, process, notice, demand or pleading deliver the original or copy of the same to the County Administrator.

Section 2. Personal Injury

The employer will reimburse employees for the cost of any clothing or other personal property not covered by insurance damaged or destroyed as a result of an assault suffered by an employee while the employee was acting in the discharge of his/her duties.

ARTICLE 22
INSURANCE AND RETIREMENT

Section 1. Insurance

A. Effective January 1, 2002, the County will offer the New York State Health Insurance Program Empire Plan, Core Plus Medical and Psychiatric Enhancement, to eligible employees and retirees. The New York State Health Insurance Program Empire Plan will not be replaced or withdrawn during the life of the agreement without the consent of the Unit. Employees and retirees also have the option of enrolling in any County offered HMO plan.

A graduated employee contribution rate is based on years of service as follows:

<u>Year groups</u>	<u>Employee contribution</u>	<u>County contribution</u>
0 to less than 10 years service	20%	80%
10 to less than 15 years service	15%	85%
15 to hired on or after January 1, 1980	10%	90%
Hired prior to January 1, 1980 (Pre 1980)	0%	100%

- . Years of service will be calculated using temporary, part-time and permanent employment on the same basis as longevity is currently computed.

- . The contribution percentage changes become effective the start of the first pay period of the payroll year following the 10 or 15 year longevity date. At CCC, the changes will become effective the start of the first pay period of January.
- . The contribution percentages will apply to retirees and will be determined by their years of service at time of retirement.

B. The County will contribute a dollar amount based on years of service to active employees who have elected County-offered health insurance to be placed in a pre-tax unreimbursed medical expense or dependent day care account under the Section 125 Flexible Spending Account which will be administered by the Preferred Group for the County and CCC and paid for by the County as follows:

<u>Year groups</u>	<u>Per person</u>
0 to less than 10 years service	\$200
10 to less than 15 years service	\$400
15 to hired on or after January 1, 1980	\$600
Hired prior to January 1, 1980 (Pre 1980)	\$1,000

- . The contribution will be pro-rated to the first of the month following date of service for new employees or the date that continuing employees receive health insurance through the County.
- . County dollar contribution changes becomes effective the start of the first pay period of the payroll year following the 10 or 15 year longevity date. At CCC, the changes will become effective the start of the first pay period of January.
- . County dollar contributions will be paid into the accounts to be effective the first of the plan year.

C. The County will contribute \$1,000 annually to active employees who are eligible for, but do not elect to participate in, the County-offered health insurance.

- . The contribution will be pro-rated to the first of the month following date of service for new employees.
- . County dollar contributions will be paid to active employees as a separate check in a lump sum in the first "off payroll" week in December.

Section 2. Retirement

The employer agrees to continue to provide for all employees covered under this agreement the Improved Twenty (20) Year Career Retirement Plan (Section 75I) with option 60b of the New York State Retirement and Social Security Law. Participation in the New York State Employees Retirement System shall be on a noncontributory basis except for Tier 3 and Tier 4 category employees.

ARTICLE 23 **ADDITIONAL BENEFIT PROGRAMS**

Section 1. Deferred Compensation Program

Employees of the County may enroll in the Deferred Compensation Program agreed upon between the County and C.S.E.A.

Section 2. Employees Assistance Program

Employees may participate in the Employees Assistance Program provided by the County and agreed upon by C.S.E.A.

Section 3. Flexible Spending Account Program

Employees may participate in a Flexible Spending Account Program as agreed upon by the County and C.S.E.A.

ARTICLE 24
REFRESHMENT BREAK

Each full time employee is entitled to one 15-minute break in the first half of their shift and one 15-minute break in the second half of their shift. Except as expressly permitted by the Department Head, such breaks may not be combined with lunchtime, may not reduce the beginning or end of the workday or be used for overtime purposes.

ARTICLE 25
MILEAGE ALLOWANCE

A mileage allowance equal to that of the published IRS rate will be allowed and paid for the use of a personal automobile on official County business during the duration of this contract. If such rate shall increase by more than two cents (\$.02) per mile in any given year, the amount paid shall not be increased by more than two cents (\$.02) in any given year. Increases in the IRS rate will be implemented sixty (60) days following publication. Reimbursement will be made only to those employees who maintain a minimum liability insurance policy of \$50,000/\$100,000. Employees who seek reimbursement shall submit annually to their Department Head proof of such coverage (Certificate of Insurance). Clinton Community College employees are not required to submit proof of liability insurance and will be paid at the published IRS rate regardless of the amount of the annual increase.

ARTICLE 26
ISSUANCE OF CLOTHING AND/OR UNIFORMS TO COUNTY EMPLOYEES

All employees who are provided with uniforms or a uniform allowance must wear the uniform. In addition to the requirement to wear uniforms provided or for which a maintenance allowance is provided, the employees are required to maintain such uniforms in clean and reasonable condition. Each employee to whom the County supplies a uniform or uniform maintenance allowance will be subject to inspection by the department supervisor and/or Department Head. Any employee who receives a warning about the condition or cleanliness of his/her uniform who does not correct the situation within a reasonable period of time will be subject to discipline.

Section 1. The County agrees to continue to supply uniforms for building maintenance staff, cleaners and custodians in the Buildings and Grounds Department and mechanics. Safety shoes (1 pair) will be supplied for mechanics by the County.

Section 2. All equipment operators in the Landfill Department will be provided with either two (2) sets of coveralls or two (2) sets of work clothes per year, one pair of safety boots, hard hat, and safety goggles. All members of the department will be provided with yellow storm coats. Such equipment is to be worn.

Section 3. Highway Department employees assigned to work crews shall receive \$180 per year for the purchase of the required steel-toed safety boots and clothing. The allowance will consist of \$100 for steel-toed boots and \$80 for clothing.

Highway Department mechanics, engineering staff and the parts and inventory clerk will receive \$100 per year for the purchase of the required steel-toed safety boots. The Highway Department will provide mechanics with uniforms and laundry service via department contract.

The Highway Department will pay the applicable allowance to active employees on or about June 15th of each year. No employee shall be entitled to a prorated payment for a partial work year. An employee who leaves or is severed from County service prior to the date of the allowance payment shall not receive payment from the County.

Steel-toed safety boots must be worn at all times. The Highway Department will continue to provide other worksite-related safety items such as vests, hardhats, rain clothing, eye and ear protection and any other protective items designated by the Department Head.

Section 4. All full-time, permanent employees who are required to wear a uniform not supplied by the employer will receive an \$80 yearly uniform maintenance allowance.

ARTICLE 27 **EDUCATIONAL TUITION ASSISTANCE**

Employees shall be permitted to take job related courses with full reimbursement by the County for tuition and mandatory fees upon obtaining the prior written approval by the County Administrator (CCC – College President) and upon proof of satisfactory completion of said course with a "C" or better.

The County will reimburse employees the cost of the examination for licensure or certification beyond the minimum qualifications for employment, upon request of the Department Head and approval of the County Administrator. The County will also reimburse employees for the renewal of such licensure or certification upon request of the Department Head and approval of County Administrator.

Any employee who has been provided the benefit of this clause who then voluntarily leaves County service after less than one year of use of the benefit, shall return one half (1/2) of the reimbursement to the County. If the employee voluntarily leaves County service after less than six (6) months of the use of the benefit, the employee shall return three-fourths (3/4) of the reimbursement to the County. In the case of tuition, said reimbursement shall be provided to the County for the last school year in which the employee received tuition reimbursement.

ARTICLE 28 **EMERGENCY CLOSURES**

An employee who reports to work for his/her normal workday and is sent home after reporting for work as a result of an emergency condition not in the control of the employee shall receive his/her days pay subject to the approval and verification of the Department Head or authorized representative.

- Full-time employees whose departments were ordered closed will be paid for that time frame without charging accrued leave time.

- Full-time employees on the payroll using accrued leave time for that time frame will not be charged for those hours.
- Full-time employees who were required to work and did, but then had to leave work for a documented medical reason (personal or family), will be treated as permanent, full-time employees on the payroll using accrued leave time for that time frame and will not be charged for those hours.
- Full-time employees who were required to work for that time frame will be given an equivalent number of lieu hours to be scheduled and used by December 31st of the current year.
- Full-time employees in the Sheriff's Department, the Nursing Home and any other department where employees were directed to report to work but did not, must charge leave time or not be paid.
- Full-time employees who worked before or after their regular work shift will receive time and one-half if over eight (8) hours in that day or straight time if less than eight (8) hours.
- Temporary and seasonal employees will be paid for the time they worked but will not receive pay if they did not work.

ARTICLE 29
MANDATED MEETINGS

An employee who is called in on his/her day off for a mandated meeting in the department will be paid for the time of the meeting.

ARTICLE 30
ON-CALL COMPENSATION

Section 1. Airport

Airport employees required to provide on-call coverage shall be compensated in the following manner:

1. Monday to Friday - 5:00 p.m. - 9:00 a.m. - \$3.00 per hour
2. Saturday & Sunday - 9:00 a.m. Saturday to 9:00 a.m. Monday - \$144.00 per weekend
3. Holidays - \$75.00 per day.

Electronic paging devices will be used to locate employees. An airport employee who is on-call, who responds to a call-out will be paid a minimum of four (4) hours at his/her rate of pay in addition to the above on-call compensation.

Employees placed on weekend standby at the Airport for a specific shift only shall have their compensation prorated at the rate of three dollars (\$3.00) per hour.

Section 2. Child Protective Services

- A. For each CPS report handled by the on-call caseworker, including travel, phone calls and documentation, the caseworker will be paid a minimum of four (4) hours at the appropriate hourly rate of pay. This includes reports to which the on-call caseworker is directed to respond, which originated during normal business hours. Beyond four (4) hours time, the actual number of hours worked should be recorded and will be compensated at the appropriate hourly rate of pay. Payment for work performed on Sundays and holidays shall be twice the hourly rate of pay. Payment for Monday through Saturday shall be at either straight time or time and one-half (1 1/2) depending on the number of hours worked in the given day or week.

- B. Upon going out, if the on-call caseworker is unable to make face-to-face contact with an individual(s) listed on the report, the on-call caseworker will be compensated a minimum of two (2) hours at the appropriate rate of pay*, including travel, phone calls and documentation time. If contact is made with the individual(s) listed on the report, the on-call caseworker will be paid a minimum of four (4) hours at the appropriate rate of pay*, including travel, phone calls and documentation time. Upon review with a supervisor, if a follow-up visit is required, the on-call caseworker will be compensated a minimum of two (2) hours at the appropriate rate of pay*, including travel, phone calls and documentation time.
- C. When the on-call caseworker is able to negate the need to go out on a call or CPS report, the on-call caseworker will be paid for actual time spent on the telephone, including documentation, at the appropriate rate of pay*.
- D. Compensation for the “on-call” status of the caseworker (which includes carrying an electronic paging device) will be for all hours of work outside the normal workday. This compensation will be at the same rate as the Public Health Nurse (Primary Responder) as stated below.
 - 1. \$2.75 per hour (5:00 p.m. to 8:00 a.m. Monday through Friday)
 - 2. \$3.25 per hour (5:00 p.m. Friday to 8:00 a.m. Monday)
 - 3. \$3.75 per hour for 24 hours on holidays

*Reference A. above to determine the appropriate rate of pay.

ARTICLE 31
PART-TIME BENEFITS

A person who is employed by the County who works less than the established workweek for the department will receive the following benefits:

1) Health Insurance

Part-time employees may enroll in the County-offered health plans in the same manner as full-time employees. Enrollment in an HMO is at 100 percent cost to the employee; enrollment in the New York State Health Insurance Plan – the Empire Plan will be dictated by their schedule.

Part-time employees are not eligible for the County contribution to unreimbursed medical expense or dependent day care, nor will they receive a buyout for non-participation in the County-offered health insurance.

2) Wages, Salaries and Increments

Part-time employees will be entitled to the same wages and salaries as indicated in Article 12 of this contract.

Part-time employees will be entitled to an increment. Under the first criterion of eligibility, an employee may qualify after two (2) years at the same level. The employee hired after January 1st up to and including June 30th of any given year will advance the second January after hire. An employee hired

between July 1st and December 31st in any given year will advance the third January after hire. Under the second criterion, an employee may qualify with one (1) year of service at the same level. The increment will be based upon the actual hours worked. If an employee works 95% of a full time employees hours in a given payroll year, he/she will be eligible for an increment the following January.

3) Leave Time

A. Vacation Leave - For every hour of straight time paid, a part-time employee will accrue .0385 hours of vacation leave. This yields a potential annual accrual equal to a total of ten (10) days of vacation leave. For policies and procedures governing the use of vacation leave refer to Article 16, Sections 2 through 7.

B. Sick Leave - For every hour of straight time paid, a part-time employee will accrue .0154 hours of sick leave. This yields a potential annual accrual equal to a total of four (4) days. The sick leave policies and procedures are as follows:

Section 1. Each employee may accumulate sick leave to a maximum of 82 days (574 hours, 615 hours, or 656 hours). After an employee has accumulated 82 days of sick leave, no additional days of sick leave shall be credited to that employee except to the extent of replacing sick days used.

Section 2. For the calculation of sick leave credits, the time recorded on the payroll at the full rate of pay shall be considered as time served by the employee.

Section 3. Earned sick leave may be taken by the employee as they earn it.

Section 4. No sick leave with full pay shall be granted beyond accrued earned credits or approved Sick Bank time.

Section 5. In order to charge sick leave, it must be reported by the employee on the first working day of such absence within such time limit as the Department Head may establish. The failure to report on such day may be excused at the discretion of the Department Head if such failure results from the nature of the illness.

Section 6. In order to qualify for sick leave, proof of disability must be provided by the employee, satisfactory to the Department Head and the Department of Personnel (CCC – Human Resource Officer). Presentation of a Physician's Certificate in the prescribed form may be waived for absences up to five consecutive work days. Such certificate is mandatory for absences over five consecutive work days and, in protracted disability, should be presented to the Department Head and the Department of Personnel at the end of each six (6) weeks of continued absence. The employer shall have the right at anytime to have an independent physical examination performed of any employee by a licensed health care provider and at the employer's expense.

Section 7. Sick leave of up to five (5) days in any fiscal year may also be used for the purpose of family illness or bereavement leave. Family illness shall require the same medical proof as personal sick leave. Family sickness and bereavement leave shall be limited to Mother - Father; Husband - Wife; Mother-in-Law or Father-in-Law; Son or Daughter; Son-in-Law or Daughter-in-Law; Sister or Brother; Grandparents; grandchildren; and Step-Family residing in the household.

Section 8. At the time any employee shall retire from Clinton County service, he/she shall receive a cash payment for unused but accumulated days of sick leave up to a maximum of 82 days (574 hours, 615 hours, or 656 hours). For employees hired prior to January 1, 1996, such payment shall be based upon the employee's rate of pay at the time of retirement. For employees hired on January 1, 1996 and thereafter, payment at the time of retirement will be at the hourly rate when the days were accrued. (When days are used for sick leave purposes, they will be deducted on the basis of last in first out).

Section 9. Discretionary with the Department Head, employees may use sick leave in half- hour units.

4) Sick Leave Bank

Part-time employees may join the bank by donating two (2) sick days [fourteen (14), fifteen (15) or sixteen (16) hours]. Use of days from the Sick Leave Bank will be in part-time equivalent days (hours). Sick leave donated will be deducted from the employee's maximum allowable retirement payout on a 1:1 formula (Example: Two (2) days donated, two (2) days will be deducted from the maximum allowable retirement payout). Vacation days may be donated in lieu of or in combination with sick leave days, but will not affect retirement payout. Donations must be made in full working day increments (7 hours, 7 1/2 hours or 8 hours). Sick leave hours donated will be permanently deducted from the employee's total allowable accumulation of sick leave.

For other Sick Leave Bank policies and procedures, refer to Article 18 – Sick Leave Bank.

5) Shift Differential

Part-time employees shall receive shift differentials as stated in Article 13.

Part-time employees in the Nursing Home who qualify under Article 37 – Clinton County Nursing Home, will receive the shift differential as described in that article.

6) Clothing Allowance

All part-time employees who are required to wear a uniform not supplied by the employer and who, by the end of each contract year, have worked an average of three (3) or more days per week will receive a uniform maintenance allowance of \$40 to be paid at the end of the contract year.

All employees who are provided with uniforms or a uniform allowance must wear the uniforms. In addition to the requirement to wear uniforms provided or for which a maintenance allowance is provided, the employees are required to maintain such uniforms in clean and reasonable condition. Each employee to whom the County supplies a uniform or uniform maintenance allowance will be subject to inspection by the department supervisor and/or Department Head. Any employee who receives a warning about the condition or cleanliness of his/her uniform who does not correct the situation within a reasonable period of time will be subject to discipline.

7) Seniority

Seniority shall commence upon the date of first permanent appointment. Part-time permanent employees shall be included in a separate seniority roster which shall be subordinate to the seniority roster of permanent employees. The County agrees to abide by such seniority preference list in connection with layoffs from and return to work based upon the individual employee and his job

classification. Seniority in title shall be the deciding factor in shift selection and days off work.

8) Maintenance of Benefits

Part-time employees will maintain benefits in the same fashion as full-time employees as per Article 3, Section 4.

9) Refreshment Break

Part-time employees who work at least one half of the established workday are entitled to one 15 minute break. Part-time employees who work the full workday shall have the same break periods as full-time employees (see Article 24).

10) Emergency Closures

Part-time employees who are scheduled to work and whose departments were ordered closed will be paid for those hours they were scheduled to work.

At the request or approval of the employer, part-time employees who were required to work for that time frame, will be given an equivalent number of lieu hours to be scheduled and used by December 31st of the current year.

For those departments that are not closed during an emergency, part-time employees who work under these circumstances will receive lieu time equal to their hours worked after the emergency has been declared to be scheduled and used by December 31st of the current year.

11) Overtime

Section 1. Any hours worked over and above a workweek of forty (40) hours or eight (8) hours in a given day, a part-time employee, with the written permission of the Department Head, shall either be paid at the rate of one and one-half times the employee's rate of pay or earn compensatory time at the rate of one and one-half hours.

Section 2. The necessity for overtime work shall be approved by the employee's Department Head before any credit for overtime work shall be allowed. No credit shall be given for overtime of less than one-half hour in a day. Overtime or compensatory hours shall be credited only in one-half hour units and no fractional part of such a unit shall receive credit.

Section 3. Earning of compensatory time is an alternative to overtime pay and is subject to the approval of the employee's Department Head and with the mutual agreement of the employee. Department Heads have overall responsibility for the accurate accounting and implementation of compensatory time and must approve, in advance, the overtime hours that will result in compensatory time and must also approve, in advance, the use of compensatory time.

Section 4. Accrued compensatory time may not exceed two working days in one pay period and shall be used no later than the following two pay periods provided that such time off from regular working hours shall first be approved by the Department Head. If an employee requests to use compensatory time within the required time frame but the Department Head cannot approve the use due to work

requirements, the employee will receive pay for the unused compensatory time hours, not exceeding two working days, accumulated according to the guidelines above in Section 1.

Section 5. All paid sick leave shall be considered as time worked for the purpose of computing overtime.

Section 6. The employer shall not prevent an employee from working his/her normal shift and/or workweek in order to relieve himself/herself of the responsibility of paying such overtime.

Section 7. No employee may rearrange or otherwise alter their daily or weekly work schedule in order to create overtime without prior written approval of the Department Head.

Section 8. Overtime and compensatory time shall be subject to the rules and regulations of the F.L.S.A. as they apply to public employees.

12) Educational Tuition Assistance

Part-time employees shall be permitted to take job related courses with 50% reimbursement by the County for tuition and mandatory fees upon obtaining the prior written approval by the County Administrator (CCC – College President) and upon proof of satisfactory completion of said course with a "C" or better.

Any part-time employee who has been provided the benefit of this clause, who then voluntarily leaves County service after less than one year of use of the benefit, shall return one half (1/2) of the reimbursement to the County. If the employee voluntarily leaves County service after less than six (6) months of the use of the benefit, the employee shall return three fourths (3/4) of the reimbursement to the County. In the case of tuition, said reimbursement shall be provided to the County for the last school year in which the employee received tuition reimbursement.

For other part-time benefits, refer to the following articles:

Article 4	Posting of Positions
Article 5	Out-of-Title Work
Article 6	Reallocations
Article 7	County Wide Performance Evaluations
Article 8	Personnel File
Article 20	Worker's Compensation
Article 21	Personal Liability/Injury
Article 23	Additional Benefits Programs
Article 25	Mileage Allowance
Article 29	Mandated Meetings
Article 33	Layoff and Recall
Article 34	Reciprocal Rights/Labor Management
Article 35	Disputes and Grievances
Article 36	Discipline and Discharge Action
Article 37	Clinton County Nursing Home
Article 39	Health Department

ARTICLE 32
CONTRACTING OF SERVICES

C.S.E.A. acknowledges that the County has the right to contract out for goods and services that are not ordinarily performed by members of the bargaining unit and for contracting of services in major construction and repair projects, in accordance with its past practice, when the County does not have the equipment or special skills to complete the task. It is not the intent of the County to contract for goods and services in order to undermine the bargaining unit. There shall be no loss of present jobs of permanent employees as a result of the County's exercise of its right to contract out for goods and services; however, this shall in no way be construed as a prohibition on the County to reduce staff for reasons not related to contracting of services.

Any contracting out of goods and services that is objected to by either party will be discussed in advance with C.S.E.A. in the Labor-Management Committee. If there is a tie in the committee, the parties will then ask one member from a mutually agreed upon list of three distinguished County residents to break the tie. The list will be changed every three (3) years.

ARTICLE 33
LAYOFF AND RECALL

1. Layoff and Recall procedures for members of the Competitive Service will be in accordance with the applicable sections of Civil Service Law (currently Sections 80 and 81 and any others that may apply).
2. For members of the unit who are in the Non-competitive and Labor classes of service, the following layoff and recall procedures will apply:
 - a. Within the job classification of the position to be abolished or reduced in force within the affected department, the employee with the least seniority will be laid off first. Seniority will be calculated in accordance with the definition in Article 3, Section 3 of this agreement.
 - b. Recall to service within the job classification of the reduced or abolished position shall be in the inverse order of layoff, i.e., the most senior individual on the recall list will be called first. An employee will be kept on the recall list for a period of twenty-four (24) months. While layoff will be by department, recall will be County-wide. An employee who is offered recall to a lower rated position will be compensated at the lower rated position rate but at the step the employee was on when layoff occurred.
 - c. Any employee whose position has been abolished or reduced who has worked for the County in his/her department in a lower rated job title may replace the least senior member in the same department provided he/she has more overall County seniority.
 - d. Veterans in the unit will still continue to be provided the right of transfer as established in Section 86 of Civil Service Law.
 - e. Part-time employees in the same job and title as full-time employees in the department affected by the reduction in force or job elimination will be laid off first.
 - f. In the event of a tie in seniority affecting two individuals, a coin toss will break the tie. In the event of a tie in seniority affecting three or more employees, the tie will be broken by lot.

ARTICLE 34
RECIPROCAL RIGHTS / LABOR MANAGEMENT

Reciprocal Rights

The County recognizes the right of the employees to designate representatives of C.S.E.A. to appear on their behalf to discuss salaries, working conditions, grievances and disputes as to the terms and conditions of this contract and to visit employees during working hours. Such employees' representatives shall also be permitted to appear at public hearings before the Clinton County Legislature upon the request of the employees.

Section 1. The County shall so administer its obligations under this contract in a manner which will be fair and impartial to all employees and shall not discriminate against any employee as defined by the County Discrimination Policy.

Section 2. C.S.E.A. shall have the right to post notices and other communications on bulletin boards maintained on the premises and facilities of the employer, subject to the approval of the contents of such notices and communications by the Clinton County Legislature or its designee. The Officers and Agents of C.S.E.A. have the right to visit the County's facilities for the purpose of resolving grievances and administering the terms and conditions of this contract.

Section 3. Employees who are designated or elected for the purpose of resolving grievances or assisting in the administration of this contract shall be permitted a reasonable amount of time free from their regular duties to fulfill these obligations which have as their purpose the maintenance of harmonious and cooperative relations between the County and C.S.E.A.

Section 4. Employees officially elected as representatives of C.S.E.A. may be allowed reasonable approved time-off for the purpose of attending State and regional C.S.E.A. meetings and conferences.

Labor Management

The employer and C.S.E.A. shall establish a joint Labor/Management Committee for the purpose of providing communication, discussion and resolution of problems arising out of the terms and conditions of employment stated or unstated in the agreement. Either party may request a meeting at a mutually convenient time and date. Unless mutually cancelled, the meeting will take place within two (2) weeks of the request.

ARTICLE 35
DISPUTES AND GRIEVANCES

It is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to grievances through procedures under which parties may present grievances free from coercion, restraint, and reprisal.

A grievance is a dispute concerning the interpretation, application or claimed violation of a specific term or provision of this agreement, rules, regulations or administrative work order which relates to or involves the employee(s).

PROCEDURE

Step 1. The employee shall present the grievance orally, or in writing, to the employee's immediate supervisor or to the person who has been designated by the Department Head for such purpose at the appropriate local level, not later than fifteen (15) working days after the date on which the act or omission giving rise to the grievance occurred. If presented orally, and not resolved, the employee shall have five (5) additional working days within which to present the grievance in writing to the employee's immediate supervisor. If the grievance is written, the immediate supervisor shall have five (5) working days to reply to the grievant in writing. If denied, the reasons shall be stated.

Step 2. In the event that the employee wishes to appeal an unsatisfactory decision at Step 1, he/she shall submit the written grievance and the response of the immediate supervisor, to the C.S.E.A. Grievance Committee within five (5) working days. The Grievance Committee shall have fifteen (15) working days to conclude that the grievance may or may not be meritorious. Its decision shall be final and in writing and sent to all parties involved.

Step 3. If an employee's grievance is not resolved at Step 2, and the C.S.E.A. Grievance Committee authorizes the grievance to be presented to the Grievance Committee of the Clinton County Legislature, C.S.E.A. shall forward the grievance, the response, and any other pertinent papers to the Chairperson of the County Legislature Grievance Committee with a request for a hearing. Within fifteen (15) working days of the request for hearing on the grievance deemed meritorious by C.S.E.A., the Legislative Committee shall hold a hearing and render a decision on the grievance within ten (10) working days of the conclusion of the hearing. The County Legislative Committee's decision shall be in writing and sent to all parties involved.

Step 4. If the employee or C.S.E.A. is not satisfied with the decision at the third stage and C.S.E.A. determines that the grievance is meritorious, it may submit the grievance to arbitration by written notice to the Chairperson of the County Legislature within fifteen (15) working days of the decision at the third stage. Within fifteen (15) working days after such written notice of submission to arbitration, the County Legislature or its designee and C.S.E.A. shall request a list of arbitrators from the Public Employees Relations Board. The parties will then be bound by the rules and procedures of the Public Employees Relations Board in the selection of an arbitrator.

The selected arbitrator will hear the matter and will issue his/her decision in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues. The cost of the arbitrator shall be borne equally by both parties.

The arbitrator's award will be final and binding on the parties.

In the event of the unexcused failure on the part of an aggrieved party to be timely, the grievance shall be deemed to be withdrawn. If the employer or his/her representative fails to make a decision within the required time period, the grievance may be appealed to the next step within the same time period as if a decision had been rendered.

1. All grievance discussions, meetings, conferences and hearings shall commence during the normal workday.
2. The time limits at any step(s) may be extended by written consent of the parties.

3. A maximum of four (4) hours shall be granted to the employee for preparation of his/her grievance at all stages, said time is to be considered not chargeable to any of the employee's accrued leave.

4. Minutes shall be recorded beginning at Step 3, with copies of said minutes furnished to all parties. Cost of such minutes shall be borne equally by both parties.

5. Employees shall have the right to have their representative present at all stages of the grievance procedure.

ARTICLE 36 **DISCIPLINE AND DISCHARGE ACTION**

All employees covered under this agreement who do not have protection under Section 75 of the Civil Service Law shall, if disciplined or discharged, be allowed to appeal the discipline or discharge action (in writing) to the Labor/Management Committee as established under this agreement. The Labor/Management Committee shall, within ten (10) working days of receipt of the appeal, meet and review the employee's case making a decision as to whether the employee should have been disciplined or discharged. If the committee determines that the employee should have been disciplined, it shall review the penalty(ies) imposed to determine whether the penalty(ies) were excessive. If the committee determines that the employee should not have been disciplined or discharged, the committee shall take the necessary action to cause the penalty(ies) against the affected employee to be reversed. In the instance of any fine paid by an employee, the money shall be returned to him/her. In the instance of a discharge or a suspension, the employee shall be reinstated to the position held prior to the discharge or suspension with full pay and benefit status. The employee shall also be given full pay and earned benefit credits, including seniority rights, for the period of the discharge or suspension. The employee shall receive a copy of the charges.

All documents, including charges, shall be delivered to the committee and C.S.E.A. by the charging party, as well as any written rebuttal by the employee. If the committee determines a hearing in the matter is necessary prior to making a decision, it shall convene such hearing within five (5) working days of its initial meeting. All parties involved in the action shall be required to attend and shall be allowed to be represented by counsel at the hearing if they desire. Within five (5) working days of the hearing, the committee shall render its decision and send it to the affected employee and C.S.E.A.

If the employee feels the decision of the committee is unsatisfactory, he/she may then appeal, in writing, to the Legislature who shall review the action and the decision of the Labor/Management Committee. The Legislature shall make a decision on the matter within twelve (12) working days of receipt of the appeal. If the employee is exonerated by the Legislature, such employee shall receive all back pay, benefits, etc., as is stated in paragraph 1.

ARTICLE 37 **CLINTON COUNTY NURSING HOME**

Educational Incentive

The Nursing Home will offer an Educational Incentive for all County employees who want to enter into or advance in a Nursing title. Preference will be given to Nursing Home employees. The employee would then be guaranteed full time employment at the Nursing Home at time of graduation (certification) in the title for which they went to school.

Contingent upon the Nursing Home Administrator declaring a nursing shortage at the Nursing Home and upon confirmation by the County Legislature, the Nursing Home Administrator and Director of Nursing would review and forward employees' applications for an Intermittent Educational Leave of Absence to the County Administrator for approval for the purpose of this incentive. During the Intermittent Educational Leave of Absence, Nursing Home employees would be required to work two 7.5 hour shifts per week, as well as during scheduled academic vacations at the approved educational institution they are attending.

The Nursing Home would pay approved employees for all tuition, fees, and books needed to obtain a nursing license or certification at a local educational institution (i.e. CCC, BOCES). Employees pursuing a CNA certification must be granted certification or refund all costs to the County within one (1) year. Employees pursuing a LPN license must be granted a license by the NYS Education Department within six (6) months or refund all costs to the County within two (2) years. Employees pursuing a Registered Nurse license must be granted a license by the NYS Education Department within six (6) months or refund all costs to the County within two (2) years. If an employee fails to be granted certification within six (6) months, but retakes and passes an examination and gains certification prior to one (1) year, the requirement to refund all costs is waived.

Employees receiving a LPN or RN license through this incentive would be required to work for the Nursing Home a number of years equal to the time in school or pay off the equivalent prorated amount of costs. For CNA certification, a minimum of one (1) year employment is required.

Recruitment Incentive

The Nursing Home will pay a recruitment incentive for all new part-time and full-time employees in the Nursing Home in Nurses Aide, Licensed Practical Nurse, Staff Nurse, Senior Staff Nurse and Head Nurse titles upon satisfactory completion of one (1) year of employment at the Nursing Home.

The recruitment incentive is to be paid to the employee within 30 days of completion of 1st anniversary at the Nursing Home. The payments would be at the following rate:

	<u>Part time</u>	<u>Full time</u>
Nurses Aide	\$125	\$250
Licensed Practical Nurse	\$250	\$500
Staff Nurse	\$500	\$1,000
Senior Staff Nurse	N/A	\$1,500
Head Nurse	N/A	\$1,500

Mandatory Overtime

Clinton County Nursing Home is a seven (7) day a week, twenty-four (24) hour a day facility, and there may be times when it becomes necessary to mandate nursing staff members to work overtime to adequately staff the facility. The payment of overtime for part-time employees in the Nursing Home will continue according to past practice. In those instances, the following procedures apply:

- 1) Minimum staffing levels will be provided for all shifts and posted for the supervisor's use.
- 2) Off duty nursing staff will be called first when staffing levels are below minimum. The Supervisor/Medical Clerk will post on the monthly schedule who is contacted, the response to

the call and the shift for which the employee was contacted using the following codes:

0= unable to reach

Y= Yes

N= No

ML = Message left

- 3) When a supervisor is unable to cover a call-in by contacting off-duty staff, on duty staff will be offered overtime based on seniority (most senior to least senior). If unable to cover with a staff member who is willing to work the additional time, a mandating list will be utilized.
- 4) A mandating list will be maintained as follows:
 - a) An inverse seniority list by job title will be maintained with the least senior nursing staff member placed first on the list. The list will include part-time and full-time positions by job title. The staff member that is mandated to work will have his/her name rotated to the bottom of the list and the mandated date noted.
 - b) Trade slips will be available for staff members who “volunteer to substitute” and work for the mandated staff member. The staff member who was initially mandated and did not work will stay at the top of the mandating list and the staff member who “substituted” for the mandated staff member and worked will go to the bottom of the mandating list. Any substitution will be noted on the mandatory overtime list by name, date, and job title.
- 5) All employees must be aware of where they are on the mandating list and be available when her/his name has been rotated to the top, or near the top of the list posted at each nursing unit.

ARTICLE 38

HIGHWAY DEPARTMENT AND LANDFILL

Section 1. Highway Department Snow and Ice Operations

Employees assigned to Snow and Ice Operations in the Highway Department will receive a \$500 call-out bonus at the end of each snow and ice season providing the employee has a 100% response rate and has responded to every call-out within one (1) hour of notification. The following exceptions apply to the calculation of the response rate:

1. Employee receives written approval from the Department Head or Engineering Assistant for a necessary absence a minimum of one week prior to a scheduled weekend or holiday for on-call snow and ice coverage. In addition, the employee must contact all other eligible employees assigned to any snow and ice shift and provide a replacement name for the assigned period of coverage or indicate that he has made an agreement to swap assignments.
2. In the event of illness, the employee must provide timely notification of the illness to the highway construction supervisor and provide medical notification in a form the Department Head deems sufficient.
3. Extenuating circumstances (ex. death in immediate family, etc.) provided that the employee promptly notifies the Highway Construction Supervisor of such situation.

Section 2. Landfill Department Snow and Ice Operations

Employees assigned to Snow and Ice Operations in the Landfill will receive a \$500 call-out bonus at the end of each snow and ice season providing the employee has a 100% response rate of the occasions he is asked to report and if he reports within the required time. The following guidelines will apply for the call-out bonus.

1. Prior to the beginning of each snow and ice removal season, the Landfill will post a sign-up sheet for those employees wishing to participate in the incentive program. The Landfill Operations Manager or the General Manager will use this sign up sheet to assign the number of employees needed for each snow or ice event.
2. After determining the number of employees needed for a snow or ice event, based on the event's forecasted size and/or timing, the Operations Manager or the General Manager will contact each employee to determine if they are available to assist with snow or ice removal. Seniority will be the deciding factor when needed.
3. Employees who are available and are notified to report for snow or ice removal will report to work at the specified time or one (1) hour from time of notification.

The following exceptions apply to the calculation of the response rate:

1. Employees may receive prior approval from the Operations Manager or the General Manager for a vacation, personal day, etc. at least one (1) week prior to being unavailable for snow and ice removal
2. A sudden illness may cause the employee to be unavailable for snow and ice removal. In this case, the employee must notify their supervisor as soon as possible and provide medical documentation of the absence to the supervisor.
3. Extenuating circumstances, such as injury or death in the family, may cause the employee to be unavailable for snow and ice removal. In this case, the employee must notify their supervisor as soon as possible.

The Operations Manager will keep all records for the above terms and conditions and the General Manager will have reasonable discretion and interpretation of the terms and conditions for eligibility.

ARTICLE 39
HEALTH DEPARTMENT

On-Call Coverage and Compensation for the Home Care Unit

- A. Electronic paging devices will be provided by the County to ensure that on-call personnel can be contacted immediately.
- B. Clinton County Emergency Services will contact the on-call personnel for those patients currently admitted or those being referred for Home Care Unit services or to screen other Health Department related calls.
- C. All nursing personnel (including full-time, part-time, temporary, provisional, and permanent) holding a

Registered Nurse License could be assigned to work the on-call schedule.

- This schedule would utilize seniority as one of the determining factors in staffing the on-call schedule.
- Twelve (12) nurses will work the on-call rotation. This number may be changed at the discretion of the affected parties and/or Department Head taking into consideration change in nursing duties and/or staffing.

D. Compensation for being on-call as a Primary Respondent, the first person who is contacted by the Clinton County Emergency Services, will be as follows:

- \$2.75 per hour for WEEKDAY on-call coverage from 5:00 p.m. to 8:00 a.m.
- \$3.25 per hour for WEEKEND on-call coverage starting at 5:00 p.m. on Friday through 8:00 a.m. Monday
- \$3.75 per hour for HOLIDAY on-call coverage starting at 8:00 a.m. on the holiday to 8:00 a.m. the following day

E. Compensation for being on-call as a Secondary Respondent, the person who must be prepared to go out into the field at the direction of the primary respondent, will be as follows:

- \$2.00 per hour for WEEKDAY on-call coverage from 5:00 p.m. to 8:00 a.m.
- \$2.50 per hour for WEEKEND on-call coverage from 5:00 p.m. to 8:00 a.m. each day
- \$3.00 per hour for HOLIDAY on-call coverage starting at 5:00 p.m. on the holiday to 8:00 a.m. the following day

F. Compensation for home visits, telephone calls and all related documentation completed by nursing personnel during on-call

- For each call-out, consisting of one or more consecutive home visit(s), including documentation, the on-call personnel will be paid a minimum of four (4) hours time or the actual hours worked, whichever is greater, at the appropriate hourly rate of pay as stated in Article 11 - Overtime.
- For each patient-related case involving telephone calls and including documentation, the on-call personnel will be paid one (1) hour at straight time for each case, regardless of the actual length of all relevant calls and documentation for said patient
- For each aide-related telephone call, including documentation, not covered above as a patient-related case, the on-call personnel will be paid for the actual time spent on these activities, in 15 minute increments, at straight time.

G. In an emergency (Example: a snow day), when County offices are declared closed by the Legislative Chairperson, or designee, the on-call personnel may be asked to remain on-call for the duration of the emergency at the appropriate rates of pay.

Health Department Recruitment Incentive

The Health Department will pay a recruitment incentive for all “new-to-County” service part-time and full-time employees in the Health Department for Licensed Practical Nurses, Registered Professional Nurses, Public

Health Nurses, Nurse Practitioner, Supervising Public Health Nurse and Coordinator of Community Health Services titles upon satisfactory completion of one year of employment at the Health Department.

The recruitment incentive is to be paid to the employee within 30 days of completion of his/her first anniversary at the Health Department. The payments would be at the following rate:

	<u>Part-time</u>	<u>Fulltime</u>
Licensed Practical Nurse	\$250	\$500
Registered Professional Nurse	\$500	\$1,000
Public Health Nurse	\$500	\$1,000
Nurse Practitioner	N/A	\$1,250
Supervising Public Health Nurse	N/A	\$1,500
Coordinator of Community Health Services	N/A	\$1,750

ARTICLE 40 **CLINTON COMMUNITY COLLEGE**

Except as otherwise stipulated in this agreement, the term "County" shall also be construed to mean "Clinton Community College".

Section 1. No employee will be permitted to take vacation at the Community College in the two weeks prior to the start of the fall/spring semesters or in the two-week period before spring graduation. An exception may be granted by the President of the Community College.

Section 2. Employees at the Community College will be entitled to the 12 1/2 holidays specified in this agreement. However, the use of holidays for employees at the Community College will be in accordance with the academic calendar approved by the College Board of Trustees.

Section 3. Tuition at the Community College will be waived only for those employees whose regular job assignment and work scheduling are at the Community College and who are taking courses approved by the President of the College.

Section 4. The work year at the Community College will be construed to be from September 1 to August 31 of each year, and the benefits of this agreement will be calculated using that basis for the Community College.

Section 5. At the Community College, those who must return to the College to work on registration after the end of the normal workday will be paid time and one-half for all return hours actually worked.

Section 6. C.S.E.A. employees at the Community College will receive a notice each September listing the number of sick leave days, personal leave days and vacation days an employee has for that year. In March, an employee may request an updating of his/her leave credits.

Section 7. The closing of the College may be caused by various factors including, but not limited to: inclement weather, a state of emergency, equipment malfunctions, energy reductions and directives from the Governor or SUNY. As the exact nature and cause of each closing varies, so does the required response. The President of the College or his/her designee will make the decision as to whether the College will be officially closed, or classes will be cancelled.

When the College cancels classes, employees may make a conscientious decision to either remain home or to leave the campus early. If the employee makes this decision, permanent full-time and part-time employees scheduled to work must charge the lost time to benefit time accruals (i.e. personal time or vacation time), or not be paid. Temporary employees will be paid for the time they worked but will not receive pay if they did not work. When the President or his/her designee determines that the College will close, he/she will announce whether the official closure is a Level I or Level II, as defined below:

LEVEL I: President declares College closed. Closing is directly related to the inability of the campus to operate at full capacity. Essential personnel are required to report to work. When the College is officially closed at Level I, all employees, with the exception of the Buildings and Grounds employees covered by this contract, will be excused from work. All permanent, full-time and part-time employees scheduled to work will not be required to charge their time. Permanent, full-time and part-time employees on the payroll using accrued leave time for that time frame will not be charged for those hours. Temporary employees will be paid for the time they worked, but will not receive pay if they did not work. Employees of the Buildings and Grounds Department covered by this contract are considered essential personnel and must report to work when the College is closed at Level I. Such employees will be paid one and one-half (1 ½) times for work and receive one (1) lieu hour for every hour worked at Level I on such days. Such lieu hours will be treated the same as vacation time, in accordance with contract language. Buildings and Grounds Department employees covered by this contract directed to report to work but who do not, must charge leave time or not be paid.

LEVEL II: President declares College closed. This type of closing is usually due to a directive received from the Governor's Office or from SUNY Central. Essential personnel are required to lock down the facility and leave work. When the College is officially closed at Level II, all employees will be excused from work. At the time of the announcement, Buildings and Grounds employees covered by this contract and on duty will close and lock the facilities in accordance with departmental procedures and be excused from work. All permanent, full-time and part-time employees scheduled to work will not be required to charge their time. Permanent, full-time and part-time employees on the payroll using accrued leave time for that time frame will not be charged for those hours. Temporary employees will be paid for the time they worked but will not receive pay if they did not work.

Section 8. All CSEA wage increases and salary increments will be paid on January 1st of each year.

Section 9. The College President may designate a summer schedule beginning after spring commencement and ending on a date within two weeks prior to the start of the fall semester. The summer schedule requires the approval of the College President and a majority vote of permanent, full-time CSEA employees.

Permanent, full-time employees who work 35 hours per week will work seven and one-half (7.5) hours Monday through Thursday and five (5) hours on Friday. The College will pay overtime for each hour over forty (40) in the workweek and over eight (8) in the workday during the Summer Schedule for these employees.

Permanent, full-time employees assigned to the Buildings and Grounds Department who work 40 hours per week, Monday through Friday, will work eight and one-half (8.5) hours four days a week, Monday through Thursday, and 6 hours on Friday. Permanent, full-time employees assigned to the Buildings and Grounds Department and regularly scheduled to work on Saturday, will be allowed to work four 8.5 hour days, Tuesday through Friday, and six (6) hours on Saturday.

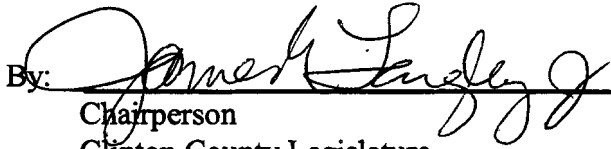
The College will pay overtime for each hour over forty (40) in the workweek and over eight and a half hours (8.5) in the workday during the Summer Schedule for these employees.

ARTICLE 41
SIGNATURE PAGE

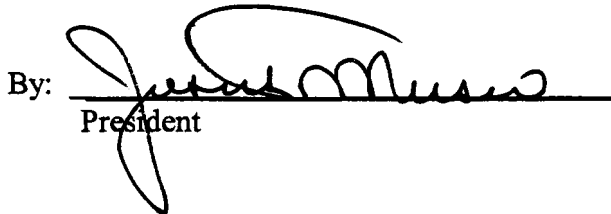
The contract shall be for a period of five years (January 1, 2004 through December 31, 2008).

IN WITNESS WHEREOF, the parties hereto have set their hands and seals as of the first day and year first above written.

COUNTY OF CLINTON, NEW YORK

By: 
Chairperson
Clinton County Legislature

CLINTON COUNTY UNIT OF THE CIVIL
SERVICE EMPLOYEES ASSOCIATION, INC.

By: 
President

CIVIL SERVICE EMPLOYEES ASSOCIATION

By: 
Labor Relations Specialist

Date Signed:

APPENDIX A
NON-COMPETITIVE CLASS
COUNTY-SERVICE

Account Clerk/Typists (PT) - Public Hearing 6/10/88
Activity Leaders (PT)
Administrator - Indigent Defendants (PT)
Air Conditioning-Ventilating, Heating and Refrigeration Mechanic - Public Hearing 8/9/83
Airport Maintenance Workers
Airport Maintenance Workers I - Public Hearing 7/27/87
Airport Maintenance Workers II - Public Hearing 7/27/87
Airport Manager
Alcoholism Rehabilitation Aides
Assistant Sealer of Weights and Measures (PT)
Bridge Maintenance Workers - Public Hearing 7/27/87
Car Seat Grant Aide (PT) - Public Hearing 7/27/87
Commissioner of Social Services
Community Services Aides
Consulting Dietitian (PT)
Consulting Pharmacist (PT)
Cook – Managers
Coroner's Physician (PT)
County Highway Superintendent - Public Hearing 7/26/91
County Historian (PT)
Court Aide - Public Hearing 6/10/88
Court Attendants
Court Referral Director (PT) - Public Hearing 2/4/86
Court Referral Specialist (PT) - Public Hearing 6/10/88
Dental Care Director (PT)
Deputy Commissioner of Social Services
Deputy Health Commissioner (PT)
Dietary Technicians (PT) - Public Hearing 6/2/89
Director of Community Mental Hygiene Services - Public Hearing 6/2/89
Director of Data Processing - Public Hearing 7/27/87
Director of Office for the Aging - Public Hearing 7/26/91
Director of Planning - Public Hearing 6/10/88
Director of Real Property Tax Services II - Public Hearing 8/9/83
Director of Veterans Service Agency
Emergency Communications Dispatchers (PT) - Public Hearing 6/2/89
Employment and Training Director II - Public Hearing 6/2/81
Equipment and Buildings Mechanic - Public Hearing 8/24/90
Executive Director (Youth Bureau) - Public Hearing 6/2/81
Health Commissioner
Homemakers
Housekeepers
Infirmary Physician (PT)
Instructors of Beginner Swimming (Seasonal)
Keypunch Operators (PT) - Public Hearing 6/2/81

Medical Director (PT)
Motor Vehicle License Clerks (PT)
Patient Agent - Public Hearing 8/24/90
Personnel Director - Public Hearing 5/16/86
Physical Therapists (PT)
Public Health Director - Public Hearing 7/26/91
Senior Account Clerk/Typist (PT) – Public Hearing 10/10/03
STOP-DWI Coordinator - Public Hearing 3/21/84
Social Services Attorney (PT)
Social Services Investigators (PT) - Public Hearing 3/21/84
Staff Nurses - Public Hearing 7/27/87
Staff Psychiatrists (PT)
Station Attendants
STOP-DWI Educational Specialist (PT) - Public Hearing 7/27/87
Supervising Public Health Nurses (PT) - Public Hearing 6/2/89
Transfer Station Operator
Welder/Fabricator - Public Hearing 7/27/87
WIC Nutritionist (PT) - Public Hearing 7/27/87
WIC Nutrition Consultant (PT)

APPENDIX B
NON-COMPETITIVE CLASS
ALL CIVIL DIVISIONS

Assistant Recreation Director (Part-time or Seasonal)
Assistant Recreation Leaders (Seasonal)
Automotive Mechanic Helpers
Automotive Mechanics
Bookmobile Clerk-Drivers (PT)
Building Maintenance Mechanics
Building Maintenance Workers - Public Hearing 7/27/87
Bus Drivers
Carpenters
Chauffeurs
Chief Water Treatment Plant Operators, Type A (PT)
Chief Water Treatment Plant Operators, Type B (PT)
Chief Water Treatment Plant Operators, Type C (PT)
Clerks (PT)
Cooks
Court Referral Director (PT)
Electricians
Guards - Public Hearing 7/27/87
Licensed Practical Nurses
Lifeguards (Seasonal)
Motor Equipment Operator Mechanics - Public Hearing 8/9/83
Motor Equipment Operators I – Public Hearing 10/10/03
Motor Equipment Operators II – Public Hearing 10/10/03
Motor Equipment Operators III – Public Hearing 10/10/03
Motor Equipment Operators IV – Public Hearing 10/10/03
Plumbers
Principal Library Clerks (PT)
Recreation Activity Specialists (Seasonal)
Recreation Assistants (Seasonal)
Recreation Directors (Part-time or Seasonal)
Recreation Leaders (Seasonal)
Recreation Supervisors (Seasonal)
Registered Professional Nurses
School Crossing Guards (PT)
Senior Building Maintenance Workers - Public Hearing 8/24/90
Senior Clerks (PT)
Senior Custodial Worker - Public Hearing 7/27/87
Senior Library Clerks (PT)
Senior Stenographers (PT)
Senior Typists (PT) - Public Hearing 7/27/87
Sports Officials (Seasonal)
Stenographers (PT)
Summer Youth Counselors (Seasonal)
Swimming Pool Directors (Seasonal)

Typists (PT)
Van Drivers - Public Hearing of 8/9/83
Wastewater Treatment Plant Operators (PT)
Water Maintenance Workers - Public Hearing 7/27/87
Water Safety Swimming Instructors (Seasonal)
Water Superintendent (PT)
Water Treatment Plant Operators (PT)
Youth Supervisor (PT)

Section 55A - designated positions in titles where the incumbent is certified either by the Commission for the Blind and Visually Handicapped in the State Department of Social Services as being physically disabled by blindness or by the OVR State Education Department as otherwise physically or mentally disabled.

APPENDIX C
MANAGEMENT CONFIDENTIAL PERSONNEL

Accountant (Legislature)
Account Clerk/Typist
Administrative Services Officer (Mental Health)
Airport Manager
Assistant District Attorney
Budget Analyst
Building Maintenance Supervisor (Clinton Community College)
Chief Deputy
Commissioner of Social Services
Computer Programmer - Assigned to Payroll (Government Center)
Confidential Secretary to District Attorney
County Administrator
County Attorney
County Highway Superintendent
Deputy Commissioner of Social Services
Deputy County Administrator
Deputy County Treasurer
Deputy Election Commissioner
Deputy Superintendent of Highways
Director, Office for the Aging
Director of Data Processing
Director of Community Mental Hygiene Services
Director of Nursing (County Home)
Director of Patient Services (Health Department)
Director of Planning
Director of Real Property Tax Services II
Director of Social Services
Director of Veterans Service Agency
Director/Engineer of Environmental Health
Emergency Services Director
Employment and Training Director II
Executive Director of the Youth Bureau
Executive Secretary to the County Administrator
Health Facility Comptroller
Jail Administrator
Junior Audit Clerk
Legislative Assistant to the County Administrator
Nursing Home Administrator
Office Manager (Health Department)
Payroll Clerk (Treasurer)
Personnel Director
Personnel Records Clerk
Personnel Technician
Principal Audit Clerk
Principal Stenographer

Probation Director II
Public Health Director
Purchasing Agent
Sr. Audit Clerk
Sr. Computer Programmer
Sr. Personnel Records Clerk
Sr. Stenographer
Social Services Attorney
Solid Waste Supervisor (Landfill)
Stenographer
Superintendent of Buildings and Grounds
Supervising Programmer/Analyst
Undersheriff

Clinton County Salary Schedule

JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
0		20,369	20,810	21,250	21,691	22,131	22,572	23,013	23,453	23,894	24,334	24,750	24,989
	70 hrs.	11.1917	11.4340	11.6759	11.9181	12.1599	12.4021	12.6446	12.8863	13.1286	13.3703	13.5989	13.7303
	75 hrs.	10.4456	10.6717	10.8975	11.1236	11.3492	11.5753	11.8016	12.0272	12.2533	12.4789	12.6923	12.8149
	80 hrs.	9.7928	10.0048	10.2164	10.4284	10.6399	10.8519	11.0640	11.2755	11.4875	11.6990	11.8990	12.0140
1		20,853	21,307	21,762	22,216	22,671	23,125	23,579	24,033	24,488	24,942	25,371	25,630
	70 hrs.	11.4577	11.7071	11.9571	12.2066	12.4566	12.7060	12.9554	13.2050	13.4550	13.7044	13.9401	14.0824
	75 hrs.	10.6939	10.9267	11.1600	11.3928	11.6261	11.8589	12.0917	12.3247	12.5580	12.7908	13.0108	13.1436
	80 hrs.	10.0255	10.2438	10.4625	10.6808	10.8995	11.1178	11.3360	11.5544	11.7731	11.9914	12.1976	12.3221
2		21,213	21,685	22,159	22,633	23,107	23,580	24,054	24,528	25,001	25,474	25,938	26,210
	70 hrs.	11.6554	11.9149	12.1753	12.4357	12.6961	12.9560	13.2164	13.4769	13.7369	13.9967	14.2517	14.4011
	75 hrs.	10.8784	11.1205	11.3636	11.6067	11.8497	12.0923	12.3353	12.5784	12.8211	13.0636	13.3016	13.4411
	80 hrs.	10.1985	10.4255	10.6534	10.8813	11.1091	11.3365	11.5644	11.7923	12.0198	12.2471	12.4703	12.6010
3		21,699	22,199	22,699	23,199	23,700	24,200	24,700	25,201	25,701	26,201	26,671	26,966
	70 hrs.	11.9226	12.1973	12.4720	12.7467	13.0220	13.2967	13.5714	13.8467	14.1214	14.3961	14.6544	14.8164
	75 hrs.	11.1277	11.3841	11.6405	11.8969	12.1539	12.4103	12.6667	12.9236	13.1800	13.4364	13.6775	13.8287
	80 hrs.	10.4323	10.6726	10.9130	11.1534	11.3943	11.6346	11.8750	12.1159	12.3563	12.5966	12.8226	12.9644

CAR SEAT GRANT AIDE
CHAUFFEUR
COMMUNITY SERVICES GRANT AIDE
YOUTH COURT GRANT AIDE

NONE

FS

ACTIVITIES AIDE
CLEANER
DIETARY ATTENDANT
ENVIRONMENTAL SERVICES WORKER
LABORER (COUNTY HOME)

CLERK
NURSES AIDE
PATIENT AGENT

Clinton County Salary Schedule

JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
4		22,177	22,703	23,230	23,756	24,282	24,808	25,333	25,859	26,385	26,911	27,408	27,724
ACCOUNT CLERK	70 hrs.	12.1851	12.4741	12.7637	13.0527	13.3417	13.6307	13.9193	14.2083	14.4973	14.7863	15.0593	15.2330
CENTRAL SERVICE CLERK	75 hrs.	11.3728	11.6425	11.9128	12.1825	12.4523	12.7220	12.9913	13.2611	13.5308	13.8005	14.0553	14.2175
COOK	80 hrs.	10.6620	10.9149	11.1683	11.4211	11.6740	11.9269	12.1794	12.4323	12.6851	12.9380	13.1769	13.3289
CUSTODIAL WORKER													
DATA COLLECTOR													
DATA ENTRY MACHINE OPERATOR													
LIBRARY AIDE TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
PURCHASING CLERK													
TYPIST													
5		22,781	23,333	23,886	24,438	24,991	25,544	26,097	26,648	27,202	27,754	28,275	28,615
ACCOUNT CLERK/STENOGRAPHER	70 hrs.	12.5170	12.8203	13.1241	13.4274	13.7313	14.0351	14.3390	14.6417	14.9461	15.2494	15.5357	15.7226
ACCOUNT CLERK/TYPIST	75 hrs.	11.6825	11.9656	12.2492	12.5323	12.8159	13.0995	13.3831	13.6656	13.9497	14.2328	14.5000	14.6744
DIETARY TECHNICIAN	80 hrs.	10.9524	11.2178	11.4836	11.7490	12.0149	12.2808	12.5466	12.8115	13.0779	13.3433	13.5938	13.7573
LIBRARY CLERK													
STENOGRAPHER													
6		23,384	23,965	24,545	25,126	25,706	26,287	26,867	27,448	28,028	28,609	29,143	29,507
COMPUTER OPERATOR	70 hrs.	12.8483	13.1676	13.4863	13.8054	14.1241	14.4434	14.7621	15.0813	15.4000	15.7193	16.0126	16.2126
HOME HEALTH AIDE	75 hrs.	11.9917	12.2897	12.5872	12.8851	13.1825	13.4805	13.7780	14.0759	14.3733	14.6713	14.9451	15.1317
MEDICAL CLERK	80 hrs.	11.2423	11.5216	11.8005	12.0798	12.3586	12.6380	12.9169	13.1961	13.4750	13.7544	14.0110	14.1860
MEDICAL CLERK/TYPIST													
MICROFILM OPERATOR													
PHOTOCOPY MACHINE OPERATOR													
RECORDS INVENTORY PLANNING CLERK													
SENIOR CLERK													
SENIOR LIBRARY CLERK													
WIC NUTRITION AIDE													
WIC PROGRAM AIDE													
WIC PROGRAM AIDE/TYPIST													

52

Clinton County Salary Schedule
JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
7		24,113	24,714	25,313	25,913	26,513	27,112	27,712	28,312	28,911	29,511	30,084	30,475
	70 hrs.	13.2489	13.5791	13.9083	14.2379	14.5676	14.8967	15.2264	15.5560	15.8851	16.2149	16.5297	16.7446
	75 hrs.	12.3656	12.6739	12.9811	13.2887	13.5964	13.9036	14.2113	14.5189	14.8261	15.1339	15.4277	15.6283
	80 hrs.	11.5928	11.8818	12.1698	12.4581	12.7466	13.0346	13.3231	13.6115	13.8995	14.1880	14.4635	14.6515
8		24,837	25,466	26,095	26,723	27,351	27,980	28,609	29,238	29,866	30,494	31,086	31,504
	70 hrs.	13.6467	13.9923	14.3379	14.6830	15.0280	15.3736	15.7193	16.0649	16.4099	16.7550	17.0803	17.3099
	75 hrs.	12.7369	13.0595	13.3820	13.7041	14.0261	14.3487	14.6713	14.9939	15.3159	15.6380	15.9416	16.1559
	80 hrs.	11.9409	12.2433	12.5456	12.8476	13.1495	13.4519	13.7544	14.0568	14.3586	14.6606	14.9453	15.1461
9		25,684	26,341	27,000	27,658	28,317	28,975	29,634	30,292	30,951	31,610	32,233	32,685
	70 hrs.	14.1121	14.4731	14.8351	15.1967	15.5589	15.9203	16.2824	16.6440	17.0060	17.3681	17.7104	17.9589
	75 hrs.	13.1713	13.5083	13.8461	14.1836	14.5216	14.8589	15.1969	15.5344	15.8723	16.2103	16.5297	16.7616
	80 hrs.	12.3481	12.6640	12.9808	13.2971	13.6140	13.9303	14.2471	14.5635	14.8803	15.1971	15.4966	15.7140

EMPLOYMENT AND TRAINING ASST.
 GROUNDSKEEPER
 HOMEMAKER
 LABORER (HIGHWAY, LANDFILL)
 LABORER (MAINTENANCE)
 PHYSICAL THERAPIST ASSISTANT
 SENIOR TYPIST

AUDIO VISUAL TECHNICIAN
 BRIDGE MAINTENANCE WORKER
 CHEMICAL ABUSE REHABILITATION AIDE
 COMMUNITY MENTAL HEALTH AIDE
 COURT AIDE
 EMERGENCY MEDICAL SERVICES COORDINAT
 ENVIRONMENTAL SERVICES SUPERVISOR
 LABORER (AIRPORT)
 MOTOR EQUIPMENT OPERATOR I
 MOTOR VEHICLE LICENSE CLERK
 PRINTING MACHINE OPERATOR
 SENIOR ACCOUNT CLERK
 SENIOR ACCOUNT CLERK/TYPIST
 SENIOR CUSTODIAL WORKER
 SENIOR WIC PROGRAM AIDE

BUILDING MAINTENANCE WORKER
 CHEMICAL ABUSE COUNSELOR ASSISTANT
 COOK-MANAGER
 EMERGENCY COMMUNICATIONS DISPATCHER
 LEISURE TIME ACTIVITIES DIRECTOR
 PRINCIPAL CLERK
 RECORDING CLERK
 SENIOR STENOGRAPHER
 STAFF DEVELOPMENT AIDE
 STATION ATTENDANT

Clinton County Salary Schedule

JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
10		26,527	27,217	27,906	28,595	29,286	29,975	30,664	31,353	32,043	32,733	33,390	33,873
AIRPORT MAINTENANCE WORKER I	70 hrs.	14.5753	14.9544	15.3330	15.7116	16.0911	16.4697	16.8483	17.2269	17.6060	17.9851	18.3461	18.6116
ASSESSMENT CONTROL EXAMINER													
CARPENTER (HIGHWAY)	75 hrs.	13.6036	13.9575	14.3108	14.6641	15.0184	15.3717	15.7251	16.0784	16.4323	16.7861	17.1231	17.3708
CREW SUPERVISOR													
DIETETIC SERVICE SUPERVISOR	80 hrs.	12.7534	13.0851	13.4164	13.7476	14.0798	14.4110	14.7423	15.0735	15.4053	15.7370	16.0529	16.2851
GATE ATTENDANT													
MOTOR EQUIPMENT OPERATOR II													
PRINCIPAL CLERK/TYPIST													
PROBATION ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SENIOR ACCOUNT CLERK (TREAS.)													
SENIOR ACCOUNT CLERK/TYPIST (TREAS.)													
SENIOR DATA ENTRY MACHINE OPERATOR													
SENIOR PHOTOCOPY MACHINE OPERATOR													
SENIOR STATION ATTENDANT													
SERVICES FOR THE AGING SPECIALIST													
SOLID WASTE AIDE													
TRAFFIC SAFETY COORDINATOR													
TRAFFIC SIGNAL TECHNICIAN													
VETERANS SERVICE AIDE													
11		27,374	28,092	28,811	29,529	30,247	30,966	31,684	32,402	33,122	33,839	34,528	35,042
CHEMICAL ABUSE COUNSELOR	70 hrs.	15.0407	15.4351	15.8303	16.2247	16.6193	17.0143	17.4089	17.8033	18.1989	18.5929	18.9714	19.2539
PARALEGAL													
PROBATION OFFICER TRAINEE	75 hrs.	14.0380	14.4061	14.7749	15.1431	15.5113	15.8800	16.2483	16.6164	16.9856	17.3533	17.7067	17.9703
SENIOR BUILDING MAINTENANCE WORKER													
SIGN MAINTENANCE WORKER	80 hrs.	13.1606	13.5058	13.8515	14.1966	14.5419	14.8875	15.2328	15.5779	15.9240	16.2688	16.6000	16.8471
WELDER/FABRICATOR													

Clinton County Salary Schedule

JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

12		28,217	28,963	29,709	30,456	31,202	31,947	32,694	33,440	34,187	34,933	35,650	36,197
----	--	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------

AIRPORT MAINTENANCE WORKER II	70 hrs.	15.5039	15.9137	16.3236	16.7340	17.1440	17.5533	17.9637	18.3736	18.7840	19.1940	19.5879	19.8884
ASSISTANT DIR. OF WEIGHTS & MEAS. A													
AUTOMOTIVE MECHANIC	75 hrs.	14.4703	14.8528	15.2353	15.6184	16.0011	16.3831	16.7661	17.1487	17.5317	17.9144	18.2820	18.5625
BRIDGE REPAIR MECHANIC													
CUSTODIAN	80 hrs.	13.5659	13.9245	14.2831	14.6423	15.0010	15.3591	15.7183	16.0769	16.4360	16.7948	17.1394	17.4024
DRAFTSPERSON													
FRAUD SPECIALIST													
HIGHWAY INVENTORY CLERK													
HOUSEKEEPER													
LICENSED PRACTICAL NURSE													
MEO MECHANIC													
MICRO-COMPUTER SPECIALIST													
MOTOR EQUIPMENT OPERATOR III													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYP													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
SENIOR EMERGENCY COMMUNICATIONS DISP.													
TRANSFER STATION OPERATOR													
VETERAN'S COUNSELOR													
VICTIM SERVICES ADVOCATE													

55

Clinton County Salary Schedule
JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

13

	29,183	29,968	30,754	31,539	32,325	33,110	33,897	34,683	35,468	36,254	37,007	37,591
--	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------

ASSISTANT SOLID WASTE SUPERINTENDENT	70 hrs.	16.0346	16.4660	16.8979	17.3291	17.7610	18.1923	18.6247	19.0566	19.4879	19.9197	20.3336	20.6544
ASSISTANT YOUTH BUREAU DIR.													
BUILDING MAINTENANCE MECHANIC	75 hrs.	14.9656	15.3683	15.7713	16.1739	16.5769	16.9795	17.3831	17.7861	18.1887	18.5917	18.9780	19.2775
CHILD SUPPORT SPECIALIST													
COORD. OF SERVICES FOR THE AGING	80 hrs.	14.0303	14.4078	14.7856	15.1630	15.5409	15.9183	16.2966	16.6745	17.0519	17.4298	17.7919	18.0726
COURT REFERRAL SPECIALIST													
EMPLOYMENT AND TRAINING COORDINATOR													
ENGINEERING AIDE													
GARAGE SUPERVISOR													
HIGHWAY PROJECT TECHNICIAN													
IMAGING SYSTEMS COORDINATOR													
INVENTORY COORDINATOR													
MOTOR EQUIPMENT OPERATOR IV													
PLANNING ASSISTANT													
PROGRAM SPECIALIST (DOM. VIOL.)													
PROJECT COORDINATOR													
RECREATION DIRECTOR													
SENIOR PUBLIC HEALTH TECHNICIAN													
SOCIAL WELFARE EXAMINER													
SOCIAL WORK ASSISTANT													
SR. MOTOR VEHICLE LICENSE CLERK													

14

	30,268	31,089	31,910	32,731	33,551	34,372	35,193	36,014	36,836	37,657	38,445	39,069
--	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------

ADMINISTRATIVE AIDE	70 hrs.	16.6307	17.0819	17.5330	17.9840	18.4346	18.8857	19.3369	19.7879	20.2396	20.6907	21.1236	21.4664
ASSISTANT COMPUTER PROGRAMMER													
EQUIPMENT AND BUILDINGS MECHANIC	75 hrs.	15.5220	15.9431	16.3641	16.7851	17.2056	17.6267	18.0477	18.4687	18.8903	19.3113	19.7153	20.0353
JTPA TRAINING COORDINATOR													
MICRO-COMPUTER COORDINATOR	80 hrs.	14.5519	14.9466	15.3414	15.7360	16.1303	16.5250	16.9198	17.3144	17.7096	18.1044	18.4831	18.7831
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PRINCIPAL ACCOUNT CLERK (TREAS.)													
SENIOR ASSESSMENT CONTROL EXAMINER													
SENIOR RECORDING CLERK													
STOP-DWI EDUCATIONAL SPECIALIST													

Clinton County Salary Schedule

JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	15	31,360	32,214	33,068	33,920	34,774	35,627	36,480	37,332	38,186	39,038	39,880	40,543
BRIDGE REPAIR SUPERVISOR	70 hrs.	17.2307	17.7000	18.1693	18.6374	19.1066	19.5753	20.0440	20.5121	20.9813	21.4494	21.9121	22.2764
BUILDING MAINTENANCE SUPERVISOR E-911 COORDINATOR	75 hrs.	16.0820	16.5200	16.9580	17.3949	17.8328	18.2703	18.7077	19.1447	19.5825	20.0195	20.4513	20.7913
EMPLOYMENT AND TRAINING COUNSELOR EMPLOYMENT AND TRAINING INSTRUCTOR HIGHWAY CONSTRUCTION SUPERVISOR PLANNING TECHNICIAN PUBLIC HEALTH EDUCATOR SENIOR SOCIAL WELFARE EXAMINER SIGN MAINTENANCE SUPERVISOR SOCIAL SERVICES INVESTIGATOR SR. CHEMICAL ABUSE COUNSELOR SUMMER YOUTH COUNSELOR WIC NUTRITION EDUCATOR WIC NUTRITIONIST	80 hrs.	15.0769	15.4875	15.8981	16.3078	16.7183	17.1284	17.5385	17.9481	18.3586	18.7683	19.1731	19.4919
	16	32,568	33,460	34,352	35,242	36,134	37,026	37,917	38,809	39,701	40,592	41,471	42,181
ADMINISTRATIVE ASSISTANT	70 hrs.	17.8946	18.3846	18.8747	19.3637	19.8539	20.3440	20.8336	21.3236	21.8137	22.3033	22.7863	23.1764
BRIDGE INSPECTOR	75 hrs.	16.7016	17.1589	17.6164	18.0728	18.5303	18.9877	19.4447	19.9020	20.3595	20.8164	21.2672	21.6313
CARPENTER (BUILDINGS & GROUNDS) CASE COORDINATOR (DOMESTIC VIOLENCE) CASE MANAGER FOR ELDERLY SERVICES CASEWORKER CHEMICAL ABUSE CLINICIAN EMPLOYMENT & TRAINING FISCAL MANAGER MRF SUPERVISOR ON-THE-JOB TRAINING SPECIALIST PERSONAL PROPERTY COORDINATOR PLANNER PROBATION OFFICER SENIOR CHILD SUPPORT SPECIALIST SENIOR EMPLOYMENT & TRAINING INSTRUCTOR SENIOR PUBLIC HEALTH EDUCATOR STOP-DWI PROGRAM SPECIALIST	80 hrs.	15.6578	16.0865	16.5154	16.9433	17.3721	17.8010	18.2294	18.6581	19.0870	19.5154	19.9380	20.2794

Clinton County Salary Schedule

JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
17		33,776	34,711	35,647	36,582	37,517	38,452	39,388	40,324	41,259	42,194	43,121	43,877
DEPUTY COUNTY CLERK	70 hrs.	18.5583	19.0720	19.5863	20.1000	20.6137	21.1274	21.6417	22.1560	22.6697	23.1836	23.6929	24.1083
DISTRICT ATTORNEY SPEC. INVESTIGATOR	75 hrs.	17.3211	17.8005	18.2805	18.7600	19.2395	19.7189	20.1989	20.6789	21.1584	21.6380	22.1133	22.5011
OCCUPATIONAL THERAPIST	80 hrs.	16.2385	16.6880	17.1380	17.5875	18.0370	18.4865	18.9365	19.3865	19.8360	20.2856	20.7313	21.0948
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
SENIOR EMPLOYMENT & TRAINING COUNS.													
18		34,984	35,969	36,953	37,939	38,922	39,906	40,892	41,876	42,860	43,845	44,813	45,616
ASSISTANT EMERGENCY SERVICES DIRECTOR	70 hrs.	19.2220	19.7631	20.3039	20.8456	21.3857	21.9264	22.4681	23.0089	23.5494	24.0907	24.6226	25.0637
CHILDRENS SERVICES PROGRAM SPECIALIST	75 hrs.	17.9405	18.4456	18.9503	19.4559	19.9600	20.4647	20.9703	21.4749	21.9795	22.4847	22.9811	23.3928
COMPUTER PROGRAMMER	80 hrs.	16.8193	17.2928	17.7659	18.2399	18.7125	19.1856	19.6596	20.1328	20.6058	21.0794	21.5448	21.9308
COORD.OF CHILD SUPPORT ENFORCEMENT													
COUNTY ENGINEERING ASSISTANT													
DIRECTOR OF WEIGHTS & MEASURES A													
ELECTRICIAN													
HEAD SOCIAL WELFARE EXAMINER													
NETWORK ENGINEER													
PRINCIPAL SOCIAL WELFARE EXAMINER													
REGISTERED PROFESSIONAL NURSE													
SENIOR CASEWORKER													
SENIOR EMPLOYMENT & TRAINING COORDINA													
SENIOR PLANNER													
SENIOR PROBATION OFFICER													
SENIOR WIC NUTRITIONIST													
STAFF NURSE													
19		36,189	37,215	38,242	39,267	40,294	41,320	42,346	43,373	44,400	45,425	46,437	47,284
PUBLIC HEALTH NURSE	70 hrs.	19.8840	20.4479	21.0121	21.5753	22.1396	22.7033	23.2670	23.8313	24.3956	24.9589	25.5149	25.9803
STAFF DEVELOPMENT COORDINATOR	75 hrs.	18.5584	19.0847	19.6113	20.1369	20.6636	21.1897	21.7159	22.2425	22.7692	23.2949	23.8139	24.2483
	80 hrs.	17.3985	17.8919	18.3856	18.8784	19.3721	19.8654	20.3586	20.8524	21.3461	21.8390	22.3255	22.7328

Clinton County Salary Schedule

JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	20	37,639	38,713	39,787	40,862	41,936	43,010	44,084	45,159	46,233	47,308	48,377	49,280
CASE SUPERVISOR, GRADE B	70 hrs.	20.6807	21.2709	21.8610	22.4517	23.0417	23.6319	24.2220	24.8126	25.4027	25.9934	26.5807	27.0769
CHILDREN'S SERVICES COORDINATOR	75 hrs.	19.3020	19.8528	20.4036	20.9549	21.5056	22.0564	22.6072	23.1584	23.7092	24.2605	24.8087	25.2717
COORDINATOR OF JAIL HEALTH SERVICES	80 hrs.	18.0956	18.6120	19.1284	19.6453	20.1615	20.6779	21.1943	21.7110	22.2274	22.7443	23.2581	23.6923
NURSE PRACTITIONER													
PROBATION SUPERVISOR													
PSYCHOLOGIST (MA LEVEL)													
PUBLIC HEALTH RESPONSE COORDINATOR													
REFRIGERATION MECHANIC													
SENIOR PUBLIC HEALTH SANITARIAN													
STAFF PSYCHIATRIC NURSE													
STAFF SOCIAL WORKER													
STOP-DWI COORDINATOR													
WIC PROGRAM COORDINATOR													
	21	39,087	40,210	41,331	42,452	43,573	44,695	45,816	46,937	48,059	49,181	50,293	51,251
ACCOUNTING SUPERVISOR-GRADE B	70 hrs.	21.4764	22.0934	22.7093	23.3253	23.9411	24.5577	25.1736	25.7896	26.4060	27.0226	27.6336	28.1599
ASSISTANT FINANCE MANAGER	75 hrs.	20.0447	20.6205	21.1953	21.7703	22.3451	22.9205	23.4953	24.0703	24.6456	25.2211	25.7913	26.2825
ASSOCIATE DIRECTOR OF PATIENT SERVICES	80 hrs.	18.7919	19.3318	19.8706	20.4096	20.9485	21.4880	22.0269	22.5659	23.1053	23.6448	24.1794	24.6399
CHEMICAL ABUSE PROGRAM COORD													
COORD. OF PUBLIC HEALTH EDUCATION													
HEAD NURSE													
HEALTH FACILITY COMPTRROLLER/NURSING H													
RECYCLING COORDINATOR													
SENIOR COMPUTER PROGRAMMER													
SENIOR STAFF NURSE													
	22	40,537	41,711	42,886	44,059	45,233	46,406	47,580	48,754	49,929	51,102	52,277	53,289
SUPERVISING PUBLIC HEALTH NURSE	70 hrs.	22.2731	22.9181	23.5637	24.2083	24.8533	25.4979	26.1429	26.7879	27.4336	28.0780	28.7236	29.2797
	75 hrs.	20.7883	21.3903	21.9928	22.5944	23.1964	23.7980	24.4000	25.0020	25.6047	26.2061	26.8087	27.3277
	80 hrs.	19.4890	20.0534	20.6183	21.1823	21.7466	22.3106	22.8750	23.4394	24.0044	24.5683	25.1331	25.6198

59

Clinton County Salary Schedule

JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	23	41,990	43,208	44,425	45,643	46,860	48,078	49,297	50,514	51,732	52,949	54,177	55,243
ENVIRONMENTAL & SANITATION ENGINEER	70 hrs.	23.0714	23.7407	24.4093	25.0786	25.7473	26.4164	27.0863	27.7550	28.4241	29.0929	29.7676	30.3533
NUTRITION SERVICE COORDINATOR	75 hrs.	21.5333	22.1580	22.7820	23.4067	24.0308	24.6553	25.2805	25.9047	26.5292	27.1533	27.7831	28.3297
R.P.I.S. COORDINATOR	80 hrs.	20.1875	20.7731	21.3581	21.9438	22.5289	23.1144	23.7005	24.2856	24.8711	25.4563	26.0466	26.5591
SENIOR MENTAL HEALTH CLINICIAN													
SENIOR NETWORK ENGINEER													
SENIOR STAFF SOCIAL WORKER													
SENIOR TAX MAP TECHNICIAN													
SUPERVISING SOCIAL WORKER													
	24	43,678	44,946	46,214	47,482	48,749	50,017	51,285	52,554	53,822	55,089	56,384	57,509
DIRECTOR OF ENVIRONMENTAL HEALTH	70 hrs.	23.9989	24.6956	25.3923	26.0890	26.7851	27.4819	28.1786	28.8759	29.5726	30.2687	30.9803	31.5983
DIRECTOR OF STAFF & ORGANIZATIONAL DEV	75 hrs.	22.3989	23.0492	23.6995	24.3497	24.9995	25.6497	26.3000	26.9508	27.6011	28.2508	28.9149	29.4917
	80 hrs.	20.9990	21.6086	22.2183	22.8279	23.4370	24.0466	24.6563	25.2664	25.8760	26.4851	27.1078	27.6485
	25	45,365	46,686	48,006	49,325	50,646	51,966	53,286	54,607	55,927	57,247	58,578	59,767
AIR COND. VENT. HEATING & REFRIG. MECH.	70 hrs.	24.9259	25.6517	26.3769	27.1017	27.8274	28.5527	29.2780	30.0039	30.7291	31.4544	32.1857	32.8390
COORD. OF COMMUNITY HEALTH SERVICES	75 hrs.	23.2641	23.9416	24.6184	25.2949	25.9723	26.6492	27.3261	28.0036	28.6805	29.3575	30.0400	30.6497
SUPERVISING PSYCHOLOGIST	80 hrs.	21.8101	22.4453	23.0798	23.7140	24.3490	24.9836	25.6183	26.2534	26.8880	27.5226	28.1625	28.7341
	26	47,061	48,427	49,793	51,159	52,525	53,892	55,257	56,624	57,989	59,357	60,748	61,998
NONE	70 hrs.	25.8577	26.6083	27.3589	28.1093	28.8599	29.6110	30.3610	31.1121	31.8621	32.6137	33.3780	34.0649
	75 hrs.	24.1339	24.8344	25.5349	26.2353	26.9359	27.6369	28.3369	29.0380	29.7380	30.4395	31.1528	31.7939
	80 hrs.	22.6255	23.2823	23.9390	24.5956	25.2524	25.9096	26.5659	27.2231	27.8794	28.5370	29.2058	29.8068

Clinton County Salary Schedule
JANUARY 1, 2004 - December 31, 2004 1.75 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
FINANCE MANAGER	27	48,995	50,406	51,818	53,231	54,644	56,056	57,467	58,880	60,292	61,704	63,164	64,482
	70 hrs.	26.9203	27.6956	28.4714	29.2479	30.0241	30.8000	31.5753	32.3517	33.1274	33.9033	34.7054	35.4297
	75 hrs.	25.1256	25.8492	26.5733	27.2980	28.0225	28.7467	29.4703	30.1949	30.9189	31.6431	32.3917	33.0677
	80 hrs.	23.5553	24.2336	24.9125	25.5919	26.2711	26.9500	27.6284	28.3078	28.9865	29.6654	30.3673	31.0010
MENTAL HEALTH SERVICES COORDINATOR PSYCHIATRIC NURSE	28	55,541	57,145	58,748	60,352	61,955	63,558	65,162	66,765	68,369	69,972	71,673	73,225
	70 hrs.	30.5170	31.3983	32.2791	33.1604	34.0411	34.9220	35.8033	36.6840	37.5654	38.4461	39.3807	40.2336
	75 hrs.	28.4825	29.3051	30.1272	30.9497	31.7717	32.5939	33.4164	34.2384	35.0611	35.8831	36.7553	37.5513
	80 hrs.	26.7024	27.4735	28.2443	29.0154	29.7860	30.5568	31.3279	32.0985	32.8698	33.6404	34.4581	35.2044

Clinton County Salary Schedule
JANUARY 1, 2005 - December 31, 2005 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
0		20,827	21,278	21,728	22,179	22,629	23,080	23,531	23,981	24,432	24,882	25,307	25,551
CAR SEAT GRANT AIDE CHAUFFEUR	70 hrs.	11.4434	11.6911	11.9384	12.1863	12.4336	12.6813	12.9291	13.1764	13.4241	13.6714	13.9050	14.0390
COMMUNITY SERVICES GRANT AIDE YOUTH COURT GRANT AIDE	75 hrs.	10.6805	10.9117	11.1425	11.3739	11.6047	11.8359	12.0672	12.2980	12.5292	12.7600	12.9780	13.1031
	80 hrs.	10.0130	10.2298	10.4461	10.6630	10.8794	11.0961	11.3130	11.5294	11.7461	11.9625	12.1669	12.2841
1		21,322	21,786	22,252	22,716	23,181	23,645	24,110	24,574	25,039	25,503	25,942	26,207
NONE	70 hrs.	11.7154	11.9703	12.2264	12.4813	12.7369	12.9917	13.2473	13.5021	13.7577	14.0126	14.2539	14.3994
	75 hrs.	10.9344	11.1723	11.4113	11.6492	11.8877	12.1256	12.3641	12.6020	12.8405	13.0784	13.3036	13.4395
	80 hrs.	10.2510	10.4740	10.6981	10.9211	11.1448	11.3678	11.5914	11.8144	12.0380	12.2610	12.4721	12.5995
2		21,690	22,173	22,658	23,142	23,627	24,111	24,595	25,080	25,564	26,047	26,522	26,800
ACTIVITIES AIDE CLEANER	70 hrs.	11.9176	12.1830	12.4494	12.7154	12.9819	13.2479	13.5137	13.7803	14.0461	14.3116	14.5726	14.7253
DIETARY ATTENDANT ENVIRONMENTAL SERVICES WORKER LABORER (COUNTY HOME)	75 hrs.	11.1231	11.3708	11.6195	11.8677	12.1164	12.3647	12.6128	12.8616	13.1097	13.3575	13.6011	13.7436
	80 hrs.	10.4279	10.6601	10.8933	11.1260	11.3591	11.5919	11.8245	12.0578	12.2904	12.5226	12.7510	12.8846
3		22,187	22,698	23,210	23,721	24,233	24,744	25,256	25,768	26,279	26,791	27,271	27,573
CLERK NURSES AIDE PATIENT AGENT	70 hrs.	12.1907	12.4714	12.7527	13.0336	13.3149	13.5956	13.8769	14.1583	14.4390	14.7203	14.9840	15.1500
	75 hrs.	11.3780	11.6400	11.9025	12.1647	12.4272	12.6892	12.9517	13.2144	13.4764	13.7389	13.9851	14.1400
	80 hrs.	10.6669	10.9125	11.1586	11.4044	11.6505	11.8961	12.1423	12.3885	12.6341	12.8803	13.1110	13.2563

Clinton County Salary Schedule
JANUARY 1, 2005 - December 31, 2005 2.25 % INCREASE

Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
4	22,676	23,214	23,753	24,291	24,828	25,366	25,903	26,441	26,979	27,516
70 hrs.	12.4593	12.7550	13.0511	13.3467	13.6417	13.9374	14.2324	14.5280	14.8236	15.1187
75 hrs.	11.6287	11.9047	12.1811	12.4569	12.7323	13.0083	13.2836	13.5595	13.8353	14.1108
80 hrs.	10.9019	11.1606	11.4198	11.6784	11.9365	12.1953	12.4534	12.7120	12.9706	13.2289

ACCOUNT CLERK
 CENTRAL SERVICE CLERK
 COOK
 CUSTODIAL WORKER
 DATA COLLECTOR
 DATA ENTRY MACHINE OPERATOR
 LIBRARY AIDE TYPIST
 MESSENGER
 MESSENGER/CUSTODIAL WORKER
 PURCHASING CLERK
 TYPIST

Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
5	23,294	23,858	24,423	24,988	25,553	26,119	26,684	27,248	27,814	28,378
70 hrs.	12.7989	13.1089	13.4193	13.7297	14.0401	14.3511	14.6616	14.9714	15.2824	15.5923
75 hrs.	11.9456	12.2349	12.5247	12.8144	13.1041	13.3944	13.6841	13.9733	14.2636	14.5528
80 hrs.	11.1990	11.4703	11.7419	12.0135	12.2851	12.5573	12.8289	13.1000	13.3721	13.6433

ACCOUNT CLERK/STENOGRAPHER
 ACCOUNT CLERK/TYPIST
 DIETARY TECHNICIAN
 LIBRARY CLERK
 STENOGRAPHER

Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
6	23,910	24,504	25,097	25,691	26,284	26,878	27,472	28,066	28,659	29,253
70 hrs.	13.1374	13.4637	13.7896	14.1160	14.4417	14.7681	15.0946	15.4209	15.7467	16.0731
75 hrs.	12.2616	12.5661	12.8703	13.1749	13.4789	13.7836	14.0883	14.3928	14.6969	15.0016
80 hrs.	11.4953	11.7808	12.0659	12.3515	12.6365	12.9221	13.2078	13.4933	13.7784	14.0640

COMPUTER OPERATOR
 HOME HEALTH AIDE
 MEDICAL CLERK
 MEDICAL CLERK/TYPIST
 MICROFILM OPERATOR
 PHOTOCOPY MACHINE OPERATOR
 RECORDS INVENTORY PLANNING CLERK
 SENIOR CLERK
 SENIOR LIBRARY CLERK
 WTC NUTRITION AIDE
 WTC PROGRAM AIDE
 WTC PROGRAM AIDE/TYPIST

Clinton County Salary Schedule

JANUARY 1, 2005 - December 31, 2005 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	7	24,656	25,270	25,883	26,496	27,110	27,722	28,336	28,949	29,561	30,175	30,761	31,161
EMPLOYMENT AND TRAINING ASST. GROUNDSKEEPER HOMEMAKER LABORER (HIGHWAY, LANDFILL) LABORER (MAINTENANCE) PHYSICAL THERAPIST ASSISTANT SENIOR TYPIST	70 hrs.	13.5473	13.8846	14.2214	14.5583	14.8956	15.2319	15.5693	15.9060	16.2423	16.5797	16.9017	17.1214
	75 hrs.	12.6441	12.9589	13.2733	13.5877	13.9025	14.2164	14.5313	14.8456	15.1595	15.4744	15.7749	15.9800
	80 hrs.	11.8539	12.1490	12.4438	12.7385	13.0336	13.3279	13.6231	13.9178	14.2120	14.5073	14.7890	14.9813
	8	25,396	26,039	26,682	27,324	27,966	28,610	29,253	29,896	30,538	31,180	31,785	32,213
AUDIO VISUAL TECHNICIAN BRIDGE MAINTENANCE WORKER CHEMICAL ABUSE REHABILITATION AIDE COMMUNITY MENTAL HEALTH AIDE COURT AIDE EMERGENCY MEDICAL SERVICES COORDINAT ENVIRONMENTAL SERVICES SUPERVISOR LABORER (AIRPORT)	70 hrs.	13.9539	14.3071	14.6604	15.0131	15.3660	15.7197	16.0731	16.4264	16.7791	17.1319	17.4643	17.6994
	75 hrs.	13.0236	13.3533	13.6831	14.0123	14.3416	14.6717	15.0016	15.3313	15.6605	15.9897	16.3000	16.5195
	80 hrs.	12.2096	12.5188	12.8279	13.1365	13.4453	13.7548	14.0640	14.3731	14.6818	14.9904	15.2813	15.4870
MOTOR EQUIPMENT OPERATOR I MOTOR VEHICLE LICENSE CLERK PRINTING MACHINE OPERATOR SENIOR ACCOUNT CLERK SENIOR ACCOUNT CLERK/TYPIST SENIOR CUSTODIAL WORKER SENIOR WIC PROGRAM AIDE													
	9	26,262	26,934	27,607	28,280	28,954	29,627	30,301	30,974	31,647	32,321	32,958	33,420
BUILDING MAINTENANCE WORKER CHEMICAL ABUSE COUNSELOR ASSISTANT COOK-MANAGER EMERGENCY COMMUNICATIONS DISPATCHER LEISURE TIME ACTIVITIES DIRECTOR PRINCIPAL CLERK RECORDING CLERK SENIOR STENOGRAPHER STAFF DEVELOPMENT AIDE STATION ATTENDANT	70 hrs.	14.4297	14.7989	15.1687	15.5384	15.9089	16.2786	16.6489	17.0187	17.3884	17.7589	18.1089	18.3626
	75 hrs.	13.4677	13.8123	14.1575	14.5025	14.8483	15.1933	15.5389	15.8841	16.2292	16.5749	16.9016	17.1384
	80 hrs.	12.6260	12.9490	13.2726	13.5961	13.9203	14.2438	14.5678	14.8914	15.2149	15.5390	15.8453	16.0673

Clinton County Salary Schedule

JANUARY 1, 2005 - December 31, 2005 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	13	29,840	30,642	31,446	32,249	33,052	33,855	34,660	35,463	36,266	37,070	37,840	38,437
ASSISTANT SOLID WASTE SUPERINTENDENT	70 hrs.	16.3956	16.8363	17.2780	17.7193	18.1604	18.6017	19.0440	19.4851	19.9264	20.3681	20.7911	21.1193
ASSISTANT YOUTH BUREAU DIR.													
BUILDING MAINTENANCE MECHANIC	75 hrs.	15.3025	15.7139	16.1261	16.5380	16.9497	17.3616	17.7744	18.1861	18.5980	19.0103	19.4051	19.7113
CHILD SUPPORT SPECIALIST													
COORD. OF SERVICES FOR THE AGING	80 hrs.	14.3461	14.7318	15.1183	15.5044	15.8904	16.2765	16.6635	17.0495	17.4356	17.8221	18.1923	18.4794
COURT REFERRAL SPECIALIST													
EMPLOYMENT AND TRAINING COORDINATOR													
ENGINEERING AIDE													
GARAGE SUPERVISOR													
HIGHWAY PROJECT TECHNICIAN													
IMAGING SYSTEMS COORDINATOR													
INVENTORY COORDINATOR													
MOTOR EQUIPMENT OPERATOR IV													
PLANNING ASSISTANT													
PROGRAM SPECIALIST (DOM. VIOL.)													
PROJECT COORDINATOR													
RECREATION DIRECTOR													
SENIOR PUBLIC HEALTH TECHNICIAN													
SOCIAL WELFARE EXAMINER													
SOCIAL WORK ASSISTANT													
SR. MOTOR VEHICLE LICENSE CLERK													
	14	30,949	31,789	32,628	33,467	34,306	35,145	35,985	36,824	37,665	38,504	39,310	39,948
ADMINISTRATIVE AIDE	70 hrs.	17.0050	17.4664	17.9274	18.3884	18.8494	19.3104	19.7720	20.2330	20.6950	21.1560	21.5989	21.9494
ASSISTANT COMPUTER PROGRAMMER													
EQUIPMENT AND BUILDINGS MECHANIC	75 hrs.	15.8713	16.3020	16.7323	17.1625	17.5928	18.0231	18.4539	18.8841	19.3153	19.7456	20.1589	20.4861
JTPA TRAINING COORDINATOR													
MICRO-COMPUTER COORDINATOR	80 hrs.	14.8794	15.2831	15.6865	16.0899	16.4933	16.8966	17.3005	17.7039	18.1081	18.5115	18.8990	19.2058
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PRINCIPAL ACCOUNT CLERK (TREAS.)													
SENIOR ASSESSMENT CONTROL EXAMINER													
SENIOR RECORDING CLERK													
STOP-DWI EDUCATIONAL SPECIALIST													

19

Clinton County Salary Schedule

JANUARY 1, 2005 - December 31, 2005 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
15		32,066	32,939	33,812	34,683	35,556	36,429	37,301	38,172	39,045	39,916	40,777	41,455
BRIDGE REPAIR SUPERVISOR	70 hrs.	17.6187	18.0983	18.5780	19.0566	19.5363	20.0160	20.4950	20.9736	21.4533	21.9319	22.4050	22.7774
BUILDING MAINTENANCE SUPERVISOR													
E-911 COORDINATOR	75 hrs.	16.4441	16.8917	17.3395	17.7861	18.2339	18.6816	19.1287	19.5753	20.0231	20.4697	20.9113	21.2589
EMPLOYMENT AND TRAINING COUNSELOR													
EMPLOYMENT AND TRAINING INSTRUCTOR	80 hrs.	15.4164	15.8360	16.2558	16.6745	17.0943	17.5140	17.9331	18.3519	18.7716	19.1904	19.6044	19.9303
HIGHWAY CONSTRUCTION SUPERVISOR													
PLANNING TECHNICIAN													
PUBLIC HEALTH EDUCATOR													
SENIOR SOCIAL WELFARE EXAMINER													
SIGN MAINTENANCE SUPERVISOR													
SOCIAL SERVICES INVESTIGATOR													
SR. CHEMICAL ABUSE COUNSELOR													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													
16		33,301	34,213	35,125	36,035	36,947	37,859	38,770	39,682	40,594	41,505	42,404	43,130
ADMINISTRATIVE ASSISTANT	70 hrs.	18.2973	18.7983	19.2994	19.7994	20.3006	20.8017	21.3021	21.8033	22.3044	22.8050	23.2989	23.6979
BRIDGE INSPECTOR													
CARPENTER (BUILDINGS & GROUNDS)	75 hrs.	17.0775	17.5451	18.0128	18.4795	18.9472	19.4149	19.8820	20.3497	20.8175	21.2847	21.7456	22.1180
CASE COORDINATOR (DOMESTIC VIOLENCE)													
CASE MANAGER FOR ELDERLY SERVICES	80 hrs.	16.0101	16.4485	16.8870	17.3245	17.7630	18.2015	18.6394	19.0779	19.5164	19.9544	20.3865	20.7356
CASEWORKER													
CHEMICAL ABUSE CLINICIAN													
EMPLOYMENT & TRAINING FISCAL MANAGER													
MRF SUPERVISOR													
ON-THE-JOB TRAINING SPECIALIST													
PERSONAL PROPERTY COORDINATOR													
PLANNER													
PROBATION OFFICER													
SENIOR CHILD SUPPORT SPECIALIST													
SENIOR EMPLOYMENT & TRAINING INSTRUCTOR													
SENIOR PUBLIC HEALTH EDUCATOR													
STOP-DWI PROGRAM SPECIALIST													

Clinton County Salary Schedule

JANUARY 1, 2005 - December 31, 2005 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	20	38,486	39,584	40,682	41,781	42,880	43,978	45,076	46,175	47,273	48,372	49,465	50,389
CASE SUPERVISOR, GRADE B	70 hrs.	21.1461	21.7494	22.3527	22.9566	23.5604	24.1637	24.7670	25.3709	25.9741	26.5780	27.1786	27.6863
CHILDREN'S SERVICES COORDINATOR													
COORDINATOR OF JAIL HEALTH SERVICES	75 hrs.	19.7364	20.2995	20.8625	21.4261	21.9897	22.5528	23.1159	23.6795	24.2425	24.8061	25.3667	25.8405
NURSE PRACTITIONER													
PROBATION SUPERVISOR	80 hrs.	18.5029	19.0308	19.5586	20.0870	20.6154	21.1433	21.6711	22.1995	22.7274	23.2558	23.7813	24.2255
PSYCHOLOGIST (MA LEVEL)													
PUBLIC HEALTH RESPONSE COORDINATOR													
REFRIGERATION MECHANIC													
SENIOR PUBLIC HEALTH SANITARIAN													
STAFF PSYCHIATRIC NURSE													
STAFF SOCIAL WORKER													
STOP-DWI COORDINATOR													
WIC PROGRAM COORDINATOR													
	21	39,966	41,115	42,261	43,407	44,553	45,701	46,847	47,993	49,140	50,288	51,425	52,404
ACCOUNTING SUPERVISOR-GRADE B	70 hrs.	21.9593	22.5907	23.2203	23.8500	24.4797	25.1104	25.7401	26.3697	27.0000	27.6307	28.2554	28.7934
ASSISTANT FINANCE MANAGER													
ASSOCIATE DIRECTOR OF PATIENT SERVICES	75 hrs.	20.4953	21.0847	21.6723	22.2600	22.8477	23.4364	24.0241	24.6117	25.2000	25.7887	26.3717	26.8739
CHEMICAL ABUSE PROGRAM COORD													
COORD. OF PUBLIC HEALTH EDUCATION	80 hrs.	19.2144	19.7669	20.3178	20.8688	21.4198	21.9716	22.5226	23.0735	23.6250	24.1769	24.7235	25.1943
HEAD NURSE													
HEALTH FACILITY COMPTROLLER/NURSING H													
RECYCLING COORDINATOR													
SENIOR COMPUTER PROGRAMMER													
SENIOR STAFF NURSE													
	22	41,449	42,649	43,851	45,050	46,251	47,450	48,651	49,851	51,052	52,252	53,453	54,488
SUPERVISING PUBLIC HEALTH NURSE	70 hrs.	22.7741	23.4336	24.0940	24.7527	25.4126	26.0714	26.7313	27.3907	28.0506	28.7099	29.3697	29.9384
	75 hrs.	21.2559	21.8713	22.4877	23.1025	23.7184	24.3333	24.9492	25.5647	26.1805	26.7959	27.4117	27.9425
	80 hrs.	19.9274	20.5044	21.0823	21.6586	22.2360	22.8125	23.3899	23.9669	24.5443	25.1211	25.6985	26.1961

OL

Clinton County Salary Schedule

JANUARY 1, 2005 - December 31, 2005 2.25 % INCREASE

Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th			
23	42,935	44,180	45,425	46,670	47,914	49,160	50,406	51,651	52,896	54,140	55,396	56,486	
ENVIRONMENTAL & SANITATION ENGINEER NUTRITION SERVICE COORDINATOR R.P.I.S. COORDINATOR SENIOR MENTAL HEALTH CLINICIAN SENIOR NETWORK ENGINEER SENIOR STAFF SOCIAL WORKER SENIOR TAX MAP TECHNICIAN SUPERVISING SOCIAL WORKER	70 hrs.	23.5907	24.2747	24.9589	25.6429	26.3264	27.0110	27.6956	28.3797	29.0637	29.7473	30.4374	31.0363
	75 hrs.	22.0180	22.6564	23.2949	23.9333	24.5713	25.2103	25.8492	26.4877	27.1261	27.7641	28.4083	28.9672
	80 hrs.	20.6419	21.2404	21.8390	22.4375	23.0356	23.6346	24.2336	24.8323	25.4308	26.0289	26.6328	27.1568
24	44,661	45,957	47,254	48,550	49,846	51,142	52,439	53,736	55,033	56,329	57,653	58,803	
DIRECTOR OF ENVIRONMENTAL HEALTH DIRECTOR OF STAFF & ORGANIZATIONAL DEV	70 hrs.	24.5390	25.2511	25.9637	26.6759	27.3879	28.1000	28.8126	29.5253	30.2379	30.9500	31.6774	32.3093
	75 hrs.	22.9031	23.5677	24.2328	24.8975	25.5620	26.2267	26.8917	27.5569	28.2220	28.8867	29.5656	30.1553
	80 hrs.	21.4716	22.0948	22.7183	23.3414	23.9644	24.5875	25.2110	25.8346	26.4581	27.0813	27.7178	28.2706
25	46,386	47,736	49,086	50,435	51,786	53,135	54,485	55,836	57,185	58,535	59,896	61,112	
AIR COND. VENT. HEATING & REFRIG. MECH. COORD. OF COMMUNITY HEALTH SERVICES SUPERVISING PSYCHOLOGIST	70 hrs.	25.4869	26.2286	26.9703	27.7116	28.4539	29.1950	29.9369	30.6791	31.4203	32.1621	32.9099	33.5780
	75 hrs.	23.7877	24.4800	25.1723	25.8641	26.5569	27.2487	27.9411	28.6339	29.3256	30.0180	30.7159	31.3395
	80 hrs.	22.3010	22.9500	23.5990	24.2476	24.8971	25.5456	26.1948	26.8443	27.4928	28.1419	28.7961	29.3808
26	48,120	49,517	50,913	52,310	53,707	55,105	56,500	57,898	59,294	60,693	62,115	63,393	
NONE	70 hrs.	26.4396	27.2071	27.9741	28.7417	29.5093	30.2774	31.0440	31.8121	32.5791	33.3479	34.1291	34.8313
	75 hrs.	24.6769	25.3933	26.1092	26.8256	27.5420	28.2589	28.9744	29.6913	30.4072	31.1247	31.8539	32.5092
	80 hrs.	23.1346	23.8063	24.4774	25.1490	25.8206	26.4928	27.1635	27.8356	28.5068	29.1794	29.8630	30.4774

Clinton County Salary Schedule
JANUARY 1, 2005 - December 31, 2005 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
FINANCE MANAGER	27	50,097	51,540	52,984	54,429	55,873	57,317	58,760	60,205	61,649	63,092	64,585	65,933
	70 hrs.	27.5259	28.3187	29.1121	29.9060	30.6994	31.4929	32.2857	33.0797	33.8731	34.6660	35.4863	36.2269
	75 hrs.	25.6908	26.4308	27.1713	27.9123	28.6528	29.3933	30.1333	30.8744	31.6149	32.3549	33.1205	33.8117
	80 hrs.	24.0851	24.7789	25.4731	26.1678	26.8620	27.5563	28.2500	28.9448	29.6390	30.3328	31.0505	31.6985
MENTAL HEALTH SERVICES COORDINATOR PSYCHIATRIC NURSE	28	56,791	58,431	60,070	61,710	63,349	64,988	66,628	68,267	69,907	71,546	73,286	74,873
	70 hrs.	31.2039	32.1050	33.0054	33.9066	34.8071	35.7077	36.6089	37.5093	38.4104	39.3110	40.2670	41.1390
	75 hrs.	29.1236	29.9647	30.8051	31.6461	32.4867	33.3272	34.1683	35.0087	35.8497	36.6903	37.5825	38.3964
	80 hrs.	27.3034	28.0919	28.8798	29.6683	30.4563	31.2443	32.0328	32.8206	33.6091	34.3971	35.2336	35.9966

Clinton County Salary Schedule
JANUARY 1, 2006 - December 31, 2006 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th			
0		21,296	21,757	22,217	22,678	23,138	23,599	24,060	24,521	24,982	25,442	25,876	26,126	
	CAR SEAT GRANT AIDE CHAUFFEUR	70 hrs.	11.7011	11.9544	12.2071	12.4604	12.7131	12.9664	13.2197	13.4731	13.7264	13.9791	14.2176	14.3550
	COMMUNITY SERVICES GRANT AIDE YOUTH COURT GRANT AIDE	75 hrs.	10.9211	11.1575	11.3933	11.6297	11.8656	12.1020	12.3384	12.5749	12.8113	13.0472	13.2697	13.3980
		80 hrs.	10.2385	10.4601	10.6813	10.9029	11.1240	11.3456	11.5673	11.7890	12.0106	12.2318	12.4404	12.5606
1		21,802	22,276	22,753	23,227	23,703	24,177	24,652	25,127	25,602	26,077	26,526	26,797	
	NONE	70 hrs.	11.9791	12.2396	12.5017	12.7621	13.0236	13.2840	13.5450	13.8060	14.0670	14.3280	14.5747	14.7236
		75 hrs.	11.1805	11.4236	11.6683	11.9113	12.1553	12.3984	12.6420	12.8856	13.1292	13.3728	13.6031	13.7420
		80 hrs.	10.4818	10.7096	10.9390	11.1669	11.3956	11.6235	11.8519	12.0803	12.3086	12.5370	12.7529	12.8831
2		22,178	22,672	23,168	23,663	24,159	24,653	25,148	25,644	26,139	26,633	27,119	27,403	
	73 ACTIVITIES AIDE CLEANER	70 hrs.	12.1857	12.4571	12.7297	13.0017	13.2741	13.5456	13.8176	14.0901	14.3621	14.6336	14.9006	15.0566
	DIETARY ATTENDANT ENVIRONMENTAL SERVICES WORKER	75 hrs.	11.3733	11.6267	11.8811	12.1349	12.3892	12.6425	12.8964	13.1508	13.4047	13.6580	13.9072	14.0528
	LABORER (COUNTY HOME)	80 hrs.	10.6625	10.9000	11.1385	11.3765	11.6149	11.8524	12.0904	12.3289	12.5669	12.8044	13.0380	13.1745
3		22,686	23,209	23,732	24,255	24,778	25,301	25,824	26,348	26,870	27,394	27,885	28,193	
	CLERK NURSES AIDE	70 hrs.	12.4649	12.7521	13.0396	13.3269	13.6143	13.9017	14.1890	14.4769	14.7637	15.0517	15.3214	15.4907
	PATIENT AGENT	75 hrs.	11.6339	11.9020	12.1703	12.4384	12.7067	12.9749	13.2431	13.5117	13.7795	14.0483	14.3000	14.4580
		80 hrs.	10.9068	11.1581	11.4096	11.6610	11.9125	12.1640	12.4154	12.6673	12.9183	13.1703	13.4063	13.5544

Clinton County Salary Schedule

JANUARY 1, 2006 - December 31, 2006 2.25 % INCREASE

Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th			
4	23,186	23,736	24,287	24,838	25,387	25,937	26,486	27,036	27,586	28,135	28,656	28,986	
ACCOUNT CLERK	70 hrs.	12.7396	13.0417	13.3446	13.6473	13.9489	14.2511	14.5527	14.8550	15.1571	15.4589	15.7450	15.9264
CENTRAL SERVICE CLERK													
COOK	75 hrs.	11.8903	12.1723	12.4549	12.7375	13.0189	13.3011	13.5825	13.8647	14.1467	14.4283	14.6953	14.8647
CUSTODIAL WORKER													
DATA COLLECTOR	80 hrs.	11.1471	11.4115	11.6765	11.9414	12.2053	12.4698	12.7336	12.9981	13.2625	13.5265	13.7769	13.9356
DATA ENTRY MACHINE OPERATOR													
LIBRARY AIDE TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
PURCHASING CLERK													
TYPIST													
5	23,818	24,395	24,973	25,550	26,128	26,707	27,284	27,861	28,440	29,017	29,561	29,917	
ACCOUNT CLERK/STENOGRAPHER	70 hrs.	13.0869	13.4039	13.7214	14.0384	14.3560	14.6741	14.9911	15.3083	15.6264	15.9434	16.2423	16.4379
ACCOUNT CLERK/TYPIST													
DIETARY TECHNICIAN	75 hrs.	12.2144	12.5103	12.8067	13.1025	13.3989	13.6959	13.9917	14.2877	14.5847	14.8805	15.1595	15.3420
LIBRARY CLERK													
STENOGRAPHER	80 hrs.	11.4510	11.7284	12.0063	12.2836	12.5615	12.8399	13.1173	13.3948	13.6731	13.9505	14.2120	14.3831
6	24,448	25,055	25,662	26,269	26,875	27,483	28,090	28,697	29,304	29,911	30,469	30,850	
COMPUTER OPERATOR	70 hrs.	13.4330	13.7664	14.1000	14.4336	14.7664	15.1006	15.4340	15.7676	16.1011	16.4346	16.7411	16.9506
HOME HEALTH AIDE													
MEDICAL CLERK	75 hrs.	12.5375	12.8487	13.1600	13.4713	13.7820	14.0939	14.4051	14.7164	15.0277	15.3389	15.6251	15.8205
MEDICAL CLERK/TYPIST													
MICROFILM OPERATOR	80 hrs.	11.7539	12.0456	12.3375	12.6294	12.9206	13.2130	13.5048	13.7966	14.0885	14.3803	14.6485	14.8318
PHOTOCOPY MACHINE OPERATOR													
RECORDS INVENTORY PLANNING CLERK													
SENIOR CLERK													
SENIOR LIBRARY CLERK													
WIC NUTRITION AIDE													
WIC PROGRAM AIDE													
WIC PROGRAM AIDE/TYPIST													

Clinton County Salary Schedule

JANUARY 1, 2006 - December 31, 2006 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	7	25,211	25,839	26,465	27,092	27,720	28,346	28,974	29,600	30,226	30,854	31,453	31,862
EMPLOYMENT AND TRAINING ASST. GROUNDSKEEPER HOMEMAKER LABORER (HIGHWAY, LANDFILL) LABORER (MAINTENANCE) PHYSICAL THERAPIST ASSISTANT SENIOR TYPIST	70 hrs.	13.8521	14.1973	14.5411	14.8857	15.2307	15.5747	15.9197	16.2637	16.6077	16.9527	17.2819	17.5066
	75 hrs.	12.9287	13.2508	13.5717	13.8933	14.2153	14.5364	14.8584	15.1795	15.5005	15.8225	16.1297	16.3395
	80 hrs.	12.1206	12.4226	12.7235	13.0250	13.3269	13.6279	13.9298	14.2308	14.5318	14.8336	15.1216	15.3183
	8	25,967	26,625	27,282	27,939	28,595	29,254	29,911	30,569	31,225	31,882	32,500	32,938
AUDIO VISUAL TECHNICIAN BRIDGE MAINTENANCE WORKER CHEMICAL ABUSE REHABILITATION AIDE COMMUNITY MENTAL HEALTH AIDE COURT AIDE EMERGENCY MEDICAL SERVICES COORDINAT ENVIRONMENTAL SERVICES SUPERVISOR LABORER (AIRPORT) MOTOR EQUIPMENT OPERATOR I MOTOR VEHICLE LICENSE CLERK PRINTING MACHINE OPERATOR SENIOR ACCOUNT CLERK SENIOR ACCOUNT CLERK/TYPIST SENIOR CUSTODIAL WORKER SENIOR WIC PROGRAM AIDE	70 hrs.	14.2676	14.6291	14.9901	15.3511	15.7116	16.0736	16.4346	16.7961	17.1566	17.5176	17.8571	18.0979
	75 hrs.	13.3164	13.6539	13.9908	14.3277	14.6641	15.0020	15.3389	15.6764	16.0128	16.3497	16.6667	16.8913
	80 hrs.	12.4841	12.8005	13.1164	13.4323	13.7476	14.0644	14.3803	14.6966	15.0120	15.3279	15.6250	15.8356
	9	26,853	27,540	28,228	28,916	29,605	30,294	30,983	31,671	32,359	33,048	33,700	34,172
BUILDING MAINTENANCE WORKER CHEMICAL ABUSE COUNSELOR ASSISTANT COOK-MANAGER EMERGENCY COMMUNICATIONS DISPATCHER LEISURE TIME ACTIVITIES DIRECTOR PRINCIPAL CLERK RECORDING CLERK SENIOR STENOGRAPHER STAFF DEVELOPMENT AIDE STATION ATTENDANT	70 hrs.	14.7544	15.1319	15.5099	15.8879	16.2664	16.6450	17.0236	17.4017	17.7797	18.1583	18.5164	18.7759
	75 hrs.	13.7708	14.1231	14.4759	14.8287	15.1820	15.5353	15.8887	16.2416	16.5944	16.9477	17.2820	17.5241
	80 hrs.	12.9101	13.2404	13.5711	13.9019	14.2331	14.5644	14.8956	15.2265	15.5573	15.8885	16.2019	16.4289

Clinton County Salary Schedule

JANUARY 1, 2006 - December 31, 2006 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	
	15	32,787	33,680	34,573	35,463	36,356	37,249	38,140	39,031	39,924	40,814	41,694 42,388
BRIDGE REPAIR SUPERVISOR	70 hrs.	18.0149	18.5054	18.9961	19.4851	19.9759	20.4664	20.9560	21.4456	21.9363	22.4253	22.9089 23.2901
BUILDING MAINTENANCE SUPERVISOR												
E-911 COORDINATOR	75 hrs.	16.8139	17.2717	17.7297	18.1861	18.6441	19.1020	19.5589	20.0159	20.4739	20.9303	21.3816 21.7375
EMPLOYMENT AND TRAINING COUNSELOR												
EMPLOYMENT AND TRAINING INSTRUCTOR	80 hrs.	15.7630	16.1923	16.6216	17.0495	17.4789	17.9081	18.3365	18.7649	19.1943	19.6221	20.0453 20.3789
HIGHWAY CONSTRUCTION SUPERVISOR												
PLANNING TECHNICIAN												
PUBLIC HEALTH EDUCATOR												
SENIOR SOCIAL WELFARE EXAMINER												
SIGN MAINTENANCE SUPERVISOR												
SOCIAL SERVICES INVESTIGATOR												
SR. CHEMICAL ABUSE COUNSELOR												
SUMMER YOUTH COUNSELOR												
WIC NUTRITION EDUCATOR												
WIC NUTRITIONIST												
	16	34,050	34,983	35,915	36,846	37,778	38,711	39,642	40,575	41,507	42,439	43,358 44,100
ADMINISTRATIVE ASSISTANT	70 hrs.	18.7089	19.2214	19.7336	20.2450	20.7571	21.2697	21.7813	22.2940	22.8060	23.3181	23.8231 24.2307
BRIDGE INSPECTOR												
CARPENTER (BUILDINGS & GROUNDS)	75 hrs.	17.4616	17.9400	18.4180	18.8953	19.3733	19.8517	20.3292	20.8077	21.2856	21.7636	22.2349 22.6153
CASE COORDINATOR (DOMESTIC VIOLENCE)												
CASE MANAGER FOR ELDERLY SERVICES	80 hrs.	16.3703	16.8188	17.2669	17.7144	18.1625	18.6110	19.0586	19.5073	19.9553	20.4034	20.8453 21.2019
CASEWORKER												
CHEMICAL ABUSE CLINICIAN												
EMPLOYMENT & TRAINING FISCAL MANAGER												
MRF SUPERVISOR												
ON-THE-JOB TRAINING SPECIALIST												
PERSONAL PROPERTY COORDINATOR												
PLANNER												
PROBATION OFFICER												
SENIOR CHILD SUPPORT SPECIALIST												
SENIOR EMPLOYMENT & TRAINING INSTRUCTO												
SENIOR PUBLIC HEALTH EDUCATOR												
STOP-DWI PROGRAM SPECIALIST												

Clinton County Salary Schedule

JANUARY 1, 2006 - December 31, 2006 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
17		35,313	36,291	37,269	38,247	39,224	40,202	41,180	42,159	43,136	44,114	45,083	45,873
DEPUTY COUNTY CLERK	70 hrs.	19.4027	19.9401	20.4774	21.0149	21.5517	22.0890	22.6264	23.1643	23.7011	24.2384	24.7709	25.2050
DISTRICT ATTORNEY SPEC. INVESTIGATOR	75 hrs.	18.1092	18.6108	19.1123	19.6139	20.1149	20.6164	21.1180	21.6200	22.1211	22.6225	23.1195	23.5247
OCCUPATIONAL THERAPIST	80 hrs.	16.9774	17.4476	17.9178	18.3880	18.8578	19.3279	19.7981	20.2688	20.7385	21.2086	21.6745	22.0544
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
SENIOR EMPLOYMENT & TRAINING COUNS.													
18		36,576	37,606	38,634	39,666	40,693	41,722	42,753	43,781	44,810	45,841	46,852	47,691
ASSISTANT EMERGENCY SERVICES DIRECTOR	70 hrs.	20.0967	20.6626	21.2274	21.7946	22.3589	22.9241	23.4907	24.0554	24.6209	25.1874	25.7429	26.2039
CHILDRENS SERVICES PROGRAM SPECIALIST	75 hrs.	18.7569	19.2851	19.8123	20.3416	20.8683	21.3959	21.9247	22.4517	22.9795	23.5083	24.0267	24.4569
COMPUTER PROGRAMMER	80 hrs.	17.5846	18.0798	18.5740	19.0703	19.5640	20.0586	20.5544	21.0485	21.5433	22.0390	22.5250	22.9284
COORD.OF CHILD SUPPORT ENFORCEMENT													
COUNTY ENGINEERING ASSISTANT													
DIRECTOR OF WEIGHTS & MEASURES A													
ELECTRICIAN													
HEAD SOCIAL WELFARE EXAMINER													
NETWORK ENGINEER													
PRINCIPAL SOCIAL WELFARE EXAMINER													
REGISTERED PROFESSIONAL NURSE													
SENIOR CASEWORKER													
SENIOR EMPLOYMENT & TRAINING COORDINA													
SENIOR PLANNER													
SENIOR PROBATION OFFICER													
SENIOR WIC NUTRITIONIST													
STAFF NURSE													
19		37,836	38,908	39,982	41,054	42,128	43,201	44,273	45,347	46,420	47,492	48,550	49,436
PUBLIC HEALTH NURSE	70 hrs.	20.7890	21.3780	21.9681	22.5571	23.1473	23.7369	24.3259	24.9160	25.5054	26.0946	26.6759	27.1626
STAFF DEVELOPMENT COORDINATOR	75 hrs.	19.4031	19.9528	20.5036	21.0533	21.6041	22.1544	22.7041	23.2549	23.8051	24.3549	24.8975	25.3517
	80 hrs.	18.1904	18.7058	19.2221	19.7375	20.2539	20.7698	21.2851	21.8015	22.3173	22.8328	23.3414	23.7673

08

Clinton County Salary Schedule

JANUARY 1, 2006 - December 31, 2006 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	20	39,352	40,475	41,597	42,721	43,845	44,968	46,090	47,214	48,337	49,460	50,578	51,523
CASE SUPERVISOR, GRADE B	70 hrs.	21.6220	22.2390	22.8554	23.4731	24.0907	24.7077	25.3241	25.9417	26.5589	27.1759	27.7901	28.3093
CHILDREN'S SERVICES COORDINATOR													
COORDINATOR OF JAIL HEALTH SERVICES	75 hrs.	20.1805	20.7564	21.3317	21.9083	22.4847	23.0605	23.6359	24.2123	24.7883	25.3641	25.9375	26.4220
NURSE PRACTITIONER													
PROBATION SUPERVISOR	80 hrs.	18.9193	19.4591	19.9985	20.5390	21.0794	21.6193	22.1586	22.6990	23.2390	23.7789	24.3164	24.7706
PSYCHOLOGIST (MA LEVEL)													
PUBLIC HEALTH RESPONSE COORDINATOR													
REFRIGERATION MECHANIC													
SENIOR PUBLIC HEALTH SANITARIAN													
STAFF PSYCHIATRIC NURSE													
STAFF SOCIAL WORKER													
STOP-DWI COORDINATOR													
WIC PROGRAM COORDINATOR													
	21	40,865	42,040	43,212	44,384	45,555	46,729	47,901	49,073	50,246	51,419	52,582	53,583
ACCOUNTING SUPERVISOR-GRADE B	70 hrs.	22.4533	23.0989	23.7429	24.3869	25.0303	25.6753	26.3193	26.9631	27.6077	28.2521	28.8911	29.4411
ASSISTANT FINANCE MANAGER													
ASSOCIATE DIRECTOR OF PATIENT SERVICES	75 hrs.	20.9564	21.5589	22.1600	22.7611	23.3616	23.9636	24.5647	25.1656	25.7672	26.3687	26.9651	27.4784
CHEMICAL ABUSE PROGRAM COORD													
COORD. OF PUBLIC HEALTH EDUCATION	80 hrs.	19.6466	20.2115	20.7750	21.3385	21.9015	22.4659	23.0294	23.5928	24.1568	24.7206	25.2798	25.7610
HEAD NURSE													
HEALTH FACILITY COMPTROLLER/NURSING H													
RECYCLING COORDINATOR													
SENIOR COMPUTER PROGRAMMER													
SENIOR STAFF NURSE													
	22	42,382	43,609	44,838	46,064	47,292	48,518	49,746	50,973	52,201	53,428	54,656	55,714
SUPERVISING PUBLIC HEALTH NURSE	70 hrs.	23.2869	23.9610	24.6363	25.3099	25.9846	26.6583	27.3330	28.0071	28.6819	29.3560	30.0307	30.6121
	75 hrs.	21.7344	22.3636	22.9939	23.6225	24.2523	24.8811	25.5108	26.1400	26.7697	27.3989	28.0287	28.5713
	80 hrs.	20.3760	20.9659	21.5568	22.1461	22.7365	23.3260	23.9164	24.5063	25.0966	25.6865	26.2769	26.7856

Clinton County Salary Schedule

JANUARY 1, 2006 - December 31, 2006 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
23		43,901	45,174	46,447	47,720	48,992	50,266	51,540	52,813	54,086	55,358	56,642	57,757
ENVIRONMENTAL & SANITATION ENGINEER	70 hrs.	24.1214	24.8209	25.5203	26.2197	26.9187	27.6187	28.3187	29.0181	29.7176	30.4164	31.1220	31.7346
NUTRITION SERVICE COORDINATOR	75 hrs.	22.5133	23.1661	23.8189	24.4717	25.1241	25.7775	26.4308	27.0836	27.7364	28.3887	29.0472	29.6189
R.P.I.S. COORDINATOR	80 hrs.	21.1063	21.7183	22.3303	22.9423	23.5539	24.1664	24.7789	25.3909	26.0029	26.6144	27.2318	27.7678
SENIOR MENTAL HEALTH CLINICIAN													
SENIOR NETWORK ENGINEER													
SENIOR STAFF SOCIAL WORKER													
SENIOR TAX MAP TECHNICIAN													
SUPERVISING SOCIAL WORKER													
24		45,666	46,991	48,317	49,642	50,968	52,293	53,619	54,945	56,271	57,596	58,950	60,126
DIRECTOR OF ENVIRONMENTAL HEALTH	70 hrs.	25.0911	25.8193	26.5479	27.2759	28.0044	28.7324	29.4610	30.1896	30.9181	31.6461	32.3901	33.0363
DIRECTOR OF STAFF & ORGANIZATIONAL DEV	75 hrs.	23.4184	24.0980	24.7780	25.4575	26.1375	26.8169	27.4969	28.1769	28.8569	29.5364	30.2308	30.8339
	80 hrs.	21.9548	22.5919	23.2294	23.8664	24.5039	25.1409	25.7784	26.4159	27.0534	27.6904	28.3414	28.9068
25		47,430	48,810	50,190	51,570	52,951	54,331	55,711	57,092	58,472	59,852	61,244	62,487
AIR COND. VENT. HEATING & REFRIG. MECH.	70 hrs.	26.0604	26.8187	27.5769	28.3351	29.0940	29.8521	30.6104	31.3693	32.1274	32.8857	33.6506	34.3336
COORD. OF COMMUNITY HEALTH SERVICES	75 hrs.	24.3231	25.0308	25.7384	26.4461	27.1544	27.8620	28.5697	29.2780	29.9856	30.6933	31.4072	32.0447
SUPERVISING PSYCHOLOGIST	80 hrs.	22.8029	23.4664	24.1298	24.7933	25.4573	26.1206	26.7841	27.4481	28.1115	28.7750	29.4443	30.0419
26		49,203	50,631	52,059	53,487	54,915	56,345	57,771	59,201	60,628	62,059	63,513	64,819
NONE	70 hrs.	27.0346	27.8193	28.6039	29.3884	30.1731	30.9589	31.7423	32.5280	33.3121	34.0983	34.8973	35.6149
	75 hrs.	25.2323	25.9647	26.6969	27.4292	28.1616	28.8949	29.6261	30.3595	31.0913	31.8251	32.5708	33.2405
	80 hrs.	23.6553	24.3419	25.0284	25.7149	26.4015	27.0890	27.7745	28.4620	29.1481	29.8360	30.5351	31.1630

28

Clinton County Salary Schedule
JANUARY 1, 2006 - December 31, 2006 2.25 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
27		51,224	52,700	54,176	55,654	57,130	58,607	60,082	61,560	63,036	64,512	66,038	67,416
FINANCE MANAGER	70 hrs.	28.1450	28.9560	29.7670	30.5791	31.3901	32.2017	33.0121	33.8241	34.6351	35.4461	36.2846	37.0417
	75 hrs.	26.2687	27.0256	27.7825	28.5405	29.2975	30.0549	30.8113	31.5692	32.3261	33.0831	33.8656	34.5723
	80 hrs.	24.6269	25.3365	26.0461	26.7568	27.4664	28.1765	28.8856	29.5961	30.3058	31.0154	31.7490	32.4115
28		58,069	59,746	61,422	63,098	64,774	66,450	68,127	69,803	71,480	73,156	74,935	76,558
MENTAL HEALTH SERVICES COORDINATOR	70 hrs.	31.9060	32.8274	33.7483	34.6693	35.5901	36.5110	37.4324	38.3533	39.2747	40.1956	41.1731	42.0649
PSYCHIATRIC NURSE	75 hrs.	29.7789	30.6389	31.4984	32.3580	33.2175	34.0769	34.9369	35.7964	36.6564	37.5159	38.4283	39.2605
	80 hrs.	27.9178	28.7240	29.5298	30.3356	31.1414	31.9471	32.7534	33.5591	34.3654	35.1711	36.0265	36.8068

Clinton County Salary Schedule

JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
0		21,828	22,301	22,772	23,245	23,716	24,189	24,661	25,134	25,607	26,078	26,523	26,779
CAR SEAT GRANT AIDE CHAUFFEUR	70 hrs.	11.9934	12.2533	12.5121	12.7720	13.0307	13.2907	13.5500	13.8099	14.0697	14.3286	14.5731	14.7137
COMMUNITY SERVICES GRANT AIDE YOUTH COURT GRANT AIDE	75 hrs.	11.1939	11.4364	11.6780	11.9205	12.1620	12.4047	12.6467	12.8892	13.1317	13.3733	13.6016	13.7328
	80 hrs.	10.4943	10.7216	10.9481	11.1755	11.4019	11.6294	11.8563	12.0836	12.3110	12.5375	12.7515	12.8745
1		22,347	22,833	23,322	23,808	24,296	24,781	25,268	25,755	26,242	26,729	27,189	27,467
NONE	70 hrs.	12.2786	12.5456	12.8143	13.0813	13.3494	13.6160	13.8836	14.1511	14.4187	14.6863	14.9390	15.0917
	75 hrs.	11.4600	11.7092	11.9600	12.2092	12.4595	12.7083	12.9580	13.2077	13.4575	13.7072	13.9431	14.0856
	80 hrs.	10.7438	10.9774	11.2125	11.4461	11.6808	11.9140	12.1481	12.3823	12.6164	12.8505	13.0716	13.2053
2		22,732	23,239	23,747	24,255	24,763	25,269	25,777	26,285	26,792	27,299	27,797	28,088
ACTIVITIES AIDE CLEANER	70 hrs.	12.4901	12.7687	13.0479	13.3269	13.6060	13.8840	14.1631	14.4423	14.7209	14.9994	15.2731	15.4330
DIETARY ATTENDANT ENVIRONMENTAL SERVICES WORKER LABORER (COUNTY HOME)	75 hrs.	11.6575	11.9175	12.1780	12.4384	12.6989	12.9584	13.2189	13.4795	13.7395	13.9995	14.2549	14.4041
	80 hrs.	10.9289	11.1726	11.4169	11.6610	11.9053	12.1485	12.3928	12.6370	12.8808	13.1245	13.3640	13.5039
3		23,253	23,789	24,325	24,861	25,397	25,934	26,470	27,007	27,542	28,079	28,582	28,898
CLERK NURSES AIDE PATIENT AGENT	70 hrs.	12.7764	13.0709	13.3654	13.6599	13.9544	14.2494	14.5440	14.8390	15.1330	15.4280	15.7044	15.8780
	75 hrs.	11.9247	12.1995	12.4744	12.7492	13.0241	13.2995	13.5744	13.8497	14.1241	14.3995	14.6575	14.8195
	80 hrs.	11.1794	11.4370	11.6948	11.9524	12.2101	12.4683	12.7260	12.9841	13.2414	13.4995	13.7414	13.8933

Clinton County Salary Schedule

JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
7		25,841	26,485	27,127	27,769	28,413	29,055	29,698	30,340	30,982	31,625	32,239	32,659
EMPLOYMENT AND TRAINING ASST.	70 hrs.	14.1983	14.5521	14.9050	15.2577	15.6116	15.9643	16.3176	16.6703	17.0231	17.3764	17.7137	17.9446
GROUNDSKEEPER													
HOMEMAKER	75 hrs.	13.2517	13.5820	13.9113	14.2405	14.5708	14.9000	15.2297	15.5589	15.8883	16.2180	16.5328	16.7483
LABORER (HIGHWAY, LANDFILL)													
LABORER (MAINTENANCE)	80 hrs.	12.4235	12.7331	13.0419	13.3505	13.6601	13.9688	14.2779	14.5865	14.8953	15.2044	15.4995	15.7015
PHYSICAL THERAPIST ASSISTANT													
SENIOR TYPIST													
8		26,616	27,291	27,964	28,637	29,310	29,985	30,659	31,333	32,006	32,679	33,312	33,761
AUDIO VISUAL TECHNICIAN	70 hrs.	14.6241	14.9950	15.3649	15.7346	16.1044	16.4753	16.8456	17.2160	17.5857	17.9554	18.3033	18.5500
BRIDGE MAINTENANCE WORKER													
CHEMICAL ABUSE REHABILITATION AIDE	75 hrs.	13.6492	13.9953	14.3405	14.6856	15.0308	15.3769	15.7225	16.0683	16.4133	16.7584	17.0831	17.3133
COMMUNITY MENTAL HEALTH AIDE													
COURT AIDE	80 hrs.	12.7961	13.1206	13.4443	13.7678	14.0914	14.4159	14.7399	15.0640	15.3875	15.7110	16.0154	16.2313
EMERGENCY MEDICAL SERVICES COORDINAT													
ENVIRONMENTAL SERVICES SUPERVISOR													
LABORER (AIRPORT)													
MOTOR EQUIPMENT OPERATOR I													
MOTOR VEHICLE LICENSE CLERK													
PRINTING MACHINE OPERATOR													
SENIOR ACCOUNT CLERK													
SENIOR ACCOUNT CLERK/TYPIST													
SENIOR CUSTODIAL WORKER													
SENIOR WIC PROGRAM AIDE													
9		27,524	28,228	28,934	29,639	30,345	31,051	31,758	32,463	33,168	33,874	34,542	35,026
BUILDING MAINTENANCE WORKER	70 hrs.	15.1231	15.5099	15.8979	16.2851	16.6731	17.0610	17.4494	17.8369	18.2241	18.6121	18.9791	19.2450
CHEMICAL ABUSE COUNSELOR ASSISTANT													
COOK-MANAGER	75 hrs.	14.1149	14.4759	14.8380	15.1995	15.5616	15.9236	16.2861	16.6477	17.0092	17.3713	17.7139	17.9620
EMERGENCY COMMUNICATIONS DISPATCHER													
LEISURE TIME ACTIVITIES DIRECTOR	80 hrs.	13.2328	13.5711	13.9106	14.2495	14.5890	14.9284	15.2683	15.6073	15.9461	16.2856	16.6068	16.8394
PRINCIPAL CLERK													
RECORDING CLERK													
SENIOR STENOGRAPHER													
STAFF DEVELOPMENT AIDE													
STATION ATTENDANT													

Clinton County Salary Schedule
JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
10		28,427	29,166	29,905	30,643	31,384	32,122	32,860	33,598	34,339	35,078	35,782	36,299
AIRPORT MAINTENANCE WORKER I	70 hrs.	15.6193	16.0253	16.4313	16.8369	17.2440	17.6494	18.0550	18.4604	18.8676	19.2736	19.6604	19.9446
ASSESSMENT CONTROL EXAMINER													
CARPENTER (HIGHWAY)	75 hrs.	14.5780	14.9569	15.3359	15.7144	16.0944	16.4728	16.8513	17.2297	17.6097	17.9887	18.3497	18.6149
CREW SUPERVISOR													
DIETETIC SERVICE SUPERVISOR	80 hrs.	13.6669	14.0221	14.3774	14.7323	15.0885	15.4433	15.7981	16.1529	16.5091	16.8644	17.2029	17.4515
GATE ATTENDANT													
MOTOR EQUIPMENT OPERATOR II													
PRINCIPAL CLERK/TYPIST													
PROBATION ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SENIOR ACCOUNT CLERK (TREAS.)													
SENIOR ACCOUNT CLERK/TYPIST (TREAS.)													
SENIOR DATA ENTRY MACHINE OPERATOR													
SENIOR PHOTOCOPY MACHINE OPERATOR													
SENIOR STATION ATTENDANT													
SERVICES FOR THE AGING SPECIALIST													
SOLID WASTE AIDE													
TRAFFIC SAFETY COORDINATOR													
TRAFFIC SIGNAL TECHNICIAN													
VETERANS SERVICE AIDE													
11		29,335	30,104	30,875	31,644	32,415	33,184	33,954	34,723	35,495	36,262	37,001	37,552
CHEMICAL ABUSE COUNSELOR	70 hrs.	16.1181	16.5407	16.9643	17.3869	17.8104	18.2330	18.6560	19.0786	19.5027	19.9241	20.3303	20.6330
PARALEGAL													
PROBATION OFFICER TRAINEE	75 hrs.	15.0436	15.4380	15.8333	16.2277	16.6231	17.0175	17.4123	17.8067	18.2025	18.5959	18.9749	19.2575
SENIOR BUILDING MAINTENANCE WORKER													
SIGN MAINTENANCE WORKER	80 hrs.	14.1034	14.4731	14.8438	15.2135	15.5841	15.9539	16.3240	16.6938	17.0649	17.4336	17.7890	18.0539
WELDER/FABRICATOR													

Clinton County Salary Schedule

JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
12		30,239	31,038	31,836	32,638	33,438	34,236	35,037	35,835	36,637	37,436	38,204	38,790
AIRPORT MAINTENANCE WORKER II	70 hrs.	16.6149	17.0539	17.4923	17.9330	18.3726	18.8110	19.2511	19.6896	20.1303	20.5693	20.9911	21.3131
ASSISTANT DIR. OF WEIGHTS & MEAS. A	75 hrs.	15.5072	15.9169	16.3261	16.7375	17.1477	17.5569	17.9677	18.3769	18.7883	19.1980	19.5917	19.8923
AUTOMOTIVE MECHANIC	80 hrs.	14.5380	14.9221	15.3058	15.6914	16.0760	16.4596	16.8448	17.2284	17.6140	17.9981	18.3673	18.6490
BRIDGE REPAIR MECHANIC													
CUSTODIAN													
DRAFTSPERSON													
FRAUD SPECIALIST													
HIGHWAY INVENTORY CLERK													
HOUSEKEEPER													
LICENSED PRACTICAL NURSE													
MEO MECHANIC													
MICRO-COMPUTER SPECIALIST													
MOTOR EQUIPMENT OPERATOR III													
PRINCIPAL ACCOUNT CLERK													
PRINCIPAL ACCOUNT CLERK/TYP													
PRINCIPAL STENOGRAPHER													
PROJECT COUNSELOR													
SENIOR EMERGENCY COMMUNICATIONS DISP.													
TRANSFER STATION OPERATOR													
VETERAN'S COUNSELOR													
VICTIM SERVICES ADVOCATE													

∞

Clinton County Salary Schedule

JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade

1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th

13

		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
		31,274	32,114	32,958	33,799	34,641	35,482	36,326	37,168	38,009	38,852	39,658	40,285
ASSISTANT SOLID WASTE SUPERINTENDENT	70 hrs.	17.1836	17.6450	18.1089	18.5709	19.0336	19.4956	19.9593	20.4220	20.8840	21.3473	21.7901	22.1346
ASSISTANT YOUTH BUREAU DIR.													
BUILDING MAINTENANCE MECHANIC	75 hrs.	16.0380	16.4687	16.9016	17.3328	17.7647	18.1959	18.6287	19.0605	19.4917	19.9241	20.3375	20.6589
CHILD SUPPORT SPECIALIST													
COORD. OF SERVICES FOR THE AGING	80 hrs.	15.0356	15.4394	15.8453	16.2495	16.6544	17.0586	17.4644	17.8693	18.2735	18.6789	19.0664	19.3678
COURT REFERRAL SPECIALIST													
EMPLOYMENT AND TRAINING COORDINATOR													
ENGINEERING AIDE													
GARAGE SUPERVISOR													
HIGHWAY PROJECT TECHNICIAN													
IMAGING SYSTEMS COORDINATOR													
INVENTORY COORDINATOR													
MOTOR EQUIPMENT OPERATOR IV													
PLANNING ASSISTANT													
PROGRAM SPECIALIST (DOM. VIOL.)													
PROJECT COORDINATOR													
RECREATION DIRECTOR													
SENIOR PUBLIC HEALTH TECHNICIAN													
SOCIAL WELFARE EXAMINER													
SOCIAL WORK ASSISTANT													
SR. MOTOR VEHICLE LICENSE CLERK													

14

		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
		32,436	33,317	34,196	35,075	35,955	36,834	37,715	38,594	39,475	40,354	41,199	41,868
ADMINISTRATIVE AIDE	70 hrs.	17.8220	18.3060	18.7890	19.2720	19.7554	20.2384	20.7226	21.2054	21.6896	22.1726	22.6369	23.0044
ASSISTANT COMPUTER PROGRAMMER													
EQUIPMENT AND BUILDINGS MECHANIC	75 hrs.	16.6339	17.0856	17.5364	17.9872	18.4384	18.8892	19.3411	19.7917	20.2436	20.6944	21.1277	21.4708
JTPA TRAINING COORDINATOR													
MICRO-COMPUTER COORDINATOR	80 hrs.	15.5943	16.0178	16.4404	16.8630	17.2860	17.7086	18.1323	18.5548	18.9784	19.4010	19.8073	20.1289
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PRINCIPAL ACCOUNT CLERK (TREAS.)													
SENIOR ASSESSMENT CONTROL EXAMINER													
SENIOR RECORDING CLERK													
STOP-DWI EDUCATIONAL SPECIALIST													

Clinton County Salary Schedule

JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	15	33,607	34,522	35,437	36,350	37,265	38,180	39,093	40,007	40,922	41,834	42,736	43,448
BRIDGE REPAIR SUPERVISOR	70 hrs.	18.4654	18.9681	19.4709	19.9726	20.4753	20.9780	21.4797	21.9819	22.4846	22.9857	23.4813	23.8726
BUILDING MAINTENANCE SUPERVISOR													
E-911 COORDINATOR	75 hrs.	17.2344	17.7036	18.1728	18.6411	19.1103	19.5795	20.0477	20.5164	20.9856	21.4533	21.9159	22.2811
EMPLOYMENT AND TRAINING COUNSELOR													
EMPLOYMENT AND TRAINING INSTRUCTOR	80 hrs.	16.1573	16.5971	17.0370	17.4760	17.9159	18.3558	18.7948	19.2341	19.6740	20.1125	20.5461	20.8885
HIGHWAY CONSTRUCTION SUPERVISOR													
PLANNING TECHNICIAN													
PUBLIC HEALTH EDUCATOR													
SENIOR SOCIAL WELFARE EXAMINER													
SIGN MAINTENANCE SUPERVISOR													
SOCIAL SERVICES INVESTIGATOR													
SR. CHEMICAL ABUSE COUNSELOR													
SUMMER YOUTH COUNSELOR													
WIC NUTRITION EDUCATOR													
WIC NUTRITIONIST													
	16	34,901	35,858	36,813	37,767	38,722	39,679	40,633	41,589	42,545	43,500	44,442	45,202
ADMINISTRATIVE ASSISTANT	70 hrs.	19.1764	19.7021	20.2269	20.7511	21.2759	21.8017	22.3259	22.8511	23.3764	23.9011	24.4187	24.8363
BRIDGE INSPECTOR													
CARPENTER (BUILDINGS & GROUNDS)	75 hrs.	17.8980	18.3887	18.8784	19.3677	19.8575	20.3483	20.8375	21.3277	21.8180	22.3077	22.7908	23.1805
CASE COORDINATOR (DOMESTIC VIOLENCE)													
CASE MANAGER FOR ELDERLY SERVICES	80 hrs.	16.7794	17.2394	17.6985	18.1573	18.6164	19.0765	19.5351	19.9948	20.4544	20.9135	21.3664	21.7318
CASEWORKER													
CHEMICAL ABUSE CLINICIAN													
EMPLOYMENT & TRAINING FISCAL MANAGER													
MRF SUPERVISOR													
ON-THE-JOB TRAINING SPECIALIST													
PERSONAL PROPERTY COORDINATOR													
PLANNER													
PROBATION OFFICER													
SENIOR CHILD SUPPORT SPECIALIST													
SENIOR EMPLOYMENT & TRAINING INSTRUCT													
SENIOR PUBLIC HEALTH EDUCATOR													
STOP-DWI PROGRAM SPECIALIST													

Clinton County Salary Schedule

JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	17	36,196	37,198	38,201	39,203	40,205	41,207	42,209	43,213	44,214	45,217	46,210	47,020
DEPUTY COUNTY CLERK	70 hrs.	19.8879	20.4384	20.9896	21.5401	22.0907	22.6411	23.1917	23.7434	24.2934	24.8446	25.3901	25.8351
DISTRICT ATTORNEY SPEC. INVESTIGATOR													
OCCUPATIONAL THERAPIST	75 hrs.	18.5620	19.0759	19.5903	20.1041	20.6180	21.1317	21.6456	22.1605	22.6739	23.1883	23.6975	24.1128
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN	80 hrs.	17.4019	17.8836	18.3659	18.8476	19.3294	19.8110	20.2928	20.7755	21.2568	21.7390	22.2164	22.6058
SENIOR EMPLOYMENT & TRAINING COUNS.													
	18	37,490	38,546	39,600	40,658	41,710	42,765	43,822	44,876	45,930	46,987	48,023	48,883
ASSISTANT EMERGENCY SERVICES DIRECTOR	70 hrs.	20.5989	21.1791	21.7583	22.3396	22.9176	23.4973	24.0780	24.6571	25.2363	25.8170	26.3863	26.8589
CHILDRENS SERVICES PROGRAM SPECIALIST													
COMPUTER PROGRAMMER	75 hrs.	19.2256	19.7672	20.3077	20.8503	21.3897	21.9308	22.4728	23.0133	23.5539	24.0959	24.6272	25.0683
COORD.OF CHILD SUPPORT ENFORCEMENT													
COUNTY ENGINEERING ASSISTANT	80 hrs.	18.0240	18.5318	19.0385	19.5471	20.0529	20.5601	21.0683	21.5750	22.0818	22.5899	23.0880	23.5015
DIRECTOR OF WEIGHTS & MEASURES A													
ELECTRICIAN													
HEAD SOCIAL WELFARE EXAMINER													
NETWORK ENGINEER													
PRINCIPAL SOCIAL WELFARE EXAMINER													
REGISTERED PROFESSIONAL NURSE													
SENIOR CASEWORKER													
SENIOR EMPLOYMENT & TRAINING COORDINA													
SENIOR PLANNER													
SENIOR PROBATION OFFICER													
SENIOR WIC NUTRITIONIST													
STAFF NURSE													
	19	38,782	39,881	40,982	42,080	43,181	44,281	45,380	46,481	47,580	48,679	49,764	50,672
PUBLIC HEALTH NURSE	70 hrs.	21.3089	21.9126	22.5176	23.1209	23.7259	24.3303	24.9340	25.5390	26.1429	26.7467	27.3429	27.8417
STAFF DEVELOPMENT COORDINATOR													
	75 hrs.	19.8883	20.4517	21.0164	21.5795	22.1441	22.7083	23.2717	23.8364	24.4000	24.9636	25.5200	25.9856
	80 hrs.	18.6453	19.1735	19.7029	20.2308	20.7601	21.2890	21.8173	22.3466	22.8750	23.4034	23.9250	24.3615

Clinton County Salary Schedule

JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
20		40,336	41,487	42,637	43,789	44,941	46,092	47,242	48,394	49,545	50,696	51,842	52,811
CASE SUPERVISOR, GRADE B	70 hrs.	22.1626	22.7950	23.4269	24.0599	24.6929	25.3253	25.9571	26.5901	27.2226	27.8550	28.4846	29.0170
CHILDREN'S SERVICES COORDINATOR													
COORDINATOR OF JAIL HEALTH SERVICES	75 hrs.	20.6851	21.2753	21.8651	22.4559	23.0467	23.6369	24.2267	24.8175	25.4077	25.9980	26.5856	27.0825
NURSE PRACTITIONER													
PROBATION SUPERVISOR	80 hrs.	19.3923	19.9456	20.4985	21.0524	21.6063	22.1596	22.7125	23.2664	23.8198	24.3731	24.9240	25.3899
PSYCHOLOGIST (MA LEVEL)													
PUBLIC HEALTH RESPONSE COORDINATOR													
REFRIGERATION MECHANIC													
SENIOR PUBLIC HEALTH SANITARIAN													
STAFF PSYCHIATRIC NURSE													
STAFF SOCIAL WORKER													
STOP-DWI COORDINATOR													
WIC PROGRAM COORDINATOR													
21		41,887	43,091	44,292	45,494	46,694	47,897	49,099	50,300	51,502	52,704	53,897	54,923
ACCOUNTING SUPERVISOR-GRADE B	70 hrs.	23.0149	23.6764	24.3363	24.9967	25.6560	26.3170	26.9774	27.6374	28.2979	28.9583	29.6137	30.1774
ASSISTANT FINANCE MANAGER													
ASSOCIATE DIRECTOR OF PATIENT SERVICES	75 hrs.	21.4805	22.0980	22.7139	23.3303	23.9456	24.5625	25.1789	25.7949	26.4113	27.0277	27.6395	28.1656
CHEMICAL ABUSE PROGRAM COORD													
COORD. OF PUBLIC HEALTH EDUCATION	80 hrs.	20.1380	20.7169	21.2943	21.8721	22.4490	23.0274	23.6053	24.1828	24.7606	25.3385	25.9120	26.4053
HEAD NURSE													
HEALTH FACILITY COMPTROLLER/NURSING H													
RECYCLING COORDINATOR													
SENIOR COMPUTER PROGRAMMER													
SENIOR STAFF NURSE													
22		43,442	44,699	45,959	47,216	48,474	49,731	50,990	52,247	53,506	54,764	56,022	57,107
SUPERVISING PUBLIC HEALTH NURSE	70 hrs.	23.8693	24.5599	25.2521	25.9429	26.6340	27.3247	28.0164	28.7071	29.3989	30.0901	30.7813	31.3774
	75 hrs.	22.2780	22.9225	23.5687	24.2133	24.8584	25.5031	26.1487	26.7933	27.4389	28.0841	28.7292	29.2856
	80 hrs.	20.8856	21.4899	22.0956	22.7000	23.3048	23.9091	24.5144	25.1188	25.7240	26.3289	26.9336	27.4553

Clinton County Salary Schedule
JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	23	44,999	46,303	47,608	48,913	50,217	51,523	52,828	54,133	55,438	56,742	58,058	59,201
ENVIRONMENTAL & SANITATION ENGINEER	70 hrs.	24.7247	25.4411	26.1583	26.8753	27.5917	28.3093	29.0264	29.7434	30.4604	31.1769	31.9000	32.5280
NUTRITION SERVICE COORDINATOR													
R.P.I.S. COORDINATOR	75 hrs.	23.0764	23.7451	24.4144	25.0836	25.7523	26.4220	27.0913	27.7605	28.4297	29.0984	29.7733	30.3595
SENIOR MENTAL HEALTH CLINICIAN													
SENIOR NETWORK ENGINEER	80 hrs.	21.6341	22.2610	22.8885	23.5159	24.1428	24.7706	25.3981	26.0255	26.6529	27.2798	27.9125	28.4620
SENIOR STAFF SOCIAL WORKER													
SENIOR TAX MAP TECHNICIAN													
SUPERVISING SOCIAL WORKER													
	24	46,808	48,166	49,525	50,883	52,242	53,600	54,959	56,319	57,678	59,036	60,424	61,629
DIRECTOR OF ENVIRONMENTAL HEALTH	70 hrs.	25.7187	26.4649	27.2116	27.9577	28.7044	29.4506	30.1973	30.9446	31.6911	32.4374	33.2000	33.8621
DIRECTOR OF STAFF & ORGANIZATIONAL DEV													
	75 hrs.	24.0041	24.7005	25.3975	26.0939	26.7908	27.4872	28.1841	28.8816	29.5784	30.2749	30.9867	31.6047
	80 hrs.	22.5039	23.1568	23.8101	24.4630	25.1164	25.7693	26.4226	27.0765	27.7298	28.3828	29.0500	29.6294
	25	48,616	50,030	51,445	52,859	54,275	55,689	57,104	58,519	59,934	61,348	62,775	64,049
AIR COND. VENT. HEATING & REFRIG. MECH.	70 hrs.	26.7121	27.4890	28.2664	29.0434	29.8214	30.5983	31.3759	32.1533	32.9307	33.7077	34.4917	35.1917
COORD. OF COMMUNITY HEALTH SERVICES													
SUPERVISING PSYCHOLOGIST	75 hrs.	24.9313	25.6564	26.3820	27.1072	27.8333	28.5584	29.2841	30.0097	30.7353	31.4605	32.1923	32.8456
	80 hrs.	23.3731	24.0529	24.7331	25.4130	26.0938	26.7735	27.4539	28.1341	28.8144	29.4943	30.1803	30.7928
	26	50,433	51,897	53,360	54,824	56,288	57,754	59,215	60,681	62,144	63,610	65,101	66,439
NONE	70 hrs.	27.7104	28.5149	29.3187	30.1231	30.9274	31.7330	32.5357	33.3411	34.1450	34.9506	35.7697	36.5050
	75 hrs.	25.8631	26.6139	27.3641	28.1149	28.8656	29.6175	30.3667	31.1184	31.8687	32.6205	33.3851	34.0713
	80 hrs.	24.2466	24.9505	25.6539	26.3578	27.0615	27.7664	28.4688	29.1735	29.8769	30.5818	31.2985	31.9419

Clinton County Salary Schedule
JANUARY 1, 2007 - December 31, 2007 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	27	52,505	54,017	55,530	57,045	58,558	60,072	61,584	63,099	64,612	66,125	67,689	69,101
FINANCE MANAGER	70 hrs.	28.8489	29.6797	30.5110	31.3434	32.1747	33.0066	33.8374	34.6697	35.5011	36.3324	37.1917	37.9676
	75 hrs.	26.9256	27.7011	28.4769	29.2539	30.0297	30.8061	31.5816	32.3584	33.1344	33.9103	34.7123	35.4364
	80 hrs.	25.2428	25.9698	26.6971	27.4255	28.1529	28.8808	29.6078	30.3360	31.0635	31.7909	32.5428	33.2216
	28	59,521	61,240	62,958	64,675	66,393	68,111	69,830	71,548	73,267	74,985	76,808	78,472
MENTAL HEALTH SERVICES COORDINATOR	70 hrs.	32.7039	33.6483	34.5923	35.5357	36.4797	37.4236	38.3681	39.3121	40.2566	41.2006	42.2021	43.1164
PSYCHIATRIC NURSE	75 hrs.	30.5236	31.4051	32.2861	33.1667	34.0477	34.9287	35.8103	36.6913	37.5728	38.4539	39.3887	40.2420
	80 hrs.	28.6159	29.4423	30.2683	31.0938	31.9198	32.7456	33.5721	34.3981	35.2245	36.0505	36.9269	37.7269

Clinton County Salary Schedule

JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	0	22,374	22,859	23,341	23,826	24,309	24,794	25,278	25,762	26,247	26,730	27,186	27,448
CAR SEAT GRANT AIDE CHAUFFEUR COMMUNITY SERVICES GRANT AIDE YOUTH COURT GRANT AIDE	70 hrs.	12.2934	12.5599	12.8247	13.0911	13.3566	13.6231	13.8890	14.1550	14.4214	14.6869	14.9374	15.0813
	75 hrs.	11.4739	11.7225	11.9697	12.2184	12.4661	12.7149	12.9631	13.2113	13.4600	13.7077	13.9416	14.0759
	80 hrs.	10.7568	10.9899	11.2216	11.4548	11.6870	11.9203	12.1529	12.3856	12.6188	12.8510	13.0703	13.1961
	1	22,906	23,404	23,905	24,403	24,903	25,401	25,900	26,399	26,898	27,397	27,869	28,154
NONE	70 hrs.	12.5857	12.8593	13.1346	13.4083	13.6830	13.9566	14.2307	14.5050	14.7791	15.0533	15.3126	15.4693
	75 hrs.	11.7467	12.0020	12.2589	12.5144	12.7708	13.0261	13.2820	13.5380	13.7939	14.0497	14.2917	14.4380
	80 hrs.	11.0125	11.2519	11.4928	11.7323	11.9726	12.2120	12.4519	12.6919	12.9318	13.1716	13.3985	13.5356
	2	23,300	23,820	24,341	24,861	25,382	25,901	26,421	26,942	27,462	27,981	28,492	28,790
ACTIVITIES AIDE CLEANER DIETARY ATTENDANT ENVIRONMENTAL SERVICES WORKER LABORER (COUNTY HOME)	70 hrs.	12.8021	13.0879	13.3741	13.6599	13.9461	14.2313	14.5170	14.8033	15.0890	15.3741	15.6550	15.8187
	75 hrs.	11.9487	12.2153	12.4825	12.7492	13.0164	13.2825	13.5492	13.8164	14.0831	14.3492	14.6113	14.7641
	80 hrs.	11.2019	11.4519	11.7024	11.9524	12.2029	12.4524	12.7024	12.9529	13.2029	13.4524	13.6981	13.8414
	3	23,834	24,384	24,933	25,483	26,032	26,582	27,132	27,682	28,231	28,781	29,297	29,620
CLERK NURSES AIDE PATIENT AGENT	70 hrs.	13.0956	13.3979	13.6994	14.0017	14.3033	14.6054	14.9077	15.2099	15.5116	15.8137	16.0973	16.2747
	75 hrs.	12.2225	12.5047	12.7861	13.0683	13.3497	13.6317	13.9139	14.1959	14.4775	14.7595	15.0241	15.1897
	80 hrs.	11.4586	11.7231	11.9870	12.2515	12.5154	12.7798	13.0443	13.3086	13.5726	13.8370	14.0851	14.2404

Clinton County Salary Schedule

JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	4	24,360	24,937	25,516	26,095	26,673	27,250	27,827	28,405	28,983	29,559	30,106	30,454
ACCOUNT CLERK	70 hrs.	13.3846	13.7017	14.0197	14.3379	14.6554	14.9726	15.2896	15.6071	15.9247	16.2411	16.5417	16.7330
CENTRAL SERVICE CLERK													
COOK	75 hrs.	12.4923	12.7883	13.0851	13.3820	13.6784	13.9744	14.2703	14.5667	14.8631	15.1584	15.4389	15.6175
CUSTODIAL WORKER													
DATA COLLECTOR	80 hrs.	11.7115	11.9890	12.2673	12.5456	12.8235	13.1010	13.3784	13.6563	13.9341	14.2110	14.4740	14.6414
DATA ENTRY MACHINE OPERATOR													
LIBRARY AIDE TYPIST													
MESSENGER													
MESSENGER/CUSTODIAL WORKER													
PURCHASING CLERK													
TYPIST													
	5	25,023	25,630	26,237	26,844	27,451	28,059	28,665	29,272	29,880	30,486	31,057	31,432
ACCOUNT CLERK/STENOGRAPHER	70 hrs.	13.7489	14.0824	14.4160	14.7494	15.0830	15.4170	15.7500	16.0836	16.4176	16.7506	17.0643	17.2703
ACCOUNT CLERK/TYPIST													
DIETARY TECHNICIAN	75 hrs.	12.8323	13.1436	13.4549	13.7661	14.0775	14.3892	14.7000	15.0113	15.3231	15.6339	15.9267	16.1189
LIBRARY CLERK													
STENOGRAPHER	80 hrs.	12.0303	12.3221	12.6140	12.9058	13.1976	13.4899	13.7813	14.0731	14.3654	14.6568	14.9313	15.1115
	6	25,685	26,323	26,962	27,599	28,236	28,874	29,512	30,149	30,788	31,425	32,012	32,412
COMPUTER OPERATOR	70 hrs.	14.1126	14.4631	14.8143	15.1643	15.5143	15.8649	16.2154	16.5654	16.9164	17.2664	17.5890	17.8089
HOME HEALTH AIDE													
MEDICAL CLERK	75 hrs.	13.1717	13.4989	13.8267	14.1533	14.4800	14.8072	15.1344	15.4611	15.7887	16.1153	16.4164	16.6216
MEDICAL CLERK/TYPIST													
MICROFILM OPERATOR	80 hrs.	12.3485	12.6553	12.9625	13.2688	13.5750	13.8818	14.1885	14.4948	14.8019	15.1081	15.3904	15.5828
PHOTOCOPY MACHINE OPERATOR													
RECORDS INVENTORY PLANNING CLERK													
SENIOR CLERK													
SENIOR LIBRARY CLERK													
WIC NUTRITION AIDE													
WIC PROGRAM AIDE													
WIC PROGRAM AIDE/TYPIST													

Clinton County Salary Schedule

JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	7	26,487	27,147	27,805	28,463	29,123	29,781	30,440	31,098	31,757	32,416	33,045	33,475
EMPLOYMENT AND TRAINING ASST. GROUNDSKEEPER HOMEMAKER LABORER (HIGHWAY, LANDFILL) LABORER (MAINTENANCE) PHYSICAL THERAPIST ASSISTANT SENIOR TYPIST	70 hrs.	14.5533	14.9160	15.2774	15.6390	16.0017	16.3631	16.7253	17.0869	17.4489	17.8110	18.1566	18.3929
	75 hrs.	13.5831	13.9216	14.2589	14.5964	14.9349	15.2723	15.6103	15.9477	16.2856	16.6236	16.9461	17.1667
	80 hrs.	12.7341	13.0515	13.3678	13.6841	14.0015	14.3178	14.6346	14.9510	15.2678	15.5846	15.8870	16.0938
	8	27,281	27,973	28,663	29,353	30,043	30,735	31,425	32,116	32,806	33,496	34,145	34,605
AUDIO VISUAL TECHNICIAN BRIDGE MAINTENANCE WORKER CHEMICAL ABUSE REHABILITATION AIDE COMMUNITY MENTAL HEALTH AIDE COURT AIDE EMERGENCY MEDICAL SERVICES COORDINAT ENVIRONMENTAL SERVICES SUPERVISOR LABORER (AIRPORT) MOTOR EQUIPMENT OPERATOR I MOTOR VEHICLE LICENSE CLERK PRINTING MACHINE OPERATOR SENIOR ACCOUNT CLERK SENIOR ACCOUNT CLERK/TYPIST SENIOR CUSTODIAL WORKER SENIOR WIC PROGRAM AIDE	70 hrs.	14.9896	15.3697	15.7489	16.1280	16.5071	16.8874	17.2664	17.6461	18.0253	18.4044	18.7610	19.0137
	75 hrs.	13.9903	14.3451	14.6989	15.0528	15.4067	15.7616	16.1153	16.4697	16.8236	17.1775	17.5103	17.7461
	80 hrs.	13.1159	13.4485	13.7803	14.1120	14.4438	14.7765	15.1081	15.4404	15.7721	16.1039	16.4159	16.6370
	9	28,212	28,934	29,657	30,380	31,104	31,827	32,552	33,275	33,997	34,721	35,406	35,902
BUILDING MAINTENANCE WORKER CHEMICAL ABUSE COUNSELOR ASSISTANT COOK-MANAGER EMERGENCY COMMUNICATIONS DISPATCHER LEISURE TIME ACTIVITIES DIRECTOR PRINCIPAL CLERK RECORDING CLERK SENIOR STENOGRAPHER STAFF DEVELOPMENT AIDE STATION ATTENDANT	70 hrs.	15.5011	15.8979	16.2950	16.6923	17.0901	17.4874	17.8857	18.2830	18.6797	19.0774	19.4539	19.7264
	75 hrs.	14.4677	14.8380	15.2087	15.5795	15.9508	16.3216	16.6933	17.0641	17.4344	17.8056	18.1569	18.4113
	80 hrs.	13.5635	13.9106	14.2581	14.6058	14.9539	15.3015	15.6500	15.9976	16.3448	16.6928	17.0221	17.2606

Clinton County Salary Schedule

JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
10		29,138	29,895	30,653	31,409	32,169	32,925	33,681	34,438	35,197	35,955	36,677	37,206
AIRPORT MAINTENANCE WORKER I	70 hrs.	16.0099	16.4259	16.8423	17.2577	17.6753	18.0907	18.5060	18.9220	19.3390	19.7554	20.1521	20.4429
ASSESSMENT CONTROL EXAMINER													
CARPENTER (HIGHWAY)	75 hrs.	14.9425	15.3308	15.7195	16.1072	16.4969	16.8847	17.2723	17.6605	18.0497	18.4384	18.8087	19.0800
CREW SUPERVISOR													
DIETETIC SERVICE SUPERVISOR	80 hrs.	14.0086	14.3726	14.7370	15.1005	15.4659	15.8294	16.1928	16.5568	16.9216	17.2860	17.6331	17.8875
GATE ATTENDANT													
MOTOR EQUIPMENT OPERATOR II													
PRINCIPAL CLERK/TYPIST													
PROBATION ASSISTANT													
PUBLIC HEALTH TECHNICIAN													
SENIOR ACCOUNT CLERK (TREAS.)													
SENIOR ACCOUNT CLERK/TYPIST (TREAS.)													
SENIOR DATA ENTRY MACHINE OPERATOR													
SENIOR PHOTOCOPY MACHINE OPERATOR													
SENIOR STATION ATTENDANT													
SERVICES FOR THE AGING SPECIALIST													
SOLID WASTE AIDE													
TRAFFIC SAFETY COORDINATOR													
TRAFFIC SIGNAL TECHNICIAN													
VETERANS SERVICE AIDE													
11		30,068	30,857	31,647	32,435	33,225	34,014	34,803	35,591	36,382	37,169	37,926	38,491
CHEMICAL ABUSE COUNSELOR	70 hrs.	16.5209	16.9544	17.3884	17.8214	18.2554	18.6890	19.1226	19.5554	19.9901	20.4226	20.8384	21.1489
PARALEGAL													
PROBATION OFFICER TRAINEE	75 hrs.	15.4195	15.8241	16.2292	16.6333	17.0384	17.4431	17.8477	18.2517	18.6575	19.0611	19.4492	19.7389
SENIOR BUILDING MAINTENANCE WORKER													
SIGN MAINTENANCE WORKER	80 hrs.	14.4558	14.8351	15.2149	15.5938	15.9735	16.3529	16.7323	17.1110	17.4914	17.8698	18.2336	18.5053
WELDER/FABRICATOR													

Clinton County Salary Schedule
JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
12	30,995	31,814	32,632	33,454	34,274	35,092	35,913	36,731	37,553	38,372	39,159	39,760
70 hrs.	17,0303	17,4803	17,9297	18,3813	18,8319	19,2813	19,7324	20,1819	20,6336	21,0836	21,5160	21,8461
75 hrs.	15,8949	16,3149	16,7344	17,1559	17,5764	17,9959	18,4169	18,8364	19,2580	19,6780	20,0816	20,3897
80 hrs.	14,9015	15,2953	15,6885	16,0836	16,4779	16,8711	17,2659	17,6591	18,0544	18,4481	18,8265	19,1154

- AIRPORT MAINTENANCE WORKER II
- ASSISTANT DIR. OF WEIGHTS & MEAS. A
- AUTOMOTIVE MECHANIC
- BRIDGE REPAIR MECHANIC
- CUSTODIAN
- DRAFTSPERSON
- FRAUD SPECIALIST
- HIGHWAY INVENTORY CLERK
- HOUSEKEEPER
- LICENSED PRACTICAL NURSE
- MEO MECHANIC
- MICRO-COMPUTER SPECIALIST
- MOTOR EQUIPMENT OPERATOR III
- PRINCIPAL ACCOUNT CLERK
- PRINCIPAL ACCOUNT CLERK/TYP
- PRINCIPAL STENOGRAPHER
- PROJECT COUNSELOR
- SENIOR EMERGENCY COMMUNICATIONS DISP.
- TRANSFER STATION OPERATOR
- VETERAN'S COUNSELOR
- VICTIM SERVICES ADVOCATE

Clinton County Salary Schedule

JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	13	32,056	32,917	33,782	34,644	35,507	36,369	37,234	38,097	38,959	39,823	40,649	41,292
ASSISTANT SOLID WASTE SUPERINTENDENT	70 hrs.	17.6131	18.0863	18.5616	19.0351	19.5093	19.9830	20.4583	20.9324	21.4060	21.8807	22.3346	22.6879
ASSISTANT YOUTH BUREAU DIR.													
BUILDING MAINTENANCE MECHANIC	75 hrs.	16.4389	16.8805	17.3241	17.7661	18.2087	18.6508	19.0944	19.5369	19.9789	20.4220	20.8456	21.1753
CHILD SUPPORT SPECIALIST													
COORD. OF SERVICES FOR THE AGING	80 hrs.	15.4115	15.8255	16.2414	16.6558	17.0706	17.4851	17.9010	18.3159	18.7303	19.1456	19.5428	19.8519
COURT REFERRAL SPECIALIST													
EMPLOYMENT AND TRAINING COORDINATOR													
ENGINEERING AIDE													
GARAGE SUPERVISOR													
HIGHWAY PROJECT TECHNICIAN													
IMAGING SYSTEMS COORDINATOR													
INVENTORY COORDINATOR													
MOTOR EQUIPMENT OPERATOR IV													
PLANNING ASSISTANT													
PROGRAM SPECIALIST (DOM. VIOL.)													
PROJECT COORDINATOR													
RECREATION DIRECTOR													
SENIOR PUBLIC HEALTH TECHNICIAN													
SOCIAL WELFARE EXAMINER													
SOCIAL WORK ASSISTANT													
SR. MOTOR VEHICLE LICENSE CLERK													
	14	33,247	34,150	35,051	35,952	36,854	37,755	38,658	39,559	40,462	41,363	42,229	42,915
ADMINISTRATIVE AIDE	70 hrs.	18.2676	18.7637	19.2589	19.7539	20.2494	20.7446	21.2407	21.7357	22.2319	22.7269	23.2027	23.5797
ASSISTANT COMPUTER PROGRAMMER													
EQUIPMENT AND BUILDINGS MECHANIC	75 hrs.	17.0497	17.5128	17.9749	18.4369	18.8995	19.3616	19.8247	20.2867	20.7497	21.2117	21.6559	22.0077
JTPA TRAINING COORDINATOR													
MICRO-COMPUTER COORDINATOR	80 hrs.	15.9841	16.4183	16.8515	17.2846	17.7183	18.1515	18.5856	19.0188	19.4529	19.8860	20.3024	20.6323
NURSING HOME SOCIAL WORKER													
OFFICE MANAGER													
PRINCIPAL ACCOUNT CLERK (TREAS.)													
SENIOR ASSESSMENT CONTROL EXAMINER													
SENIOR RECORDING CLERK													
STOP-DWI EDUCATIONAL SPECIALIST													

001

Clinton County Salary Schedule

JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
	15	34,447	35,385	36,323	37,259	38,197	39,134	40,070	41,007	41,945	42,880	43,804	44,534
BRIDGE REPAIR SUPERVISOR	70 hrs.	18.9269	19.4423	19.9577	20.4720	20.9874	21.5021	22.0164	22.5313	23.0467	23.5604	24.0681	24.4693
BUILDING MAINTENANCE SUPERVISOR E-911 COORDINATOR	75 hrs.	17.6651	18.1461	18.6272	19.1072	19.5883	20.0687	20.5487	21.0292	21.5103	21.9897	22.4636	22.8380
EMPLOYMENT AND TRAINING COUNSELOR EMPLOYMENT AND TRAINING INSTRUCTOR HIGHWAY CONSTRUCTION SUPERVISOR PLANNING TECHNICIAN PUBLIC HEALTH EDUCATOR SENIOR SOCIAL WELFARE EXAMINER SIGN MAINTENANCE SUPERVISOR SOCIAL SERVICES INVESTIGATOR SR. CHEMICAL ABUSE COUNSELOR SUMMER YOUTH COUNSELOR WIC NUTRITION EDUCATOR WIC NUTRITIONIST	80 hrs.	16.5610	17.0120	17.4630	17.9130	18.3640	18.8144	19.2644	19.7149	20.1659	20.6154	21.0596	21.4106

TOT

	16	35,774	36,754	37,733	38,711	39,690	40,671	41,649	42,629	43,609	44,587	45,553	46,332
ADMINISTRATIVE ASSISTANT	70 hrs.	19.6560	20.1946	20.7324	21.2697	21.8077	22.3467	22.8840	23.4226	23.9610	24.4983	25.0291	25.4571
BRIDGE INSPECTOR	75 hrs.	18.3456	18.8483	19.3503	19.8517	20.3539	20.8569	21.3584	21.8611	22.3636	22.8651	23.3605	23.7600
CARPENTER (BUILDINGS & GROUNDS) CASE COORDINATOR (DOMESTIC VIOLENCE) CASE MANAGER FOR ELDERLY SERVICES CASEWORKER CHEMICAL ABUSE CLINICIAN EMPLOYMENT & TRAINING FISCAL MANAGER MRF SUPERVISOR ON-THE-JOB TRAINING SPECIALIST PERSONAL PROPERTY COORDINATOR PLANNER PROBATION OFFICER SENIOR CHILD SUPPORT SPECIALIST SENIOR EMPLOYMENT & TRAINING INSTRUCTOR SENIOR PUBLIC HEALTH EDUCATOR STOP-DWI PROGRAM SPECIALIST	80 hrs.	17.1990	17.6703	18.1409	18.6110	19.0818	19.5534	20.0235	20.4948	20.9659	21.4360	21.9005	22.2750

Clinton County Salary Schedule

JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
17		37,101	38,128	39,156	40,183	41,210	42,237	43,264	44,293	45,319	46,347	47,365	48,195
DEPUTY COUNTY CLERK	70 hrs.	20.3851	20.9494	21.5143	22.0786	22.6429	23.2071	23.7714	24.3369	24.9006	25.4654	26.0247	26.4807
DISTRICT ATTORNEY SPEC. INVESTIGATOR	75 hrs.	19.0261	19.5528	20.0800	20.6067	21.1333	21.6600	22.1867	22.7144	23.2405	23.7677	24.2897	24.7153
OCCUPATIONAL THERAPIST	80 hrs.	17.8370	18.3308	18.8250	19.3188	19.8125	20.3063	20.8000	21.2948	21.7880	22.2823	22.7716	23.1706
PROJECT COORDINATOR (WIC)													
PUBLIC HEALTH SANITARIAN													
SENIOR EMPLOYMENT & TRAINING COUNS.													
18		38,427	39,510	40,590	41,674	42,753	43,834	44,918	45,998	47,078	48,162	49,224	50,105
ASSISTANT EMERGENCY SERVICES DIRECTOR	70 hrs.	21.1137	21.7089	22.3021	22.8979	23.4907	24.0846	24.6803	25.2736	25.8670	26.4626	27.0461	27.5303
CHILDRENS SERVICES PROGRAM SPECIALIST	75 hrs.	19.7061	20.2616	20.8153	21.3713	21.9247	22.4789	23.0349	23.5887	24.1425	24.6984	25.2431	25.6949
COMPUTER PROGRAMMER	80 hrs.	18.4745	18.9953	19.5144	20.0356	20.5544	21.0740	21.5953	22.1144	22.6336	23.1548	23.6654	24.0890
COORD.OF CHILD SUPPORT ENFORCEMENT													
COUNTY ENGINEERING ASSISTANT													
DIRECTOR OF WEIGHTS & MEASURES A													
ELECTRICIAN													
HEAD SOCIAL WELFARE EXAMINER													
NETWORK ENGINEER													
PRINCIPAL SOCIAL WELFARE EXAMINER													
REGISTERED PROFESSIONAL NURSE													
SENIOR CASEWORKER													
SENIOR EMPLOYMENT & TRAINING COORDINA													
SENIOR PLANNER													
SENIOR PROBATION OFFICER													
SENIOR WIC NUTRITIONIST													
STAFF NURSE													
19		39,752	40,878	42,007	43,132	44,261	45,388	46,514	47,643	48,769	49,896	51,008	51,939
PUBLIC HEALTH NURSE	70 hrs.	21.8417	22.4604	23.0807	23.6989	24.3193	24.9384	25.5571	26.1774	26.7961	27.4154	28.0264	28.5379
STAFF DEVELOPMENT COORDINATOR	75 hrs.	20.3856	20.9631	21.5420	22.1189	22.6980	23.2759	23.8533	24.4323	25.0097	25.5877	26.1580	26.6353
	80 hrs.	19.1115	19.6529	20.1956	20.7365	21.2794	21.8211	22.3625	22.9053	23.4466	23.9885	24.5231	24.9706

Clinton County Salary Schedule

JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
20		41,344	42,524	43,703	44,884	46,065	47,244	48,423	49,604	50,784	51,963	53,138	54,131
CASE SUPERVISOR, GRADE B CHILDREN'S SERVICES COORDINATOR COORDINATOR OF JAIL HEALTH SERVICES NURSE PRACTITIONER PROBATION SUPERVISOR PSYCHOLOGIST (MA LEVEL) PUBLIC HEALTH RESPONSE COORDINATOR REFRIGERATION MECHANIC SENIOR PUBLIC HEALTH SANITARIAN STAFF PSYCHIATRIC NURSE STAFF SOCIAL WORKER STOP-DWI COORDINATOR WIC PROGRAM COORDINATOR	70 hrs.	22.7164	23.3649	24.0126	24.6616	25.3104	25.9583	26.6060	27.2550	27.9033	28.5511	29.1967	29.7423
	75 hrs.	21.2020	21.8072	22.4117	23.0175	23.6231	24.2277	24.8323	25.4380	26.0431	26.6477	27.2503	27.7595
	80 hrs.	19.8769	20.4443	21.0110	21.5789	22.1466	22.7135	23.2803	23.8481	24.4154	24.9823	25.5471	26.0245
21		42,934	44,168	45,399	46,631	47,861	49,094	50,326	51,557	52,790	54,022	55,244	56,296
ACCOUNTING SUPERVISOR-GRADE B ASSISTANT FINANCE MANAGER ASSOCIATE DIRECTOR OF PATIENT SERVICES CHEMICAL ABUSE PROGRAM COORD COORD. OF PUBLIC HEALTH EDUCATION HEAD NURSE HEALTH FACILITY COMPTRROLLER/NURSING H RECYCLING COORDINATOR SENIOR COMPUTER PROGRAMMER SENIOR STAFF NURSE	70 hrs.	23.5901	24.2681	24.9446	25.6214	26.2973	26.9747	27.6517	28.3280	29.0054	29.6824	30.3539	30.9319
	75 hrs.	22.0175	22.6503	23.2816	23.9133	24.5441	25.1764	25.8083	26.4395	27.0717	27.7036	28.3303	28.8697
	80 hrs.	20.6414	21.2346	21.8265	22.4188	23.0101	23.6029	24.1953	24.7870	25.3798	25.9721	26.5596	27.0654
22		44,528	45,816	47,108	48,396	49,686	50,974	52,265	53,553	54,844	56,133	57,423	58,535
SUPERVISING PUBLIC HEALTH NURSE	70 hrs.	24.4660	25.1736	25.8836	26.5911	27.3000	28.0077	28.7170	29.4247	30.1340	30.8423	31.5511	32.1621
	75 hrs.	22.8349	23.4953	24.1580	24.8184	25.4800	26.1405	26.8025	27.4631	28.1251	28.7861	29.4477	30.0180
	80 hrs.	21.4078	22.0269	22.6481	23.2673	23.8875	24.5068	25.1274	25.7466	26.3673	26.9870	27.6073	28.1419

Clinton County Salary Schedule
JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
23		46,124	47,461	48,798	50,136	51,472	52,811	54,149	55,486	56,824	58,161	59,509	60,681
ENVIRONMENTAL & SANITATION ENGINEER	70 hrs.	25.3429	26.0774	26.8121	27.5473	28.2813	29.0170	29.7521	30.4869	31.2220	31.9566	32.6973	33.3411
NUTRITION SERVICE COORDINATOR	75 hrs.	23.6533	24.3389	25.0247	25.7108	26.3959	27.0825	27.7687	28.4544	29.1405	29.8261	30.5175	31.1184
R.P.I.S. COORDINATOR	80 hrs.	22.1750	22.8178	23.4606	24.1039	24.7461	25.3899	26.0331	26.6760	27.3193	27.9620	28.6101	29.1735
SENIOR MENTAL HEALTH CLINICIAN													
SENIOR NETWORK ENGINEER													
SENIOR STAFF SOCIAL WORKER													
SENIOR TAX MAP TECHNICIAN													
SUPERVISING SOCIAL WORKER													
24		47,978	49,370	50,763	52,155	53,548	54,940	56,333	57,727	59,120	60,512	61,935	63,170
DIRECTOR OF ENVIRONMENTAL HEALTH	70 hrs.	26.3616	27.1264	27.8917	28.6566	29.4220	30.1869	30.9521	31.7181	32.4836	33.2483	34.0303	34.7089
DIRECTOR OF STAFF & ORGANIZATIONAL DEV	75 hrs.	24.6041	25.3180	26.0323	26.7461	27.4605	28.1744	28.8887	29.6036	30.3180	31.0317	31.7616	32.3949
	80 hrs.	23.0664	23.7356	24.4053	25.0745	25.7443	26.4135	27.0831	27.7534	28.4231	29.0923	29.7765	30.3703
25		49,831	51,281	52,731	54,180	55,632	57,081	58,532	59,982	61,432	62,882	64,344	65,650
AIR COND. VENT. HEATING & REFRIG. MECH.	70 hrs.	27.3797	28.1764	28.9731	29.7693	30.5670	31.3631	32.1604	32.9571	33.7539	34.5506	35.3539	36.0714
COORD. OF COMMUNITY HEALTH SERVICES	75 hrs.	25.5544	26.2980	27.0416	27.7847	28.5292	29.2723	30.0164	30.7600	31.5036	32.2472	32.9969	33.6667
SUPERVISING PSYCHOLOGIST	80 hrs.	23.9573	24.6544	25.3515	26.0481	26.7461	27.4428	28.1404	28.8375	29.5346	30.2318	30.9346	31.5625
26		51,694	53,194	54,694	56,195	57,695	59,198	60,695	62,198	63,698	65,200	66,729	68,100
NONE	70 hrs.	28.4033	29.2274	30.0517	30.8764	31.7006	32.5264	33.3489	34.1747	34.9989	35.8241	36.6643	37.4176
	75 hrs.	26.5097	27.2789	28.0483	28.8180	29.5872	30.3580	31.1256	31.8964	32.6656	33.4359	34.2200	34.9231
	80 hrs.	24.8529	25.5740	26.2953	27.0169	27.7380	28.4606	29.1803	29.9029	30.6240	31.3461	32.0813	32.7404

Clinton County Salary Schedule
JANUARY 1, 2008 - December 31, 2008 2.5 % INCREASE

Grade		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th		
27		53,818	55,367	56,918	58,471	60,022	61,574	63,124	64,676	66,227	67,778	69,381	70,829
FINANCE MANAGER	70 hrs.	29.5703	30.4214	31.2736	32.1269	32.9791	33.8319	34.6836	35.5363	36.3884	37.2407	38.1214	38.9170
	75 hrs.	27.5989	28.3933	29.1887	29.9851	30.7805	31.5764	32.3713	33.1672	33.9625	34.7580	35.5800	36.3225
	80 hrs.	25.8740	26.6188	27.3644	28.1110	28.8568	29.6029	30.3481	31.0943	31.8399	32.5856	33.3563	34.0524
28		61,009	62,771	64,532	66,292	68,053	69,814	71,576	73,337	75,099	76,860	78,728	80,434
MENTAL HEALTH SERVICES COORDINATOR PSYCHIATRIC NURSE	70 hrs.	33.5214	34.4896	35.4571	36.4241	37.3917	38.3593	39.3274	40.2950	41.2631	42.2307	43.2571	44.1946
	75 hrs.	31.2867	32.1903	33.0933	33.9959	34.8989	35.8020	36.7056	37.6087	38.5123	39.4153	40.3733	41.2483
	80 hrs.	29.3313	30.1784	31.0250	31.8711	32.7178	33.5644	34.4115	35.2581	36.1053	36.9519	37.8500	38.6703

TITLE ORDER

CLINTON COUNTY
TITLE AND GRADE CHART

ACCOUNT CLERK	4
ACCOUNT CLERK/STENOGRAPHER	5
ACCOUNT CLERK/TYPIST	5
ACCOUNTING SUPERVISOR-GRADE B	21
ACTIVITIES AIDE	2
ADMINISTRATIVE AIDE	14
ADMINISTRATIVE ASSISTANT	16
AIR COND. VENT. HEATING & REFRIG. ME	25
AIRPORT MAINTENANCE WORKER I	10
AIRPORT MAINTENANCE WORKER II	12
ASSESSMENT CONTROL EXAMINER	10
ASSISTANT COMPUTER PROGRAMMER	14
ASSISTANT DIR. OF WEIGHTS & MEAS. A	12
ASSISTANT EMERGENCY SERVICES DIRE	18
ASSISTANT FINANCE MANAGER	21
ASSISTANT SOLID WASTE SUPERINTEND	13
ASSISTANT YOUTH BUREAU DIR.	13
ASSOCIATE DIRECTOR OF PATIENT SERVI	21
AUDIO VISUAL TECHNICIAN	8
AUTOMOTIVE MECHANIC	12
BRIDGE MAINTENANCE WORKER	8
BRIDGE REPAIR MECHANIC	12
BRIDGE REPAIR SUPERVISOR	15
BUILDING MAINTENANCE MECHANIC	13
BUILDING MAINTENANCE SUPERVISOR	15
BUILDING MAINTENANCE WORKER	9
CAR SEAT GRANT AIDE	0
CARPENTER (BUILDINGS & GROUNDS)	16
CARPENTER (HIGHWAY)	10
CASE COORDINATOR (DOMESTIC VIOLEN	16
CASE MANAGER FOR ELDERLY SERVICES	16
CASE SUPERVISOR, GRADE B	20
CASEWORKER	16
CENTRAL SERVICE CLERK	4
CHAUFFEUR	0
CHEMICAL ABUSE CLINICIAN	16
CHEMICAL ABUSE COUNSELOR	11
CHEMICAL ABUSE COUNSELOR ASSISTA	9
CHEMICAL ABUSE PROGRAM COORD	21
CHEMICAL ABUSE REHABILITATION AIDE	8
CHILD SUPPORT SPECIALIST	13
CHILDREN'S SERVICES COORDINATOR	20
CHILDRENS SERVICES PROGRAM SPECIA	18
CLEANER	2
CLERK	3
COMMUNITY MENTAL HEALTH AIDE	8
COMMUNITY SERVICES GRANT AIDE	0
COMPUTER OPERATOR	6
COMPUTER PROGRAMMER	18

**CLINTON COUNTY
TITLE AND GRADE CHART**

TITLE ORDER

COOK	4
COOK-MANAGER	9
COORD. OF COMMUNITY HEALTH SERVIC	25
COORD. OF PUBLIC HEALTH EDUCATION	21
COORD. OF SERVICES FOR THE AGING	13
COORD. OF CHILD SUPPORT ENFORCEME	18
COORDINATOR OF JAIL HEALTH SERVICE	20
COUNTY ENGINEERING ASSISTANT	18
COURT AIDE	8
COURT REFERRAL SPECIALIST	13
CREW SUPERVISOR	10
CUSTODIAL WORKER	4
CUSTODIAN	12
DATA COLLECTOR	4
DATA ENTRY MACHINE OPERATOR	4
DEPUTY COUNTY CLERK	17
DIETARY ATTENDANT	2
DIETARY TECHNICIAN	5
DIETETIC SERVICE SUPERVISOR	10
DIRECTOR OF ENVIRONMENTAL HEALTH	24
DIRECTOR OF STAFF & ORGANIZATIONAL	24
DIRECTOR OF WEIGHTS & MEASURES A	18
DISTRICT ATTORNEY SPEC. INVESTIGATO	17
DRAFTSPERSON	12
E-911 COORDINATOR	15
ELECTRICIAN	18
EMERGENCY COMMUNICATIONS DISPATC	9
EMERGENCY MEDICAL SERVICES COORDI	8
EMPLOYMENT & TRAINING FISCAL MANA	16
EMPLOYMENT AND TRAINING ASST.	7
EMPLOYMENT AND TRAINING COORDINA	13
EMPLOYMENT AND TRAINING COUNSELO	15
EMPLOYMENT AND TRAINING INSTRUCTO	15
ENGINEERING AIDE	13
ENVIRONMENTAL & SANITATION ENGINEE	23
ENVIRONMENTAL SERVICES SUPERVISOR	8
ENVIRONMENTAL SERVICES WORKER	2
EQUIPMENT AND BUILDINGS MECHANIC	14
FINANCE MANAGER	27
FRAUD SPECIALIST	12
GARAGE SUPERVISOR	13
GATE ATTENDANT	10
GROUNDSKEEPER	7
HEAD NURSE	21
HEAD SOCIAL WELFARE EXAMINER	18
HEALTH FACILITY COMPTROLLER/NURSI	21
HIGHWAY CONSTRUCTION SUPERVISOR	15
HIGHWAY INVENTORY CLERK	12
HIGHWAY PROJECT TECHNICIAN	13

TITLE ORDER

CLINTON COUNTY
TITLE AND GRADE CHART

HOME HEALTH AIDE	6
HOMEMAKER	7
HOUSEKEEPER	12
IMAGING SYSTEMS COORDINATOR	13
INVENTORY COORDINATOR	13
JTPA TRAINING COORDINATOR	14
LABORER (AIRPORT)	8
LABORER (COUNTY HOME)	2
LABORER (HIGHWAY, LANDFILL)	7
LABORER (MAINTENANCE)	7
LEISURE TIME ACTIVITIES DIRECTOR	9
LIBRARY AIDE TYPIST	4
LIBRARY CLERK	5
LICENSED PRACTICAL NURSE	12
MEDICAL CLERK	6
MEDICAL CLERK/TYPIST	6
MENTAL HEALTH SERVICES COORDINAT	28
MEO MECHANIC	12
MESSENGER	4
MESSENGER/CUSTODIAL WORKER	4
MICRO-COMPUTER COORDINATOR	14
MICRO-COMPUTER SPECIALIST	12
MICROFILM OPERATOR	6
MOTOR EQUIPMENT OPERATOR I	8
MOTOR EQUIPMENT OPERATOR II	10
MOTOR EQUIPMENT OPERATOR III	12
MOTOR EQUIPMENT OPERATOR IV	13
MOTOR VEHICLE LICENSE CLERK	8
MRF SUPERVISOR	16
NETWORK ENGINEER	18
NONE	1
NONE	26
NURSE PRACTITIONER	20
NURSES AIDE	3
NURSING HOME SOCIAL WORKER	14
NUTRITION SERVICE COORDINATOR	23
OCCUPATIONAL THERAPIST	17
OFFICE MANAGER	14
ON-THE-JOB TRAINING SPECIALIST	16
PARALEGAL	11
PATIENT AGENT	3
PERSONAL PROPERTY COORDINATOR	16
PHOTOCOPY MACHINE OPERATOR	6
PHYSICAL THERAPIST ASSISTANT	7
PLANNER	16
PLANNING ASSISTANT	13
PLANNING TECHNICIAN	15
PRINCIPAL ACCOUNT CLERK	12
PRINCIPAL ACCOUNT CLERK (TREAS.)	14

TITLE ORDER

CLINTON COUNTY
TITLE AND GRADE CHART

PRINCIPAL ACCOUNT CLERK/TYP	12
PRINCIPAL CLERK	9
PRINCIPAL CLERK/TYPIST	10
PRINCIPAL SOCIAL WELFARE EXAMINER	18
PRINCIPAL STENOGRAPHER	12
PRINTING MACHINE OPERATOR	8
PROBATION ASSISTANT	10
PROBATION OFFICER	16
PROBATION OFFICER TRAINEE	11
PROBATION SUPERVISOR	20
PROGRAM SPECIALIST (DOM. VIOL.)	13
PROJECT COORDINATOR	13
PROJECT COORDINATOR (WIC)	17
PROJECT COUNSELOR	12
PSYCHIATRIC NURSE	28
PSYCHOLOGIST (MA LEVEL)	20
PUBLIC HEALTH EDUCATOR	15
PUBLIC HEALTH NURSE	19
PUBLIC HEALTH RESPONSE COORDINAT	20
PUBLIC HEALTH SANITARIAN	17
PUBLIC HEALTH TECHNICIAN	10
PURCHASING CLERK	4
R.P.I.S. COORDINATOR	23
RECORDING CLERK	9
RECORDS INVENTORY PLANNING CLERK	6
RECREATION DIRECTOR	13
RECYCLING COORDINATOR	21
REFRIGERATION MECHANIC	20
REGISTERED PROFESSIONAL NURSE	18
SENIOR ACCOUNT CLERK	8
SENIOR ACCOUNT CLERK (TREAS.)	10
SENIOR ACCOUNT CLERK/TYPIST	8
SENIOR ACCOUNT CLERK/TYPIST (TREAS.	10
SENIOR ASSESSMENT CONTROL EXAMIN	14
SENIOR BUILDING MAINTENANCE WORKE	11
SENIOR CASEWORKER	18
SENIOR CHILD SUPPORT SPECIALIST	16
SENIOR CLERK	6
SENIOR COMPUTER PROGRAMMER	21
SENIOR CUSTODIAL WORKER	8
SENIOR DATA ENTRY MACHINE OPERATO	10
SENIOR EMERGENCY COMMUNICATIONS	12
SENIOR EMPLOYMENT & TRAINING COOR	18
SENIOR EMPLOYMENT & TRAINING COUN	17
SENIOR EMPLOYMENT & TRAINING INSTR	16
SENIOR LIBRARY CLERK	6
SENIOR MENTAL HEALTH CLINICIAN	23
SENIOR NETWORK ENGINEER	23
SENIOR PHOTOCOPY MACHINE OPERATO	10

TITLE ORDER

**CLINTON COUNTY
TITLE AND GRADE CHART**

SENIOR PLANNER	18
SENIOR PROBATION OFFICER	18
SENIOR PUBLIC HEALTH EDUCATOR	16
SENIOR PUBLIC HEALTH SANITARIAN	20
SENIOR PUBLIC HEALTH TECHNICIAN	13
SENIOR RECORDING CLERK	14
SENIOR SOCIAL WELFARE EXAMINER	15
SENIOR STAFF NURSE	21
SENIOR STAFF SOCIAL WORKER	23
SENIOR STATION ATTENDANT	10
SENIOR STENOGRAPHER	9
SENIOR TAX MAP TECHNICIAN	23
SENIOR TYPIST	7
SENIOR WIC NUTRITIONIST	18
SENIOR WIC PROGRAM AIDE	8
SERVICES FOR THE AGING SPECIALIST	10
SIGN MAINTENANCE SUPERVISOR	15
SIGN MAINTENANCE WORKER	11
SOCIAL SERVICES INVESTIGATOR	15
SOCIAL WELFARE EXAMINER	13
SOCIAL WORK ASSISTANT	13
SOLID WASTE AIDE	10
SR. CHEMICAL ABUSE COUNSELOR	15
SR. MOTOR VEHICLE LICENSE CLERK	13
STAFF DEVELOPMENT AIDE	9
STAFF DEVELOPMENT COORDINATOR	19
STAFF NURSE	18
STAFF PSYCHIATRIC NURSE	20
STAFF SOCIAL WORKER	20
STATION ATTENDANT	9
STENOGRAPHER	5
STOP-DWI COORDINATOR	20
STOP-DWI EDUCATIONAL SPECIALIST	14
STOP-DWI PROGRAM SPECIALIST	16
SUMMER YOUTH COUNSELOR	15
SUPERVISING PSYCHOLOGIST	25
SUPERVISING PUBLIC HEALTH NURSE	22
SUPERVISING SOCIAL WORKER	23
TRAFFIC SAFETY COORDINATOR	10
TRAFFIC SIGNAL TECHNICIAN	10
TRANSFER STATION OPERATOR	12
TYPIST	4
VETERAN'S COUNSELOR	12
VETERANS SERVICE AIDE	10
VICTIM SERVICES ADVOCATE	12
WELDER/FABRICATOR	11
WIC NUTRITION AIDE	6
WIC NUTRITION EDUCATOR	15
WIC NUTRITIONIST	15

**CLINTON COUNTY
TITLE AND GRADE CHART**

TITLE ORDER

WIC PROGRAM AIDE	6
WIC PROGRAM AIDE/TYPIST	6
WIC PROGRAM COORDINATOR	20
YOUTH COURT GRANT AIDE	0